



## **TERMINATION OF ORDERS ISSUED UNDER PROCLAMATION OF LOCAL EMERGENCY**

**WHEREAS**, On February 25, 2020, I declared a Local State of Emergency to exist within the City and County of San Francisco in connection with the imminent spread within the City of a novel (new) coronavirus (“COVID-19”); and

**WHEREAS**, On March 31, 2020, I issued the Seventh Supplement to the Proclamation of Local Emergency, ordering programs and benefits to recognize the work of City employees providing essential services in the workplace or in the field, including interacting with members of the public, or working additional hours in support of the City’s emergency response; and

**WHEREAS**, In the Seventh Supplement, I authorized other benefits and programs to support City employees through the pandemic by ensuring they have sufficient paid time off balances to remain out of the workplace if they or their family members are sick, quarantined, or otherwise impacted by the pandemic, so those employees could return to work as soon as possible and function at full capacity in the service of the City and its residents and also to mitigate the financial impacts of the emergency on City employees; and

**WHEREAS**, In the Seventh Supplement, I waived certain accrual limits on vacation leave to encourage City employees to remain at work supporting the City’s emergency response through the early months of pandemic; and

**WHEREAS**, City employees’ use of discretionary paid time off is returning to pre-pandemic levels;

**WHEREAS**, On September 1, 2020, based on San Francisco’s status in the “red” tier of the State’s new colored-coded tiered system, which status provides the City discretion to move forward with reopening some activities, I announced plans and a timeline for phased reopening of businesses and services, as the City moves into a more stable and continued phase of its response to the pandemic; and

**WHEREAS**, On September 29, 2020, San Francisco moved into the “orange” tier of the State’s system, and the Mayor announced additional phased reopening plans; and



**WHEREAS**, Given the current stage and status of the City's pandemic response, the continuation of certain of the benefits and programs for City employees provided under prior supplements is no longer reasonably necessary to respond to the local emergency; and

**NOW, THEREFORE**

I, London N. Breed, Mayor of the City and County of San Francisco terminate the following Orders, effective as provided below.

- (1) The program waiving the maximum accrual limits for City employee vacation leave, so that those employees may earn up to an additional 80 hours of vacation above the applicable accrual limit, enacted in Section 3 of the Seventh Supplemental Proclamation, shall end effective close of business October 30, 2020. Due to the termination of the program, employees who have accrued vacation leave over their applicable limits will not accrue any additional vacation hours after close of business October 30, 2020, until their balance is below the otherwise applicable maximum accrual limit. The other terms of the program in Section 3 of the Seventh Supplemental Proclamation, including the requirement that employees reduce their balances below the applicable maximum accrual by December 31, 2021, will remain in effect.
- (2) The program waiving the compensatory time caps for salaried employees (designated "Z" symbol employees) who are not eligible for overtime but who may earn compensatory time, so that those employees could earn up to an additional 80 hours above the current compensatory time caps, enacted in Section 4(a) of the Seventh Supplemental Proclamation, shall end close of business October 30, 2020. Due to the termination of the program, employees who have accrued compensatory time over the applicable caps will not accrue any additional compensatory time after close of business October 30, 2020, until their balance is below the applicable cap. Employees who have earned compensatory time hours under this program may use those hours under terms set by the Department of Human Resources and in applicable Memoranda of Understanding provisions.
- (3) The program for miscellaneous employees represented by the Municipal Executives Association, and other City employees who are not otherwise eligible to earn overtime or compensatory time, allowing those employees to earn up to 80 hours of



compensatory time on an hour for hour basis for work during the emergency, enacted in Section 4(b) of the Seventh Supplemental Proclamation, shall end effective close of business October 30, 2020. Employees who have earned compensatory time hours under this program may use those hours under terms set by the Department of Human Resources and in applicable Memoranda of Understanding provisions.

(4) The program providing 8 hours of floating holidays for every 40 hours of regularly scheduled hours worked in the workplace, up to a maximum of 80 hours of floating holiday over the duration of the emergency, enacted in Section 5(b) of the Seventh Supplemental Proclamation, shall end close of business October 30, 2020. The City will credit these floating holiday hours by November 30, 2020.

DATED: October 19, 2020

A handwritten signature in blue ink, reading "London Breed", written over a horizontal line.

London N. Breed  
Mayor of San Francisco