



# County of Sonoma

## State of California

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Date: June 8, 2021

Item Number: \_\_\_\_\_

Resolution Number: \_\_\_\_\_

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4/5 Vote Required

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**Resolution Of The Board Of Supervisors Of The County Of Sonoma, the Board of Directors of the Sonoma County Water Agency, the Board of Commissioners Of The Community Development Commission, And The Board Of Directors Of The Sonoma County Agricultural Preservation And Open Space District Approving The Extension Of Emergency Family and Medical Leave Extension Act Benefits Effective From June 29, 2021 Through September 30, 2021.**

**Whereas**, the County of Sonoma, due to the COVID-19 pandemic, has been under the Orders of the Public Health Officer as well as California State related to maintaining the safety of employees and the community since March 13, 2020; and

**Whereas**, these Orders have impacted many County of Sonoma and special agencies' employees' capacity to be at work for their current allocation of hours due to COVID-19 quarantine or illness, school closures and distanced and/or home learning, and other elements of caring for their children and other dependents; and

**Whereas**, these Orders have required working families to balance their work with the unprecedented challenges of COVID-19's impacts necessitating the use telework and/or flexible schedules, and/or leaves; and

**Whereas**, the Families First Coronavirus Response Act (FFCRA) ended on December 31, 2020, but the need for the leave programs related to the COVID-19 pandemic continues; and

**Whereas**, on January 5, 2021, the County of Sonoma voluntarily extended the deadline to use leave benefits previously provided under the FFCRA until March 31, 2021; and

**Whereas**, the American Recovery Plan Act (ARPA) was signed into law on March 11, 2021, and provides a funding mechanism by which local governments that voluntarily elect to

continue providing FFCRA-like paid leave benefits may receive reimbursement for such costs through payroll tax credits and/or the Coronavirus Local Fiscal Recovery Fund; and

**Whereas**, on April 6, 2021 the County of Sonoma voluntarily extended Emergency Family and Medical Leave Expansion Act (EFMLEA) benefits previously provided under the FFCRA until June 28, 2021; and

**Whereas**, the State of California passed Senate Bill 95 providing 80 hours of Supplemental Paid Sick Leave (SPSL) for employees from January 1, 2021 through September 30, 2021; and

**Whereas**, the County has notified the labor organizations representing employees and will meet with them as requested and required by law;

**Now, Therefore, Be It Resolved** that this Board of Supervisors hereby approves the extension of the EFMLEA leave benefits through September 30, 2021, as detailed in Attachment A.

**Supervisors:**

Gorin:

Rabbitt:

Coursey:

Gore:

Hopkins:

Ayes:

Noes:

Absent:

Abstain:

**So Ordered.**