



**AGENDA**  
**Special County Operations Committee**  
**Thursday, January 14, 2021**  
**@ 4:30 p.m.**

1. **Call to Order**
  
2. **Resolution**
  - Extension of Emergency Paid Sick Leave and Expanded FMLA
  
3. **Miscellaneous**
  
4. **Adjournment**

## AGENDA BRIEFING

**COMMITTEE:** County Operations Committee  
**MEETING DATE:** January 14, 2021

**LINE ITEM:**  
**AMOUNT:**

---

**ISSUE:**

Approval to extend the Emergency Paid Sick Leave and Expanded FMLA.

---

**BACKGROUND/DISCUSSION:**

The Families First Act provided for up to 12 weeks of expanded FMLA for childcare issues related to COVID-19 as well as up to 80 hours of paid sick leave for those who had COVID-19 symptoms, were COVID-19 positive or a caregiver of a positive person. This provision of the FFA were effective April 1, 2020 through December 31, 2020.

While Congress did not extend the provisions that apply to the County, the County does have the option to extend the benefits internally. Approximately \$150,000 was spent on these provisions during 2020, and is eligible for reimbursement under CURE. Staff is working on the reimbursement process.

In an effort to ensure that employees stay home when ill and reduce COVID-19 related workman's compensation claims, staff recommends extending these provisions internally through March 31, 2021 retroactive back to January 1, 2021. Staff also recommends that the board require that the qualifying paperwork be completed by the end of the pay period following the employee's return to work.

---

**COUNTY BOARD GOALS:**



Workforce Development

---

**STAFF RECOMMENDATION:**

Approve the extension of Emergency Paid Sick Leave and Expanded FMLA through March 31, 2021.

---

**COMMITTEE ACTION:**

---

**PREPARED BY:** Shauna Musselman, Assistant County Administrator

**DEPARTMENT:** County Administration

**DATE:** January 7, 2021

TO THE HONORABLE COUNTY BOARD        )  
  )  
COUNTY OF PEORIA, ILLINOIS         )

Your County Operations Committee does hereby recommend passage of the following Resolution:

RE:    Approval of the Extension of Emergency Paid Sick Leave and Expanded FMLA for COVID-19 related absences

RESOLUTION

WHEREAS, the Families First Act provided for Emergency Paid Sick Leave and Expanded FMLA benefits for COVID-19 related absences through December 31, 2020; and,

WHEREAS, Congress did not extend these provisions past December 31, 2020 but instead allowed employers to continue to provide these benefits voluntarily; and,

WHEREAS, in an effort to ensure that employees stay home when ill, it is recommended that the County extend these provisions voluntarily through March 31, 2021 and retroactively to January 1, 2021 and require that all paperwork be submitted to Human Resources by the end of the pay period following the employee’s return to work;

NOW THEREFORE BE IT RESOLVED, by the County Board of Peoria County, the Emergency Paid Sick Leave and Expanded FMLA as provided in 2020 under the Families First Act is voluntarily extended for county employees through March 31, 2021 and retroactively to January 1, 2021 and that all paperwork be submitted to Human Resources by the end of the pay period following the employee’s return to work.

RESPECTFULLY SUBMITTED,  
COUNTY OPERATIONS COMMITTEE