

HENNEPIN COUNTY

MINNESOTA

SPECIAL MEETING BOARD AGENDA

BOARD OF HENNEPIN COUNTY COMMISSIONERS

TUESDAY, MARCH 17, 2020

1:30 PM

Chair: Marion Greene, District 3

Vice-Chair: Mike Opat, District 1

Members: Irene Fernando, District 2

Angela Conley, District 4

Debbie Goettel, District 5

Jan Callison, District 6

Jeff Johnson, District 7

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- 1. Pledge of Allegiance**
 - 2. Approval of Agenda**
 - 3. Open Forum on Agenda Items**
 - 4. Immediate Approvals**
 - 4.A. 20-0118**

County Board consent to Continued Local Emergency pursuant to Minnesota Statutes Chapter 12, regarding COVID-19 (coronavirus)
 - 4.B. 20-0119**

Support for Hennepin County employees during COVID-19 pandemic
 - 4.C. 20-0120**

Neg leases to provide alternative quarantine and isolation spaces for county-dependent individuals, 03/17/20–12/31/20, NTE \$3,000,000

Immediate Approvals - Revised

20-0118R1

County Board consent to Continued Local Emergency pursuant to Minnesota Statutes Chapter 12, regarding COVID-19 (coronavirus)

20-0119R1

Support for Hennepin County employees during COVID-19 pandemic

HENNEPIN COUNTY

MINNESOTA

Board Action Request 20-0118

Item Description:

County Board consent to Continued Local Emergency pursuant to Minnesota Statutes Chapter 12, regarding COVID-19 (coronavirus)

WHEREAS, there is an outbreak of respiratory illness, called coronavirus disease 2019 (COVID-19),

in a growing number of countries, including the United States; and

WHEREAS, federal, state, and local public health authorities have identified the public health threat posed by COVID-19, which may be spread from person to person; and

WHEREAS, on March 11, 2020, the World Health Organization deemed COVID-19 to be a pandemic; and

WHEREAS, on March 13, 2020, President Donald Trump declared a Presidential National Emergency, and Governor Tim Walz declared a Peacetime State of Emergency in Minnesota, to authorize any and all necessary resources to be used in support of the response to COVID-19; and

WHEREAS, on Monday, March 16, 2020, the Chair of the Hennepin County Board declared a Local Emergency, pursuant to Minnesota Statutes § 12.29, based on the following:

- As of March 16, 2020, more than 1,600 cases of COVID-19 have been identified in the United States, including more than 50 confirmed cases in the State of Minnesota, and multiple confirmed cases in Hennepin County;
- It is anticipated that the number of persons diagnosed with COVID-19 is likely to increase in Hennepin County and in Minnesota;
- If COVID-19 spreads in Hennepin County at a rate comparable to the rate of spread elsewhere, an increasing number of individuals are at elevated risk of exposure and may require medical care and hospitalization;
- Healthcare workers caring for patients with COVID-19 are at elevated risk of exposure, and healthcare systems may become overloaded if COVID-19 becomes widespread in Hennepin County and surrounding communities;
- Local, state, and federal health departments are strongly recommending community mitigation strategies to slow community spread of COVID-19;
- The potential community transmission of COVID-19 threatens the health, safety, and welfare of the residents and employees of Hennepin County and surrounding communities;
- It is imperative to prepare for and respond to suspected or confirmed cases in Hennepin County and to implement measures to mitigate the spread of COVID-19;
- The risk of community spread of COVID-19 requires extraordinary and immediate measures to slow the transmission of COVID-19, to protect individuals at increased risk, to protect the healthcare and critical infrastructure workforces, to minimize morbidity and mortality, and to minimize the social and economic impacts of community spread;
- The necessary resources to respond to and recover from this pandemic may exceed the resources available within Hennepin County, and additional resources may be needed from state and/or federal sources;

WHEREAS, a local emergency may be declared by the Chair of the Hennepin County Board of Commissioners, pursuant to Minnesota Statutes § 12.29; and

WHEREAS, a declaration of local emergency invokes Hennepin County's disaster plans, including response and recovery aspects, and authorizes aid and assistance under those plans, pursuant to

Minnesota Statutes § 12.29; and

WHEREAS, a declaration of local emergency also invokes Hennepin County's powers to fast provide emergency aid, pursuant to Minnesota Statutes § 12.37; and

WHEREAS, the Chair's Declaration of Local Emergency may not be continued for more than three days except by or with the consent of the Hennepin County Board of Commissioners, pursuant to Minnesota Statutes § 12.29; and

WHEREAS, the Hennepin County Board finds that the COVID-19 pandemic, the potential for outbreak in Hennepin County, and the need for extraordinary and immediate measures to protect the health, safety, and welfare of Hennepin County residents and employees will not be resolved in the immediate future; and

WHEREAS, the Hennepin County Board of Commissioners further finds that the Local Emergency will last for more than three days.

Resolution:

BE IT RESOLVED, that the Hennepin County Board declares that the Local Emergency remains ongoing; and

BE IT FURTHER RESOLVED, that the Hennepin County Board consents to continuation of the Local Emergency until the passage of a termination resolution by the Hennepin County Board; and

BE IT FURTHER RESOLVED, the County Administrator or his designee is directed to request and coordinate all necessary aid from local, state, and federal government; and

BE IT FURTHER RESOLVED, the County Board delegates to the County Administrator authority to exercise the emergency powers outlined in Minnesota Statutes 12.37, for the duration of this Local Emergency; and

BE IT FURTHER RESOLVED, the County Board delegates authority to the County Administrator of up to \$2.5 million to purchase and contract for all necessary goods, materials, supplies, equipment, and contracted services as part of the Hennepin County's COVID-19 response; and

BE IT FURTHER RESOLVED, all Hennepin County ordinances, rules, and policies that may inhibit or prevent prompt response to COVID-19 are suspended for the duration of the Local Emergency, in the sole discretion of the Hennepin County Administrator or designee, but any such suspension by the County Administrator shall be timely reported to the Chair of the County Board.

Recommendation from County Administrator: Recommend Approval

HENNEPIN COUNTY

MINNESOTA

Board Action Request 20-0119

Item Description:

Support for Hennepin County employees during COVID-19 pandemic

Resolution:

BE IT RESOLVED, that effective with the pay period beginning March 15, 2020, the County Administrator be granted the authority to allow COVID-19 pay, in an amount not to exceed 80 hours when circumstances require an employee to be off work due to a medically confirmed diagnosis of or exposure to COVID-19 for the employee or one of their family or household members resulting in self-quarantine; and

BE IT FURTHER RESOLVED, that the County Administrator's authority granted under Hennepin County Board Resolution 09-0380 allowing employees with insufficient paid leave hour balances to accrue a negative vacation/sick leave/PTO balance not to exceed 160 hours, under circumstances requiring employees to be off work due to a declared emergency, be increased to a new not to exceed amount of 240 hours; and

BE IT FURTHER RESOLVED, that employees in good standing who stay with the county one year following the end of the declared emergency will have 40 hours negative accrual forgiven and that employees in good standing who stay with the county two years following the end of the declared emergency will have an additional 40 hours negative accrual forgiven; and

BE IT FURTHER RESOLVED, that for those employees identified as essential in departmental Continuity of Operations Plans and whose jobs cannot be done offsite, who have a medically confirmed diagnosis of or exposure to COVID-19 for the employee or one of their family or household members resulting in self-quarantine, be granted an additional 80 hours paid time off or vacation for use in the future.

Background:

Authority for COVID-19 pay is part of Hennepin County's pandemic mitigation effort in recognition of potentially high absences due to an employee contracting COVID-19 or being a caregiver for a family or household member who has contracted it resulting in self-quarantine. Medical confirmation will be needed to utilize COVID-19 pay and employees should submit the confirmation as soon as they are able.

Hennepin County Board Resolution 09-0380 granted the County Administrator the authority to allow employees with insufficient paid leave hour balances to accrue a negative vacation/sick leave/PTO balance not to exceed 160 hours, under circumstances requiring employees to be off work due to a declared emergency. Increasing the not to exceed amount to 240 hours will give full-time employees six weeks pay. Employees should utilize COVID-19 hours according to their standard hours, e.g., 240 hours for a half-time employee will give 12 weeks pay. All other rules adopted pursuant to Resolution 09-0380 "negative leave balance" policy shall remain in effect.

Forgiveness of negative accruals on the one and two year anniversary dates of the end of declared emergency is recognition and appreciation of employees' commitment to the county and its Mission as

well as a retention and engagement tool.

An additional benefit for the following employees:

- (1) “emergency workers,” as defined by the Governor in Executive Order XX, and any subsequent Orders; and
- (2) other employees designated by Hennepin County as essential employees who are unable to work offsite and must interact face to face with the public as part of their essential job function. For example corrections officers, field social workers, and sheriff’s deputies.

These employees are entitled to 80 hours of paid time off or vacation if they have a medically confirmed diagnosis of or significant exposure to COVID-19 for the employee or one of their family or household members resulting in a request to self-quarantine. This additional benefit is in recognition of the need for these essential staff to continue to provide front-facing essential services without the ability to perform their functions remotely.

In addition to these actions, the county has already made a number of significant benefits and workplace changes in the past two weeks in response to the COVID-19 pandemic and is working diligently to anticipate COVID-19 developments and act accordingly to ensure the health and safety of residents.

As the county actively works to mitigate the spread of COVID-19, we have taken a number of interim steps to help employees navigate this unprecedented situation including:

- Cancelling/postponing public and internal events to promote social distancing;
- Closing all public-facing services at all 41 libraries, human service centers, and licensing service centers, effective March 17 through April 6;
- Authorizing employees to work from home;
- Allowing more flexibility for work from home arrangements, such as allowing parents/guardians to care for their children while working remotely;
- Authorizing operational changes at our facilities (e.g., stopping all visits at our correctional facilities; limiting certain library services);
- Working with the state to relax or eliminate other state law requirements regarding face to face interactions;
- Waiving testing fees and office visit co-pays related to COVID-19;
- Waiving the initial requirement to produce a doctor’s note BEFORE work accommodations can be made – in order to expedite requests immediately;
- Relaxing prescription refill restrictions so that employees have adequate stock of critical medications on hand if quarantined;
- Providing online resources through Virtuwel to help employees and their family members to determine if they should seek an in-person medical appointment for COVID-19 screening;
- Reviewing additional changes to the county’s employee benefit package to assist employees who are impacted by COVID-19; and
- Reviewing compensatory time waiver exceptions across the organization.

A focus in Administration's COVID-19 pandemic planning has been an issue related to high employee absentee rates due to an employee or household members having contracted COVID-19, school and day care closings, worksite closures, etc. Because these absences may be for extended periods of time, flexibility is important to help employees manage as they could potentially use all accumulated sick leave, vacation, paid time off, compensatory time, etc.

Policy provides that Hennepin County may close worksites or reduce services if the health, safety, and/or security of county employees and residents are threatened. The County Administrator, in consultation with the County Board Chair has initiated closing procedures and other strategies to limit social interactions between county employees and the public. This is consistent with CDC, MDH and other public health directives.

Current Request:

It is requested that the County Administrator be authorized to allow all employees who are medically impacted by COVID-19 to utilize up to 80 hours of COVID-19 pay when employees are unable to work due to, a medically confirmed diagnosis of or exposure to COVID-19 for the employee or one of their family or household members resulting in self quarantine. Medical confirmation should be submitted as soon as conditions permit.

It is requested that County Administrator's authority to grant 160 hours of negative leave time be increased to 240 hours for employees with insufficient paid leave hour balances, under circumstances requiring employees to be off work due to a declared emergency.

It is requested that employees in good standing are forgiven 40 hours of their negative accruals on both the one and two year anniversary dates of the end of declared emergency.

It is requested that essential employees as identified in departmental Continuity of Operations Plans who cannot perform their job duties offsite, and who have a medically confirmed diagnosis of or exposure to COVID-19 for the employee or one of their family or household members resulting in self-quarantine, be granted an additional 80 hours paid time off or vacation for use in the future.

All of these requests are compensation tools that will assist employees in weathering the financial challenges of the COVID-19 pandemic.

Recommendation from County Administrator: Recommend Approval

HENNEPIN COUNTY

MINNESOTA

Board Action Request 20-0120

Item Description:

Neg leases to provide alternative quarantine and isolation spaces for county-dependent individuals, 03/17/20–12/31/20, NTE \$3,000,000

Resolution:

BE IT RESOLVED, that the County Administrator be authorized to negotiate lease(s) to provide alternative living spaces for county-dependent individuals during the period March 17, 2020 through December 31, 2020, in an amount not to exceed \$3,000,000; that following review and approval by the County Attorney's Office, the Chair of the Board be authorized to sign the agreement on behalf of the county; and that the Controller be authorized to disburse funds as directed.

Background:

By statute (Minn. Stat. § 144.419, subd. 2) and delegation from the Minnesota Department of Health, Hennepin County is responsible for providing for the needs (including adequate food, clothing, shelter, means of communication, medication, and competent medical care) for individuals who need to be separated from the general public ("quarantined" or "isolated") due to suspicion of, exposure to, or symptoms of a communicable disease, such as coronavirus (COVID-19).

Quarantine and isolation for COVID-19 requires non-shared living units (with a separate bathroom).

There are many individuals who may need to be quarantined or isolated who cannot provide for this on their own. This need is for people who do not need hospital level care, but who are determined to be at risk of or to be infectious and need a place to recover. The infectious period lasts 72 hours after the last sign of symptoms for COVID-19, which can be 3-24 days depending on the person.

Examples of populations that may need this accommodation include returning travelers (e.g., students studying abroad) who have been put on isolation or quarantine by the Minnesota Department of Health or people experiencing homelessness who are in congregate settings.

As seen in other parts of the country, the need for non-shared living units can arise extremely quickly. For instance, King County recently authorized spending over \$19 million on emergency quarantine/isolation units.

It is likely that this quarantine/isolation need will arise quickly and at significant scale over the next several months. During the ebbs and flow of the disease, the numbers will increase and decrease. By securing several housing options, the county will have the ability to meet the demand.

Current Request: This request seeks authorization to negotiate lease agreement(s) to provide alternative quarantine and isolation spaces for county-dependent individuals during the period March 17, 2020 through December 31, 2020 in the amount not to exceed \$3,000,000.

Impact/Outcomes: Authorization to negotiate leases to provide alternative housing spaces for county-dependent individuals will allow the county to fulfill its statutory responsibilities, protect residents, and reduce the risk of infection to others.

Recommendation from County Administrator: Recommend Approval

HENNEPIN COUNTY

MINNESOTA

Board Action Request

20-0118R1

Revised

Item Description:

County Board consent to Continued Local Emergency pursuant to Minnesota Statutes Chapter 12, regarding COVID-19 (coronavirus)

WHEREAS, there is an outbreak of respiratory illness, called coronavirus disease 2019 (COVID-19), in a growing number of countries, including the United States; and

WHEREAS, federal, state, and local public health authorities have identified the public health threat posed by COVID-19, which may be spread from person to person; and

WHEREAS, on March 11, 2020, the World Health Organization deemed COVID-19 to be a pandemic; and

WHEREAS, on March 13, 2020, President Donald Trump declared a Presidential National Emergency, and Governor Tim Walz declared a Peacetime State of Emergency in Minnesota, to authorize any and all necessary resources to be used in support of the response to COVID-19; and

WHEREAS, on Monday, March 16, 2020, the Chair of the Hennepin County Board declared a Local Emergency, pursuant to Minnesota Statutes § 12.29, based on the following:

- As of March 16, 2020, more than 1,600 cases of COVID-19 have been identified in the United States, including more than 50 confirmed cases in the State of Minnesota, and multiple confirmed cases in Hennepin County;
- It is anticipated that the number of persons diagnosed with COVID-19 is likely to increase in Hennepin County and in Minnesota;
- If COVID-19 spreads in Hennepin County at a rate comparable to the rate of spread elsewhere, an increasing number of individuals are at elevated risk of exposure and may require medical care and hospitalization;
- Healthcare workers caring for patients with COVID-19 are at elevated risk of exposure, and healthcare systems may become overloaded if COVID-19 becomes widespread in Hennepin County and surrounding communities;
- Local, state, and federal health departments are strongly recommending community mitigation strategies to slow community spread of COVID-19;
- The potential community transmission of COVID-19 threatens the health, safety, and welfare of the residents and employees of Hennepin County and surrounding communities;
- It is imperative to prepare for and respond to suspected or confirmed cases in Hennepin County and to implement measures to mitigate the spread of COVID-19;
- The risk of community spread of COVID-19 requires extraordinary and immediate measures to slow the transmission of COVID-19, to protect individuals at increased risk, to protect the healthcare and critical infrastructure workforces, to minimize morbidity and mortality, and to minimize the social and economic impacts of community spread;
- The necessary resources to respond to and recover from this pandemic may exceed the resources available within Hennepin County, and additional resources may be needed from state and/or federal sources;

WHEREAS, a local emergency may be declared by the Chair of the Hennepin County Board of Commissioners, pursuant to Minnesota Statutes § 12.29; and

WHEREAS, a declaration of local emergency invokes Hennepin County's disaster plans, including response and recovery aspects, and authorizes aid and assistance under those plans, pursuant to Minnesota Statutes § 12.29; and

WHEREAS, a declaration of local emergency also invokes Hennepin County's powers to fast provide emergency aid, pursuant to Minnesota Statutes § 12.37; and

WHEREAS, the Chair's Declaration of Local Emergency may not be continued for more than three days except by or with the consent of the Hennepin County Board of Commissioners, pursuant to Minnesota Statutes § 12.29; and

WHEREAS, the Hennepin County Board finds that the COVID-19 pandemic, the potential for outbreak in Hennepin County, and the need for extraordinary and immediate measures to protect the health, safety, and welfare of Hennepin County residents and employees will not be resolved in the immediate future; and

WHEREAS, the Hennepin County Board of Commissioners further finds that the Local Emergency will last for more than three days.

Resolution:

BE IT RESOLVED, that the Hennepin County Board declares that the Local Emergency remains ongoing; and

BE IT FURTHER RESOLVED, that the Hennepin County Board consents to continuation of the Local Emergency until the passage of a termination resolution by the Hennepin County Board; and

BE IT FURTHER RESOLVED, the County Administrator or his designee is directed to request and coordinate all necessary aid from local, state, and federal government; and

BE IT FURTHER RESOLVED, the County Board delegates to the County Administrator or his designee authority to exercise the emergency powers outlined in Minnesota Statutes 12.37, for the duration of this Local Emergency; and

BE IT FURTHER RESOLVED, the County Board delegates authority to the County Administrator or his designee of up to \$2.5 million to purchase and contract for all necessary goods, materials, supplies, equipment, and contracted services as part of the Hennepin County's COVID-19 response; and

BE IT FURTHER RESOLVED, all Hennepin County ordinances, rules, and policies that may inhibit or prevent prompt response to COVID-19 may be suspended for the duration of the Local Emergency, in the sole discretion of the Hennepin County Administrator or designee, but any such suspension by the County Administrator shall be timely reported to the Chair of the County Board.

Recommendation from County Administrator: Recommend Approval

HENNEPIN COUNTY

MINNESOTA

Board Action Request

20-0119R1

Revised

Item Description:

Support for Hennepin County employees during COVID-19 pandemic

Resolution:

BE IT RESOLVED, that effective with the pay period beginning March 15, 2020, the County Administrator be granted the authority to allow COVID-19 pay, in an amount not to exceed 80 hours when circumstances require an employee to be off work due to a medically confirmed diagnosis of or exposure to COVID-19 for the employee or one of their family or household members resulting in self-quarantine; and

BE IT FURTHER RESOLVED, that the County Administrator's authority granted under Hennepin County Board Resolution 09-0380 allowing employees with insufficient paid leave hour balances to accrue a negative vacation/sick leave/PTO balance not to exceed 160 hours, under circumstances requiring employees to be off work due to a declared emergency, be increased to a new not to exceed amount of 240 hours; and

BE IT FURTHER RESOLVED, that employees in good standing who stay with the county one year following the end of the declared emergency will have 40 hours negative accrual forgiven and that employees in good standing who stay with the county two years following the end of the declared emergency will have an additional 40 hours negative accrual forgiven; and

BE IT FURTHER RESOLVED, that for those employees whose jobs cannot be done offsite and who, effective March 17, 2020, were directed continue to report to the worksite, should such employee subsequently have a medically confirmed diagnosis of or exposure to COVID-19 for the employee or one of their family or household members, or have been instructed by their medical provider to self-quarantine as a result of COVID-19-like illness, such employee shall be granted an additional 80 hours paid time off or vacation for use in the future

Background:

Authority for COVID-19 pay is part of Hennepin County's pandemic mitigation effort in recognition of potentially high absences due to an employee contracting COVID-19 or being a caregiver for a family or household member who has contracted it resulting in self-quarantine. Medical confirmation will be needed to utilize COVID-19 pay and employees should submit the confirmation as soon as they are able.

Hennepin County Board Resolution 09-0380 granted the County Administrator the authority to allow employees with insufficient paid leave hour balances to accrue a negative vacation/sick leave/PTO balance not to exceed 160 hours, under circumstances requiring employees to be off work due to a declared emergency. Increasing the not to exceed amount to 240 hours will give full-time employees six weeks pay. Employees should utilize COVID-19 hours according to their standard hours, e.g., 240 hours for a half-time employee will give 12 weeks pay. All other rules adopted pursuant to Resolution 09-0380 "negative leave balance" policy shall remain in effect.

Forgiveness of negative accruals on the one and two year anniversary dates of the end of declared emergency is recognition and appreciation of employees' commitment to the county and its Mission as well as a retention and engagement tool.

An additional benefit for the following employees:

Front-facing employees who were required, effective March 17, 2020 to continue to come to work as part of their core job function and who subsequently have a medically confirmed diagnosis of or exposure to COVID-19. Examples include corrections officers, field social workers, and sheriff's deputies, as well as public-facing staff working onsite through April 6, 2020.

These employees are entitled to 80 hours of paid time off or vacation if they have a medically confirmed diagnosis of or significant exposure to COVID-19 for the employee or one of their family or household members resulting in a request to self-quarantine. This additional benefit is in recognition of the need for these staff to continue to provide front-facing essential services without the ability to perform their functions remotely.

In addition to these actions, the county has already made a number of significant benefits and workplace changes in the past two weeks in response to the COVID-19 pandemic and is working diligently to anticipate COVID-19 developments and act accordingly to ensure the health and safety of residents.

As the county actively works to mitigate the spread of COVID-19, we have taken a number of interim steps to help employees navigate this unprecedented situation including:

- Cancelling/postponing public and internal events to promote social distancing;
- Closing all public-facing services at all 41 libraries, human service centers, and licensing service centers, effective March 17 through April 6;
- Authorizing employees to work from home;
- Allowing more flexibility for work from home arrangements, such as allowing parents/guardians to care for their children while working remotely;
- Authorizing operational changes at our facilities (e.g., stopping all visits at our correctional facilities; limiting certain library services);
- Working with the state to relax or eliminate other state law requirements regarding face to face interactions;
- Waiving testing fees and office visit co-pays related to COVID-19;
- Waiving the initial requirement to produce a doctor's note BEFORE work accommodations can be made – in order to expedite requests immediately;
- Relaxing prescription refill restrictions so that employees have adequate stock of critical medications on hand if quarantined;
- Providing online resources through Virtuwel to help employees and their family members to determine if they should seek an in-person medical appointment for COVID-19 screening;
- Reviewing additional changes to the county's employee benefit package to assist employees who are impacted by COVID-19; and
- Reviewing compensatory time waiver exceptions across the organization.

A focus in Administration's COVID-19 pandemic planning has been an issue related to high employee absentee rates due to an employee or household members having contracted COVID-19, school and day care closings, worksite closures, etc. Because these absences may be for extended periods of time, flexibility is important to help employees manage as they could potentially use all accumulated sick leave, vacation, paid time off, compensatory time, etc.

Policy provides that Hennepin County may close worksites or reduce services if the health, safety, and/or security of county employees and residents are threatened. The County Administrator, in consultation with the County Board Chair has initiated closing procedures and other strategies to limit

social interactions between county employees and the public. This is consistent with CDC, MDH and other public health directives.

Current Request:

It is requested that front facing employees who are required to come to work/cannot perform their job duties offsite, effective March 17, 2020, and who subsequently have a medically confirmed diagnosis of or exposure to COVID-19 for the employee or one of their family or household members, or have been instructed by their medical provider to self-quarantine as a result of COVID-19-like illness, such employee shall be granted an additional 80 hours paid time off or vacation for use in the future.

It is requested that County Administrator's authority to grant 160 hours of negative leave time be increased to 240 hours for employees with insufficient paid leave hour balances, under circumstances requiring employees to be off work due to a declared emergency.

It is requested that employees in good standing are forgiven 40 hours of their negative accruals on both the one and two year anniversary dates of the end of declared emergency.

It is requested that essential employees as identified in departmental Continuity of Operations Plans who cannot perform their job duties offsite, and who have a medically confirmed diagnosis of or exposure to COVID-19 for the employee or one of their family or household members resulting in self-quarantine, be granted an additional 80 hours paid time off or vacation for use in the future.

All of these requests are compensation tools that will assist employees in weathering the financial challenges of the COVID-19 pandemic.

Recommendation from County Administrator: Recommend Approval