



**OFFICE OF THE CONTROLLER**  
CITY AND COUNTY OF SAN FRANCISCO

Ben Rosenfield  
Controller

Todd Rydstrom  
Deputy Controller

Ms. Angela Calvillo  
Clerk of the Board of Supervisors  
1 Dr. Carlton B. Goodlett Place Room 244  
San Francisco, CA 94102-4689

February 4, 2022

RE: File 220022 – Ordinance to amend the Police Code to require employers to provide public health emergency leave during a public health emergency

Dear Ms. Calvillo,

Should the proposed ordinance be approved by the voters, in my opinion, it would minimally to significantly increase the cost of government.

The proposed ordinance requires employers with more than 100 worldwide employees to provide public health emergency leave to employees who work in San Francisco during a public health emergency, including air quality emergencies. Employees may use this leave for defined purposes. Employers would provide up to 80 hours of paid public health emergency leave, based on an employee's number of regular work hours. In response to the COVID-19 pandemic, federal, state and local laws required employers of a certain size to provide paid emergency sick leave. The proposed ordinance adopts similar requirements but does not amend current law.

The cost to city government would include implementation tasks and enforcing the compliance of private employers, including at least one compliance officer position at a cost of \$170,000 per year. Estimating the cost to the City of the paid leave mandate in future years is more difficult. The COVID-19 sick pay benefit of up to 80 hours granted to each city worker during the emergency is not typically considered additional compensation. Employees also have regular sick pay balances they may utilize. Extending the COVID-19 benefit could have a significant fiscal impact to the City. The impact would be limited to the extent individual absences need to be covered with overtime pay. In the past this has been a small fraction of actual sick leave but is difficult to predict with certainty.

Sincerely,

*for*  
*Ben Rosenfield*  
Ben Rosenfield  
Controller

Note: This analysis reflects our understanding of the proposal as of the date shown. At times further information is provided to us which may result in revisions being made to this analysis before the final Controller's statement appears in the Voter Information Pamphlet.