



Board of Supervisors Memorandum

May 17, 2022

Recommendation for Additional Sick Leave for Those Negatively Affected by the April 2020 Stay-At-Home Order

Background

On April 19, 2022, the Board of Supervisors approved Supplemental Sick Leave of 80 hours to full-time employees and 40 hours to part-time/intermittent employees who were negatively affected during the Governor's Stay-At-Home Order in March 2020, and met the following criteria:

1. Nonessential during the Statewide Stay-At-Home Order (including working reduced hours);
2. Had to use their sick or vacation leave accruals during the Statewide Stay-At-Home Order (beyond the FFCRA and County Pandemic Leave); and,
3. Sick leave less than 40 hours as of Board of Supervisors vote on April 19, 2022.

After the Board of Supervisors approved this recommendation, staff reviewed the originally identified 610 employees and determined that 146 employees had not been expected to work during this time-period and had no timesheets submitted. This group consists of Election Aides, Life Guards, Youth Crew Leaders, etc. This group was removed, as they had not been negatively impacted. The revised number of employees negatively impacted is 464 employees

This action provided 238 non-essential employees of the 464 who currently remain working for the County, who were furloughed, not permitted to work, or worked a reduced schedule, to receive the Supplemental Sick Leave.

Given that there are a remaining 226 of the 464 employees that were likewise affected during this time period, it is recommended to provide the 226 employees with 80 or 40 hours, depending on their full or part time status, of Supplemental Sick Leave as well, in order to ensure we treat the similarly situated employees equitably.

Attached is a spreadsheet detailing the affected departments and the number of full and part time employees impacted by this action.

Recommendation

I recommend the Board of Supervisors eliminate item three (3) from the criteria above and approve 80 hours of supplemental sick leave for full-time employees and 40 hours of sick

The Honorable Chair and Members, Pima County Board of Supervisors

Re: **Recommendation for Additional Sick Leave for Those Negatively Affected by the April 2020 Stay-At-Home Order**

May 17, 2022

Page 2

leave for part-time and intermittent employees who were required to use their leave accruals during the Governor's Stay-At-Home Order in 2020.

Sincerely,



Jan Lesher
County Administrator

Attachment

- c: Carmine DeBonis, Jr., Deputy County Administrator
- Francisco Garcia, MD, MPH, Deputy County Administrator and Chief Medical Officer
Health and Community Services
- Michelle Campagne, Director, Finance and Risk Management
- Cathy Bohland, Director, Human Resources
- Ellen Moulton, Director, Analytics and Data Governance

Employees Eligible for the Additional Sick Leave

Department	Full-Time Employees	Part-Time Employees	Total Employees
Assessor (AS)	67		67
Attractions & Tourism (ED)	2		2
Behavioral Health (BH)	2		2
Communications Office (CM)	5		5
Community & Workforce Development (CR)	1		1
County Free Library (LIB)	102	160	262
Development Services (DSD)	2		2
Elections (EL)		1	1
Environmental Quality (DE)	2		2
Finance & Risk Management (FN)	1	1	2
Fleet Services (FS)	1		1
Health (HD)	7		7
Human Resources (HR)	4		4
Information Technology (IT)	6		6
Justice Court Tucson (JCT)	4		4
Natural Resources, Parks & Recreation (PR)	7	16	23
Office of Sustainability & Conservation (SUS)	1		1
Real Property Services (RPS)	1		1
Recorder (RE)	1		1
Regional Wastewater Reclamation (WW)	8		8
Sheriff (SD)	33		33
Stadium District-Kino Sports Complex (KSC)	4	22	26
Transportation (TR)	1		1
Wireless Integrated Network (WIN)	2		2
Grand Total	264	200	464