



Board of Supervisors Memorandum

April 19, 2022

Recommendation for Additional Sick Leave for Those Negatively Affected by the April 2020 Stay-At-Home Order

Background

Due to the Governor's Stay-At-Home Order in March 2020, the County identified approximately 5,500 employees as essential and deemed 760 employees non-essential. This latter group was ordered to stay home and not attend work, effective April 1, 2020 through May 17, 2020. Employees used County Pandemic leave (80 hours), the Federal Emergency Paid Sick Time (80 hours), or their accrued annual leave or sick leave. In total, the County furloughed 395 (of 760) non-essential employees.

The Library District closed on March 17, 2020 per directive of the County Administrator and therefore many employees may have used more of their leave accruals, if they were unable to secure a temporary reassignment. In total, two hundred seventy-seven (277) employees were furloughed from the Library. While most were back to work in June, some continued to be furloughed until November.

Given that the COVID-19 pandemic has continued over the past two years, some employees not permitted to work during the Governor's Stay-At-Home Order may continue to have low sick leave accruals available to use in the event they need to quarantine, isolate, or to care for a family member. Of the 760 employees deemed non-essential, 610 remain currently employed by the County. For employees who were required to stay home, the amount of sick leave ranges from 0 to 1,895 hours with a median of 39 hours (and an average of 98). Among this group, 295 (of the 610) have had to go into an unpaid leave status and 185 employees currently have less than 10 hours of sick leave.

To ensure the health and well-being of our workforce, Pima County should not create disincentives for employees to stay home when they are ill. For this reason, it is appropriate to provide supplemental sick time for those employees negatively affected during the Governor's Stay-At-Home Order who were required to use their leave accruals beyond County Pandemic leave or Federal Emergency Paid Sick Time. This applies to the 610 non-essential employees who were furloughed, not permitted to work, or worked a reduced schedule, to include part-time and intermittent employees and who have a sick leave balance of less than 40 weeks. Full and part-time (or intermittent) employees who meet these criteria would receive 80 or 40 hours of sick leave, respectively. This supplemental leave will not be paid out to an employee upon separation, nor converted to regular sick or vacation leave.

The Honorable Chair and Members, Pima County Board of Supervisors
Re **Recommendation for Additional Sick Leave for Those Negatively Affected by the April
2020 Stay-At-Home Order**

April 19, 2022

Page 2

Recommendation

I recommend the Board of Supervisors approve 80 hours of supplemental sick leave for full-time employees and 40 hours of sick leave for part-time and intermittent employees who were required to use their leave accruals during the Governor's Stay-At-Home Order in 2020.

Sincerely,



Jan Lesher
Acting County Administrator

JKL/mp – April 11, 2022

- c: Francisco Garcia, MD, MPH, Deputy County Administrator and Chief Medical Officer
Health and Community Services
Carmine DeBonis, Jr., Deputy County Administrator
Michelle Campagne, Director, Finance and Risk Management
Cathy Bohland, Director, Human Resources
Ellen Moulton, Director, Analytics and Data Governance
Terry Cullen, MD, Director, Health Department