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**Sponsor:** Human Resources

**Meeting Date:** 12/22/2020

**Title:** Extension of Paid Extraordinary Pandemic Event Leave  
Memoranda of Agreement

**File Number:** 2020-599

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**Background and Rationale:**

On March 13, 2020, Governor Walz declared a state of emergency for the state of Minnesota due to the COVID-19 pandemic. The Ramsey County Board declared a local state of emergency related to the COVID-19 pandemic on March 14, 2020. On March 24, 2020 the Ramsey County Board established a COVID-19 related benefit for employees, providing for 80 hours (prorated for part time employees) of Paid Extraordinary Pandemic Event Leave (PEPEL) for certain absences as identified in Memoranda of Agreement (MOA). The MOAs expire on December 31, 2020. As of December 1, 2020, the state of emergency declaration remains in effect. COVID-19 rates of transmission continue to rise and the County workforce is continuing to experience COVID-19 related absences. All federal benefits made available for COVID-19 absences cease to exist December 31, 2020. In an effort to minimize the impact of the ongoing pandemic, Ramsey County seeks to extend the MOAs to permit usage in calendar year 2021 of the PEPEL benefits remaining on December 31, 2020.

**Recommendation:**

The Ramsey County Board of Commissioners resolved to:

1. Authorize the extension of the Memoranda of Agreement for Paid Extraordinary Pandemic Event Leave (PEPEL) benefits to enable staff to use PEPEL hours remaining on December 31, 2020 for COVID-19 related absences.
2. Authorize new employees employed after December 31, 2020 to access a one-time benefit of up to 80 hours of PEPEL leave (pro-rated for part-time staff) for COVID-19 related absences.
3. Authorize the Chair and County Manager to execute the Memoranda of Agreements as agreed to with individual bargaining units which are in form and substance with the attached representative document.
4. Authorized the County Manager to retain the discretion to end or modify PEPEL leave as necessary until the Board declares an end to emergency declaration for COVID-19, or beyond the end of the emergency period with notice to the Board and the bargaining units, but not to exceed December 31, 2021.

A motion to approve was made by Commissioner McDonough, seconded by Commissioner Reinhardt.

Motion passed.

Aye: - 7: Carter, Frethem, MatasCastillo, McDonough, McGuire, Ortega, and Reinhardt

By:   
Janet Guthrie, Chief Clerk - County Board

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