



**Drafted By:**  
Ana Rolbiecki  
**Presented Month/Year:**  
August 2022  
**Involved Committees:**  
Human Resources Committee

**County Department:**  
Administration  
**Fiscal Impact:** YES / NO  
**AC Approved:** YES / NO

**RESOLUTION # 22-08-02**

**A RESOLUTION TO REMOVE POLICY 206 ADDENDUM COVERING FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA) FROM THE LEAVES-FAMILY, MEDICAL, AND MILITARY POLICY**


WHEREAS, the current Buffalo County Handbook requires the Buffalo County Board of Supervisors to authorize by resolution any amendments to the Employee Handbook; and,

WHEREAS, the Human Resource Committee has recommended changes to Policy 206 Leaves-Family, Medical, and Military to remove the addendum that added the Coronavirus Response Act (FFCRA) Policy that has since expired within the handbook and the Department of Labor.


NOW, THEREFORE BE IT RESOLVED, that the Buffalo County Board of Supervisors hereby amends POLICY 206-LEAVES-FAMILY, MEDICAL & MILITARY of the Buffalo County Handbook effective August 25<sup>th</sup>, 2022, to remove the FFCRA Addendum, a copy of the addendum to be removed is attached as Exhibit A and to become a part of this resolution.

NOW, THEREFORE BE IT FURTHER RESOLVED, that the Buffalo County Board of Supervisors hereby approves the removal of the FFCRA addendum.

Adopted at a duly called and noticed meeting of the Buffalo County Board of Supervisors on the 22 day of August, 2022.

  
County Clerk

ATTEST:

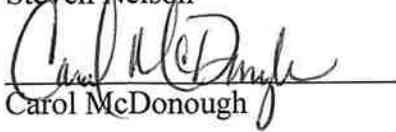
  
County Board Chairperson

Respectfully Submitted:

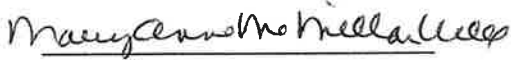
Human Resources Committee



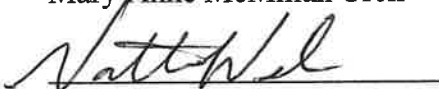
Steven Nelson



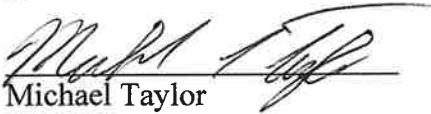
Carol McDonough



Mary Anne McMillan Urell



Nathan Nelson



Michael Taylor

**ANTICIPATED FINANCIAL IMPACT STATEMENT**

No Financial Impact anticipated.

## EXHIBIT A

### **Policy 206 ADDENDUM LEAVES: FAMILY, MEDICAL, MILITARY AND FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA) POLICY –**

Policy: The following policy is implemented pursuant to FFCRA which creates paid sick leave (Emergency Paid Sick Leave Act (EPSLA) and modifies the requirements of the Family Medical Leave Action (Emergency Family and Medical Leave Expansion Act (EFMLEA) for employees while the employee or his/her family members are impacted by COVID-19.

Nothing in this policy creates any permanent modification to the current leave policies or any other employment policies in existence, nor does this temporary policy alter the at-will nature of employment. This policy may require revision as circumstances evolve and additional guidance and regulations are provided on these provisions. This policy is effective April 1 through December 31, 2020.

#### *1. Emergency Paid Sick Leave Act (EPSLA).*

Limited term emergency paid sick leave benefit for all employees outside of the Family Medical Leave Act or Emergency Family Medical Leave Expansion Act

A. If you are unable to work (or telecommute) because you:

1. Are subject to a Federal, State or local quarantine or isolation order due to the COVID-19 virus. *This does not include self-isolation due to voluntary travel,*
2. Have been advised by a health care provider to self-isolate/quarantine due to concerns related to COVID-19,
3. Are experiencing symptoms of the COVID-19 virus (fever, cough, sore throat, shortness of breath) and are seeking medical diagnosis from a health care provider.

#### You will receive the following pay during this leave:

- Regular **full-time employees** will receive up to 80 hours of emergency paid sick leave at your regular rate of pay (capped at \$511 per day and \$5,110 in the aggregate).
- Regular **part-time employees** leave will be prorated based upon your regular hours of work. Employees who work a variable work schedule, the average bi-weekly hours of work, over the preceding six-month period, will be utilized.

The following reasons for emergency paid sick leave, #4-6, excludes health care providers and emergency responders (Public Health Department, Sheriff's Office, except Administration Assistant, Emergency Management Department, Health & Human Services Department management staff, Adult Protective Services workers, Child Protective Services workers, Crisis workers, Aging & Nutrition workers, GIS Coordinator, Building & Grounds manager, Highway Department, Deputy Coroners, Administration Department, except Administrative Assistant).

#### **Policy 206 Addendum -- LEAVES – FAMILY, MEDICAL & MILITARY**

**Effective Date:** April 1, 2020

**Buffalo County**

**Revised Date:**

**Employee Handbook**