

RESOLUTION NO. 21 - _____

A Resolution Approving Temporary Coronavirus Unpaid Leave For Qualifying County Employees.

WHEREAS Federal law employment provisions relating to the coronavirus expired on December 31, 2020 and the County wants to take up the slack by allowing full-time County employees up to 80 hours (pro-rated for part-time County employees) of ~~unpaid~~ leave for coronavirus-related reasons, and

WHEREAS County Administrator Clinton Langreck has proposed this policy to the Finance and Personnel Committee which is now presenting this Resolution to the County Board for its consideration.

NOW THEREFORE BE IT RESOLVED by the Richland County Board of Supervisors that qualifying full-time County employees are hereby authorized to take up to ~~80 hours~~ a total of 10 days in a two week period up to a maximum of 80 hours (pro-rated for qualifying part-time employees) of ~~unpaid~~ leave, for COVID-19 related events that may not currently meet eligibility under sick or FMLA, and ~~leave after first exhausting all accrued sick leave and vacation time, and~~

BE IT FURTHER RESOLVED that employees will utilize accrued benefit time for this leave, or may enter a negative sick balance to receive compensation during this leave if other accrued time is exhausted, or exempt employees eligible for “Exempt COVID-19 Leave” may be compensated under that benefit; and

BE IT FURTHER RESOLVED that, in order to qualify for this program, the employee must meet one of the following conditions:

- (a) subject to a Federal, State or local quarantine or isolation order related to coronavirus;
- (b) advised by health care providers to self quarantine due to concerns related to coronavirus;
- (c) experiencing coronavirus symptoms and seeking medical diagnosis;
- (d) caring for an individual who is subject to a Federal, State or local quarantine or isolation order related to coronavirus or who has been advised by a health care provider to self quarantine due to concerns related to coronavirus;
- (e) caring for a family member if the school or place of care of the family member has been closed or if the child care provider of the family member is unavailable due to coronavirus, and

BE IT FURTHER RESOLVED that leaves taken in accordance with this Resolution shall not affect benefit accrual or be used against health insurance proration factors, and

BE IT FURTHER RESOLVED that this Resolution shall be effective as of January 1, 2021 and shall expire on March 31, 2021.

VOTE ON FOREGOING RESOLUTION

AYES _____ NOES _____

RESOLUTION _____

COUNTY CLERK

DATED _____

RESOLUTION OFFERED BY THE FINANCE AND
PERSONNEL COMMITTEE

FOR AGAINST

Shaun Murphy-Lopez	X
Marc Couey	X
Marty Brewer	X
Linda Gentes	X
Melissa Luck	X
Donald Seep	X
David Turk	X