

## Richland County Finance and Personnel Committee

### Agenda Item Cover

#### Agenda Item Name: Covid-19 Isolation Benefit Time Reimbursement

<b>Department</b>	Sheriff	<b>Presented By:</b>	Clay Porter
<b>Date of Meeting:</b>	29 Sep 2020	<b>Action Needed:</b>	Vote
<b>Disclosure:</b>	Open Session	<b>Authority:</b>	Committee Structure (D)
<b>Date submitted:</b>	24 Sep 2020	<b>Referred by:</b>	LEJC

#### Recommendation and/or action language:

Motion to reimburse employee benefit time that was taken due to a workplace covid-19 exposure isolation period. Reimbursement would come from Covid Cares Fund reimbursement. Future reimbursements could possibly come from future COVID related grants.

**Background:** The Sheriff's department had 6 employees in July who were exposed to a covid-19 positive person while on duty. According to the county COVID-19 plan quoted below employees will be required to use available leave balances to cover isolation periods. Our essential employees who are exposed because of their job duties had to give up benefit time when the county ordered them to stay home. These employees were exposed, not infected. They never became symptomatic. It doesn't seem right that employees who are exposed at their job should have to give up benefit time to cover their absence that is ordered by the county.

Part of the issue with this was 2 of these 6 employees were brand new employees and had no or little benefit time to use. The policy did allow them to go negative. That also has caused issues when 1 of those two employees was involved in a motor vehicle crash and had to miss work for injuries. She had to take that time unpaid because of her negative balance due to her on duty exposure. This doesn't look good on the county especially given retention issues that we won't work with people who are exposed because of their job.

10.03 Emergency Leave/Sick Leave. Employees not utilizing PSLA or EFMLEA 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 FMLA paperwork is in effect for leaves not covered by the PLSA and EFMLEA. Richland County policy regarding voluntary sick leave donation remains in effect if illness/condition meets catastrophic level as defined by policy.

#### Attachments and References:

Richland County, Wisconsin COVID-19 & Viral Contagion Plan	Section 10, 10.3 Quoted Above

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#### Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input checked="" type="checkbox"/>	No financial impact		

(summary of current and future impacts)

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#### Approval:

Clay Porter

#### Review:

*Clinton Langreck*

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Department Head

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Administrator, or Elected Office (if applicable)

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