



COUNTY OF SAN DIEGO

2020 MAY -1 AM 8:31

CLERK OF THE BOARD
OF SUPERVISORS

NATHAN FLETCHER

SUPERVISOR, FOURTH DISTRICT
SAN DIEGO COUNTY BOARD OF SUPERVISORS

AGENDA ITEM

DATE: May 5, 2020

13

TO: Board of Supervisors

SUBJECT

**COUNTY CARES: FIGHTING FOR OUR FRONTLINE AND ESSENTIAL WORKERS
(DISTRICTS: ALL)**

OVERVIEW

On February 14, 2020 San Diego County of San Diego Public Health Officer Dr. Wilma Wooten declared a public health emergency. On March 19, 2020 the state gave an order directing non-essential employees to stay at home. Since then around 7,500 San Diego County employees are deemed to be essential workers and are currently still coming in to work some of whom work directly with the public and interact with COVID-19 positive individuals or Persons Under Investigation (PUIs). These are workers out in the frontlines fulfilling jobs as public health nurses, probation officers, deputy sheriffs, home healthcare workers, behavioral health care workers, eligibility staff, and many more essential jobs that continue to serve the public through this crisis.

We are exposing necessary workers to a deadly virus that can potentially also infect their family members. These family members are not disaster workers; we are opening a risk to them they would not have otherwise if they are following the stay at home orders. On March 27, 2020 the Federal Government signed the CARES Act (Coronavirus Aid, Relief, and Economic Security) which provides government agencies with funds to bolster the COVID-19 response. The County can use these funds to support essential workers who are at an increased risk of contracting COVID-19. These funds should be taken advantage of to support our workers and ensure that we are meeting the needs of our workforce.

RECOMMENDATION(S)

SUPERVISOR NATHAN FLETCHER

1. Direct the Chief Administrative Officer to work in accordance with the County's negotiation process to determine the eligibility of employees to use CARES Act funds to provide Hazard Pay to workers for the following three tiers and report back to the board as soon as possible. Pay is to be in effect retroactively from March 19, 2020 until December 31, 2020 or once the State stay at home orders are lifted.

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- a. Tier 1: 5% to County workers who are working directly with COVID-19 positive individuals and Persons Under Investigation (PUIs), including those who work with the deceased, as well as employees who work in locked facilities, residential care, and patient care settings such as Detentions, Polinsky, Edgemoor, Rosecrans and the Psychiatric Hospital.
 - b. Tier 2: 3% to County workers who are engaging the public and/or clients and could be interacting with COVID-19 positive individuals or PUIs).
 - c. Tier 3: 2% to County workers who are being required to report to work and are a risk of exposure due to interaction with coworkers.
2. Direct the Chief Administrative Officer to work in accordance with the County's negotiation process to allow employees to submit receipts for up to \$100 in monthly reimbursements to workers who are tele-working for work-related expenses including but not limited to internet access, telephone, electricity, printing, and other expenses necessary to fulfill job requirements.

FISCAL IMPACT

There is no fiscal impact associated with this letter.

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

On February 14, 2020 San Diego County of San Diego Public Health Officer Dr. Wilma Wooten declared a public health emergency. On March 19, 2020 the state gave an order directing non-essential employees to stay at home. Since then around 7,500 San Diego County employees are deemed to be essential workers and are currently still coming in to work some of whom work directly with the public and interact with COVID-19 positive individuals or Persons Under Investigation (PUIs). These are workers out in the frontlines fulfilling jobs as public health nurses, probation officers, deputy sheriffs, home healthcare workers, behavioral health care workers, eligibility staff, and many more essential jobs that continue to serve the public through this crisis.

The County of San Diego has made a \$7.5 million monthly investment on staffing for efforts in public health, behavioral health and overall increased COVID-19 response. These workers are critical to our emergency response to this global pandemic. Currently the counties of Alpine, Humboldt, Marin, Merced, San Francisco, San Joaquin, and Tehama are offering increased financial support to workers who are directly interacting with folks on the frontlines.

As a Marine Combat Veteran I understand serving on the frontlines. There is a clear understanding that when you enlist in the military you may be called upon to serve in direct combat. Regardless there is still a distinction for those serving on the combat lines; those who fight on the frontlines have what is called a "combat pay." It seems only common sense that these workers who are risking their lives today with a fast spreading, highly contagious virus are compensated for the

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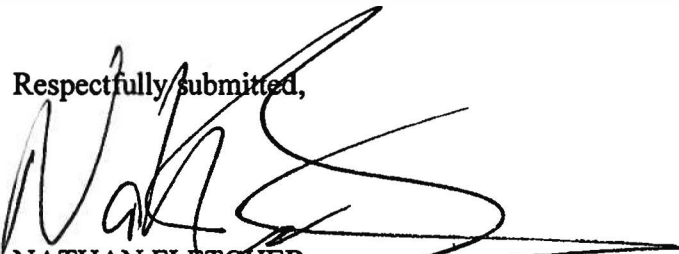
risk. A virus that has killed over 58,000 in the US and 214,000 worldwide; 54,073 more Americans have died of this virus than in the Afghanistan and Iraq wars.

We are exposing necessary workers to a deadly virus that can potentially also infect their family members. These family members are not disaster workers; we are opening a risk to them they would not have otherwise if they are following the stay at home orders. On March 27, 2020 the Federal Government signed the CARES Act (Coronavirus Aid, Relief, and Economic Security) which provides government agencies with funds to bolster the COVID-19 response. The County can use these funds to support essential workers who are at an increased risk of contracting COVID-19. These funds should be taken advantage of to support our workers and ensure that we are meeting the needs of our workforce. The County of San Diego received \$334 million in CARES Act funding, we are asking for a fraction of that for the workers who are ensuring our essential functions as a County continue to run.

In order to provide our essential workforce with proper compensation and safety I am requesting that our Chief Administration Officer provide hazard pay in a three-tier system to all county workers who fall under these guidelines. I am also requesting a monthly reimbursement opportunity for all workers teleworking to ensure work-related expenses are covered.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

The requested action supports the Live Well San Diego Initiative in the County's 2019-2024 Strategic Plan, and its vision for a San Diego that is Building Better Health, Living Safely and Thriving, by supporting essential workers and county workers fulfilling their duties during a global pandemic through just compensation.

Respectfully submitted,

NATHAN FLETCHER
Supervisor, Fourth District

ATTACHMENT(S)

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AGENDA ITEM INFORMATION SHEET

REQUIRES FOUR VOTES: Yes No

WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED
 Yes No

PREVIOUS RELEVANT BOARD ACTIONS:
N/A

BOARD POLICIES APPLICABLE:
N/A

BOARD POLICY STATEMENTS:
N/A

MANDATORY COMPLIANCE:
N/A

ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):
N/A

ORIGINATING DEPARTMENT:

OTHER CONCURRENCE(S):

CONTACT PERSON(S):

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