

HABERSHAM COUNTY BOARD OF COMMISSIONERS

EXECUTIVE SUMMARY

SUBJECT: Interim Coronavirus Sick Leave Policy

DATE: January 20, 2022

☒ (X) RECOMMENDATION

☒ (X) POLICY DISCUSSION

BUDGET INFORMATION:

☐ () STATUS REPORT

ANNUAL-

☐ () OTHER

CAPITAL-

COMMISSION ACTION REQUESTED ON: January 20, 2022

PURPOSE: To obtain Commission approval to extend the Interim Coronavirus Sick Leave Policy through June 30, 2022.

BACKGROUND / HISTORY: In accordance with the current COVID-19 public health crisis, the County implemented a temporary policy which was effective beginning March 17, 2020 through August 31, 2020. This policy worked in conjunction with the paid leave provisions of the Families First Coronavirus Response Act (FFCRA). The county approved extending the leave three other times (Jan 1, 2021, June 30, 2021 and Jan 1, 2022) as the original wave continued throughout the year and the 2nd & 3rd waves of this virus rolled through the nation to ensure employees did not experience lost wages. The latest extension was through January 1, 2022 Due to a 4th wave of the Coronavirus Pandemic (the Omicron variant), 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 January 1, 2022.
 5. The country continues to experience a rise in the number of positive COVID-19 cases with the new Omicron Variant spreading.,
 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 06/30/2022.
 9. This policy will provide leave without reducing an employee's own sick leave and/or vacation
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balances.

10. This policy will ensure an employee's pay remains whole during the period of recovery or isolation.
11. See attached policy.
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OPTIONS:

- 1) Approve the extension of the Interim Coronavirus Sick Leave Policy through June 30, 2022.
2) Deny the extension of the Interim Coronavirus Sick Leave Policy through June 30, 2022.
3) Commission defined alternative.
4) Commission tabled until further notice.
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RECOMMENDED SAMPLE MOTION:

I make a motion to approve the extension of the Interim Coronavirus Sick Leave Policy through June 30, 2022.

DEPARTMENT:

Prepared by: Tim Sims – Finance Director
Kiani Holden – Interim HR Director

**ADMINISTRATIVE
COMMENTS:**

_____ **DATE:** _____
County Manager

INTERIM CORONAVIRUS SICK LEAVE POLICY

Effective April 1, 2020 through June 30, 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.