



# City of Galveston

## HUMAN RESOURCES STAFF REPORT

**Date** February 24, 2022

**To:** City Manager  
Mayor and City Council Members

**From:** Kent Etienne Jr, Executive Director

**Project location:** 823 Rosenberg (Room 101)

**Project:** Extending Use of the Emergency Paid Sick Leave

### **Request:**

Consider for Approval Extending Use of the Emergency Paid Sick Leave (“EPSL”) Benefits for Civilian Employees as Established by the Families First Coronavirus Response Act (“FFCRA”) through December 31, 2022 (K. Etienne).

### **Prior Council Action**

Given the impacts of COVID-19 in Galveston County, the City Council previously approved the extension of the benefit through June 30, 2021. The benefits were extended once more for use through December 2021.

### **Background**

- A. On March 18, 2020, President Trump signed into law the Families First Coronavirus Response Act (“FFCRA”), which provided additional benefits to workers in response to the COVID-19 pandemic.
- B. Generally, the Act provided that covered employers afford eligible employees up to 80 hours of paid sick leave at the employee’s regular rate of pay where the employee was unable to work because the employee was quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis.
- C. Benefits were also provided to employees that were unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or





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- local government order or advice of a health care provider), or care for a child (under 18 years of age) whose school or child care provider was closed or unavailable for reasons related to COVID-19, and/or the employee was experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor.
- D. Emergency Paid Sick Leave (“EPSL”) benefits were provided to eligible employees in accordance with requirements as set forth by the FFCRA. Benefits (as extended by City Council) expired on June 30, 2021. City Council subsequently approved an extension of the benefits through December 31, 2021. An additional extension is needed to ensure uninterrupted benefits are available to employees as the need for continued use persists during the COVID-19 pandemic.

### **Fiscal Impact Report**

Funding will be provided by individual department budgets.

### **Alternatives**

- A. Alternative #1: Approve the recommendation. The City seeks approval to continue offering EPSL benefits to eligible employees through December 31, 2022, to include coverage for the months of January and February 2022.
- B. Alternative #2: Take no action.

### **Staff Recommendation**

- C. The City seeks to continue offering EPSL benefits to eligible employees through December 31, 2022, to include coverage for the months of January and February 2022. No additional leave would be added to prior balances. Alternatively, EPSL balances would roll beyond the expiration date and be available for use through December 31, 2022. New employees would be eligible for the benefits in accordance with current provisions of the FFCRA.

### **Attachments**

N/A

