


**INDIAN RIVER COUNTY  
MEMORANDUM**

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TO: Jason Brown  
County Administrator

FROM: Suzanne M. Boyll   
Human Resources Director

DATE: July 27, 2021

SUBJECT: Recommendation for Limited COVID-19 Sick Pay Benefit

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In 2020, the Families First Coronavirus Relief Act was passed and provided for paid sick leave and expanded FMLA leave. This leave expired on December 31, 2020 and in January 2021, Indian River County rolled over unused FFCRA Sick Leave balances to the vacation leave balance of all non-union and Teamsters' employees who were eligible for vacation leave. IAFF employees were also provided with additional vacation leave.

Employees who did not qualify for this leave included any full time employee who was not eligible to accrue and use vacation in January 2021. This would be any full time employee hired on or after August 1, 2020. We have a total of 65 non-union and teamsters' full time employees who were hired on or after August 1, 2020.


With the recent surge of COVID-19 cases, employees who were not provided with FFCRA paid sick leave or conversion who are diagnosed with COVID-19 or quarantined as a result of COVID-19 exposure in the same household, may face a no pay status. To avoid this, I am requesting approval for a Limited COVID-19 Sick Pay Benefit not to exceed 10 paid leave days. This benefit would expire on December 31, 2021 unless extended. There is no conversion of this leave balance upon expiration.

To be eligible an employee must have a hire date of August 1, 2020 or later, be full time, have exhausted all paid leave benefits, submit verification of a positive COVID-19 test or verification of being placed under quarantine due to a positive COVID-19 test of a family member in the same household, and be unable to work or telework. Application must be made to Human Resources Director or designee who will review the request and determine eligibility for the limited COVID-19 Sick Pay Benefit.

If approved, I will contact Teamsters Business Agent Steve Meyers for extension of this benefit to his eligible membership and also prepare an agenda item for the Board.

Approved

Jason E. Brown:  
c: file



Date:

7/27/21