



ECONOMIC DEVELOPMENT SUBCOMMITTEE

JANUARY 19, 2021

Council Members: John Sawyer, Chair | Victoria Fleming | Eddie Alvarez

Staff: Raissa de la Rosa, Economic Development Division Director



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ITEM 3.1: TEMPORARY PAID SICK LEAVE

COMPARISON

FFCRA – up to 500 employees

1. Are subject to a Federal, State or local quarantine or isolation order
2. Have been advised to self-quarantine by a health care provider
3. Are experiencing COVID-19 symptoms and is seeking medical diagnosis
4. Are caring for an individual subject to an order described in (1) or (2)
5. Are caring for a child whose school or place of care is closed due to COVID-19

SANTA ROSA – 500 + employees

1. Employers of healthcare providers and emergency responders
2. Removes lower cap limit
3. Allows employers an offset
4. Would be enforced by an employee bringing an action in Superior Court



COMPENSATION: Federal Act

- Employee caring for self:
\$511/day up to \$5,110 max
- Employee caring for someone else, including child:
highest rate at either 2/3 regular rate or 2/3 applicable minimum wage up to \$200/day up to \$2,000 max



FEDERAL LAW: Tax Credit + Biden Plan

EPSLA Tax Credit

- Limited to FFCRA covered employers
- Limited to FFCRA caps
- Available through 3/31/21

Proposed American Rescue Plan

- Would reinstate paid sick and family leave benefits until 9/30/21
- Would extend to businesses with >500 employees/<50 employees
- Would provide 14 weeks paid leave, reimbursed for <500 employee biz



RE-ADOPTION CLARIFICATION:

- Expiration date
- Inclusion of employers with less than 500 employees
- Inclusion of healthcare providers and emergency responders
- Inclusion of City
- Hardship exemption
- No addition of new leave hours; continuation of offsets as stated
- Compensation caps: tiered or single cap

