Agenda

• Communication Efforts
• Pre-HR 6201 (March 25th through March 31st, 2020)
• HR 6201
  • Emergency Paid Sick Leave Act
  • Emergency Family Medical Leave Act- School/Child Care Closures
• Essential Work Supplemental Pay
• Other COVID-19 Employee Statistics
COVID-19 Human Resources Communication

• COVID-19 Employee Website

• Employee E-mail: SJCCOVID19employeeinfo@sjgov.org
  • Human Resources staff are dedicated to responding to employee questions and requests
  • Over 100 responses have been provided

• Conference Calls with Department Heads and Assistant Department Heads
Pre-HR 6201

- Approximately 288 employees in 25 departments were off work for a qualifying COVID-19 related reason between March 25th and March 31st using existing accrual balances
  - Required to follow Stay-at-Home Orders if essential work was not available
  - Need to self-quarantine/self-isolate due to high risk factors
  - Caring for an individual who needed to self-quarantine/self-isolate
  - School/Child Care Closure
Pre-HR 6201

• 80 employees required an accrual advance to receive a full paycheck between March 25 and March 31st
• Approximately 1,500 hours were advanced to the workforce
• Affected Departments included: Agricultural Commissioner, Assessor/County Clerk Recorder, Behavioral Health Services, Department of Child Support Services, EEDD/Worknet, Information Systems Division, Human Services Agency, Public Defender, Public Health, Public Works, SJGH, Treasurer Tax-Collector
HR 6201-Emergency Paid Sick Leave Act

• Up to 80 hours of Paid Sick Leave (pro-rated for part-time) for qualifying COVID-19 reasons

• County has received 226 requests. This is significantly reduced from original estimates

• Approximately 52,000 hours have been requested in the last two pay periods

• May be used intermittently for telework or school/child care closures

• Two pay periods eligible estimated salary and benefit costs $1.8 million
HR 6201-Emergency Family Medical Leave Act

• Unable to work or telework due to a need to care for a child under age of 18 if the school or child care is closed or unavailable due to a public health emergency

• Employer must provide 2/3 of employee’s regular rate of pay. Permits employee to supplement accruals to 100% pay. Historically, FMLA is job protection - pay is not associated with the leave outside of existing accruals

• Cap $200 per day; $10,000 total
HR 6201—Emergency Family Medical Leave Act

- County has received approximately 241 qualifying requests.
- Local schools are closed for the remainder of the school year. School age children are learning in the remote environment. Many require parents to assist in the learning process.
- The majority of County departments have received requests.
- 85 FMLA/CFRA COVID-19 related requests have been received where the employee does not meet eligibility criteria. Following County’s existing leave policies for these requests.
Essential Work 5% Supplemental Pay

- March 2020, County departments estimated approximately 4,600 employees were needed to provide essential services.

- 6,885 County employees have been identified eligible to receive the supplemental pay. This is significantly higher than originally estimated.

- Two pay periods eligible for supplemental pay. Estimated salary and benefit cost is $2.5 million.
Other Human Resources COVID-19 Information

• County has received 142 unemployment claims. Increase in approximately 10 from last week

• Worker’s Compensation:
  • 50 potential exposures reported to HR/Risk Management
  • 7 Workers Compensation claims; 5 Denied (non-COVID) and 2 in Delayed Status (researching)
Thank you for your Consideration
Questions...