



Memo

To: Commissioners, First 5 Ventura County

From: Lauren Arzu, Director of Human Resources & Operations (On behalf of the Administration Finance Committee)

Date: January 28, 2021

Re: **Recommendation to Extend FFCRA Policy & Procedures**

Background

In April 2020, the Commission approved policies and procedures to comply with the Families First Coronavirus Response Act (FFCRA) including the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act. The Acts' paid leave requirements are in addition to an employees' preexisting leave entitlements. These provisions were slated to expire on December 31, 2020. In December 2020, Congress approved the Consolidated Appropriations Act. One provision of the bill allows employers to voluntarily extend these paid leave benefits from December 31, 2020 to March 31, 2021.

Extending these benefits would support of the health and well-being of our employees and, as a family friendly employer, demonstrate leadership in supporting working parents during the pandemic.

The proposed extension of benefits was reviewed and approved by the Administration Finance Committee.

Recommendation

The recommendation action will extend the FFCRA paid leave benefits through March 31, 2021.