

RESOLUTION NO. 20 - _____

A Resolution Amending The County’s COVID-19 Plan.

WHEREAS County Administrator Clinton Langreck has recommended amendments to Richland County’s COVID-19 Plan by allowing department heads to grant “Exempted COVID-19 Leave” to Families First Act-exempt employees, while isolated for having personally tested positive for COVID-19, with amended policy language changes, and

WHEREAS the Finance and Personnel Committee has carefully considered this proposal and is now presenting this Resolution to the County Board for its consideration.

NOW THEREFORE BE IT RESOLVED that the following language in the County’s COVID-19 plan is hereby amended by adopting the following underlined words:

1.01 Emergency Leave/Sick Leave.

A. Employees who are exempt from Emergency Paid Sick Leave Act or Emergency Family and Medical Leave Expansion Act may be granted “Exempted Covid-19 Leave” for up to a total of 10 days in a two-week period, at 100% normal compensation, while the employee is isolated for having personally tested positive for COVID-19.

1. Department heads are granted authority to grant this leave and they will verify/attest to their employee’s positive test when submitting payroll.

2. Departments will utilize applicable pay codes as established through the Clerk’s office when submitting Exempted COVID-19 to the Clerk’s office.

B. Employees not utilizing Emergency Paid Sick Leave Act, Emergency Family and Medical Leave Expansion Act or Exempted COVID-19 Leave will be required to use their available leave balances for the duration of their illness or to provide care for a family member’s illness (including available compensatory, sick, vacation and floating holiday). Employees exceeding all paid benefit time available will be allowed to enter a negative balance on their sick leave accrual bank until they can safely return to work. Once they have returned, all future paid time off (including compensatory, sick, vacation, and floating holiday) will be recouped at time earned to offset any remaining negative balance. Employees who begin experiencing symptoms are urged to call a healthcare provider first before proceeding to a healthcare facility so that healthcare providers can prepare for their arrival. Requirements for filing Family and Medical Leave Act paperwork are in effect for leaves not covered by the Emergency Paid Sick Leave Act and Emergency Family and Medical Leave Expansion Act . Richland County policy regarding voluntary sick leave donation remains in effect if illness/condition meets catastrophic level as defined by policy, and

BE IT FURTHER RESOLVED that this Resolution shall be effective retroactively to September 16, 2020.

VOTE ON FOREGOING RESOLUTION

RESOLUTION OFFERED BY THE FINANCE AND PERSONNEL COMMITTEE

AYES _____NOES _____

FOR AGAINST

RESOLUTION _____

COUNTY CLERK

DATED _____
