

FFCRA BENEFITS AT A GLANCE

These federal benefits do not modify any County benefits for which employees may be eligible due to COVID19.

Reason Why Employee is Unable to Work/Telework	Payroll Code	Eligible County Paid Benefits Not Requiring Usage of Accrued Leave	Maximum Benefits Paid
1. The employee is quarantined pursuant to a Federal, State, or local government order.	Sick Emerg Pd Lv 2024	Up to two weeks (80 hours) of emergency paid sick leave (EPSL).	An employee's regular pay over the 2-week period.
2. The employee has been advised by a health care provider to self-quarantine related to COVID-19.	Sick Emerg Pd Lv 2024	Up to two weeks (80 hours) of EPSL.	An employee's regular pay over the 2-week period.
3. The employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis.	Sick Emerg Pd Lv 2024	Up to two weeks (80 hours) of EPSL.	An employee's regular pay over the 2-week period.
4. The employee is caring for an individual subject to an order described in (1) or self-quarantine as described in (2).	Sick Family First Other 2028 with option of FFCRA Supplemental 2027 & accrued leave	Up to two weeks (80 hours) of EPSL.	2/3 of an employee's regular pay over the 2-week period. The employee may choose to supplement with any accrued leave to receive their full salary.
5. The employee is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19. Health care providers and emergency responders are generally excluded from being able to take EFMLA and/or EPSL for Reason #5. *	First 2 weeks: FMLA Emergency Unpaid 2025, if eligible Sick Family First CC 2023, and option of FFCRA Supplemental 2027 & accrued leave Remaining 10 weeks: FMLA Emergency Paid 2026 with option of FFCRA Supplemental 2027 & accrued leave	Full-time employees are eligible for up to 12 weeks of expanded family medical leave act (EFMLA) benefits (two weeks of unpaid EPSL followed by up to 10 weeks of paid EFMLA) at 40 hours a week. Part-time employees are eligible for EFMLA for the number of hours they were normally scheduled to work over that period.	2/3 of an employee's regular pay over a 2-week period for EPSL or over a 10-week EFMLA period. The employee may choose to supplement with any accrued leave to receive their full salary.
6. The employee is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.	Sick Family First Other 2028 with option of FFCRA Supplemental 2027 & accrued leave	Up to two weeks (80 hours) of EPSL.	2/3 of an employee's regular pay over the 2-week period. The employee may choose to supplement with any accrued leave to receive their full salary.

- **Regular, contract, LTGF, seasonal, and temporary County employees are eligible immediately for EPSL as there is no work time requirement.**
- **Employees who have worked for the County for the 30 calendar days immediately prior to the day leave would begin are eligible for EFMLA benefits.**

*Please note that exceptions may be made for extraordinary and extenuating circumstances. In addition, Maryland State has established child care programs specifically for essential personnel, which can be found at earlychildhood.marylandpublicschools.org or by calling 877-261-0060 between 7 a.m. and 7 p.m. Monday through Friday.