

HABERSHAM COUNTY BOARD OF COMMISSIONERS
EXECUTIVE SUMMARY

SUBJECT: Interim Coronavirus Sick Leave Policy

DATE: August 9, 2021

(X) RECOMMENDATION

(X) POLICY DISCUSSION

BUDGET INFORMATION:

() STATUS REPORT

ANNUAL-

() OTHER

CAPITAL-

COMMISSION ACTION REQUESTED ON: August 16, 2021

PURPOSE: To obtain Commission approval to extend the Interim Coronavirus Sick Leave Policy through January 1, 2022.

BACKGROUND / HISTORY: In accordance with the current COVID-19 public health crisis, the County implemented a temporary policy which was effective beginning March , 2020 through June 30, 2021. This policy worked in conjunction with the paid leave provisions of the Families First Coronavirus Response Act (FFCRA). The county approved extending the leave through June 30, 2021 to ensure employees did not experience lost wages. Due to a 4th waive of the Coronavirus Pandemic, employees who are exposed or test positive are required to quarantine and/or remain in isolation. Extending this policy will ensure employees are paid during period of quarantine and isolation.

FACTS AND ISSUES:

1. Under the FFCRA and previous County's Interim Sick Leave Policy, employees were provided with paid leave entitlements during periods of isolation and quarantine.
 2. The FFCRA paid leave provision expired on 12/31/2020.
 3. To ensure employees quarantine without concern for lost wages, the county implemented a temporary sick leave policy which provided up to 80 hours of sick leave.
 4. The County's Interim Sick Leave Policy expired on June 30, 2021.
 5. The country continues to experience a rise in the number of positive COVID-19 cases.,
 6. The County recognizes the need to continue certain safety and health practices and to allow employees to quarantine as required.
 7. County employees who may need to quarantine will have no other provisions for paid leave other than their own accrued vacation and/or sick leave.
 8. The proposed interim policy will continue to be effective through 1/1/2022.
 9. This policy will provide leave without reducing an employee's own sick leave and/or vacation balances.
 10. This policy will ensure an employee's pay remains whole during the period of recovery or isolation.
 11. See attached policy.
-
-

OPTIONS:

- 1) Approve the extension of the Interim Coronavirus Sick Leave Policy through January 1, 2022.
 - 2) Deny the extension of the Interim Coronavirus Sick Leave Policy through January 1, 2022.
 - 3) Commission defined alternative.
 - 4) Commission tabled until further notice.
-
-

RECOMMENDED SAMPLE MOTION:

I make a motion to approve the extension of the Interim Coronavirus Sick Leave Policy through January 1, 2022.

DEPARTMENT:

Prepared by: Vinitha Robinson, MPA, PHR
Human Resources Director

ADMINISTRATIVE

COMMENTS:_____

_____ **DATE:** _____

County Manager

INTERIM CORONAVIRUS SICK LEAVE POLICY

Effective April 1, 2020 through January 1, 2022

If a County employee is sick with coronavirus and required to be isolated at home or in a medical setting, the County will provide the employee an additional two weeks of sick leave to keep the employee's pay whole during the period of recovery or isolation. The addition of two weeks sick leave will also help ensure the rest of us stay healthy by reducing the risk of coming in contact with those that are contagious.

Contact your supervisor or department director if you think you have been exposed to COVID-19. The additional two weeks sick leave will require the recommendation of the department director, and approval of the County Manager or elected department head.

