

EMERGENCY PAID SICK LEAVE

Resolution Number: 2020-08

This policy is developed in response to the Families First Coronavirus Response Act and shall become effective on and after 4/1/2020. This Emergency Paid Sick Leave (EPSL) Policy is effective through December 31, 2020. Emergency Paid Sick Leave shall be in addition to the County's regular sick leave policy. Elected Officials/Department Heads may require supporting documentation from the employee when requesting EPSL for reasons #2-7.

The County shall provide full-time employees (regardless of the employee's duration of employment) with two consecutive weeks (up to the employee's regularly scheduled workweek capped at 80 hours) of emergency paid sick leave for the following:

- (1) to comply with employer directive to leave work as a result of a temperature of 100.4 degrees Fahrenheit or higher or other at-risk factors as determined by the employer related to COVID-19;
- (2) employee is subject to a federal, state or local quarantine or isolation order related to COVID-19;
- (3) employee is advised by a health care provider to self-quarantine due to COVID-19 concerns;
- (4) employee is experiencing COVID-19 symptoms and seeking medical diagnosis;
- (5) to care for an individual subject to a federal, state or local quarantine or isolation order or advised by health care provider to self-quarantine due to COVID-19 concerns;
- (6) to care for the employee's child if the child's school or place of care has been closed or the child's care provider is unavailable due to public health emergency; or
- (7) employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

EPSL may be taken intermittently (but only in whole day increments) if the employee qualifies for #6 above. EPSL may NOT be taken intermittently when it is due to #1, #2, #3, #4, #5 or #7 above due to the possibility of exposing others.

Full-time employees shall receive their hours of emergency paid sick leave at the employee's regular rate for reasons 1-7 above. The Federal government has mandated that employers must pay paid sick leave wages which are limited to a max of \$511 per day up to \$5,110 total per employee for their own use and a max of \$200 per day up to \$2,000 total to care for others and any other substantially similar condition. The County decided that all employees who qualify for EPSL days will receive their regular hourly wages/salary which may be above and beyond what the Federal government has required for the 2-week period.

Employees who work a part-time or irregular schedule are entitled to be paid based on the average number of hours the employee worked for the six months prior to taking paid sick leave. Employees who have worked less than six months prior to leave are entitled to the average number of hours the employee would normally be scheduled to work over a two-week period.

For purposes of this policy, symptoms of COVID-19 Coronavirus include: a fever of 100.4 degrees Fahrenheit or higher, shortness of breath, cough, and dizziness.


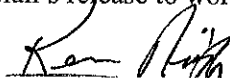
This temporary emergency paid sick leave shall run concurrently with emergency FMLA leave. This paid emergency sick leave will not carry over to the following calendar year.

As directed by the Center for Disease Control (CDC), employees with COVID-19 Coronavirus or who have been in isolation or quarantine due to COVID-19 Coronavirus may return to work under the following circumstances:

Employees **not tested** for COVID-19 Coronavirus must have had no fever for at least 72 hours (without the use of medicine that reduces fever); other symptoms must have improved; and must have been at least 7 days since the employee's symptoms first appeared.

Employees tested for COVID-19 Coronavirus must have had no fever (without the use of medicine that reduces fever); other symptoms must have improved; and received two negative tests in a row, 24 hours apart and/or with a physician's release to work.

4/06/2020

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