

1 [Concurring in Actions to Meet Local Emergency - Coronavirus Response - Thirtieth
2 Supplement]

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3 **Motion concurring in actions taken by the Mayor in the Thirtieth Supplement to the**
4 **Proclamation of Emergency to meet the ongoing local emergency related to the novel**
5 **coronavirus COVID-19 pandemic by revising the program provisions that provided**
6 **additional hours of new paid sick leave to City employees.**

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8 WHEREAS, On February 25, 2020, Mayor London N. Breed declared a local
9 emergency to exist in connection with the spread of the novel coronavirus COVID-19; and

10 WHEREAS, The Mayor transmitted a copy of that Proclamation Declaring the
11 Existence of a Local Emergency to the Board of Supervisors (the "Proclamation"), and on
12 March 3, 2020, the Board of Supervisors concurred in the Proclamation and in the actions
13 taken by the Mayor to meet the emergency; the Proclamation and the Board's concurring
14 motion are on file with the Clerk of the Board of Supervisors in File No. 200228; and

15 WHEREAS, On March 31, 2020, the Mayor took steps to meet the emergency by
16 issuing the Seventh Supplement to the Proclamation, authorizing benefits and programs to
17 support City employees through the pandemic by ensuring they have sufficient paid time off
18 balances to remain out of the workplace if they or their family members are sick, quarantined,
19 or otherwise impacted by the pandemic, so those employees could return to work as soon as
20 possible and function at full capacity in the service of the City and its residents and also to
21 mitigate the financial impacts of the emergency on City employees; and

22 WHEREAS, In the Seventh Supplement, the Mayor also waived certain accrual limits
23 on vacation leave to encourage City employees to remain at work supporting the City's
24 emergency response through the early months of pandemic; and

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

3 WHEREAS, Given the current stage and status of the City’s pandemic response, the
4 Mayor concluded that the continuation of certain of the benefits and programs for City
5 employees provided under prior Supplements to the Proclamation is no longer reasonably
6 necessary to respond to the local emergency; and

7 WHEREAS, On October 19, 2020, the Mayor terminated several orders from the
8 Seventh Supplement, effective October 30, 2020, including the orders that: 1) allowed City
9 employees to accrue 80 hours of vacation above the applicable vacation cap; 2) allowed
10 salaried employees who are not eligible for overtime but are eligible for compensatory time to
11 accrue up to 80 hours of compensatory time above the applicable cap; 3) allowed
12 miscellaneous employees represented by the San Francisco Municipal Executives
13 Association and other employees not eligible for overtime or compensatory time to earn up to
14 80 hours of compensatory time on an hour for hour basis for work during the emergency; and
15 4) provided employees eight hours of floating holiday time for every 40 hours worked in the
16 workplace during the emergency up to a total of 80 hours; and

17 WHEREAS, On October 19, 2020, the Mayor took additional steps to meet the
18 emergency by issuing the Thirtieth Supplement to the Proclamation, ordering one action to
19 meet the emergency; the Thirtieth Supplement is on file with the Clerk of the Board of
20 Supervisors in Board File No. 201201;

21 WHEREAS, Government Code, Sections 8550 et seq., and Charter, Section 3.100,
22 provide for the concurrence by members of the Board of Supervisors in such emergency
23 declaration and in action taken by the Mayor to meet the emergency; and now, therefore, be it

24 MOVED, That the Board of Supervisors concurs with the following action taken by the
25 Mayor to meet the local emergency included in the Mayor’s Thirtieth Supplement to the

1 Proclamation, dated October 19, 2020, as such action is described in full in the Thirtieth
2 Supplement and summarized as follows:

3 Action #1: Revising the program providing an additional 80 hours of new paid
4 sick leave to City employees employed as of April 1, 2020, enacted in Section 2 of the
5 Mayor’s Seventh Supplemental Proclamation, by limiting the use of any remaining balance of
6 that sick leave only for leave related to COVID-19 infection, COVID-19 exposure, or direct
7 impacts of COVID-19 on employees and their families such as school closures or remote or
8 hybrid learning programs.

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