

BOARD OF COUNTY COMMISSIONERS
Grant County, Washington

**RESOLUTION PROVIDING A
DIRECTIVE FOR GRANT COUNTY
EMPLOYEES IN RESPONSE TO THE
“STAY HOME-STAY HEALTHY”
PROCLAMATION FROM GOVERNOR
INSLEE**

RESOLUTION No. 20- Ø 31 -CC

WHEREAS, the Board of County Commissioners is committed to providing support and protection to the employees of Grant County; and

WHEREAS, on March 23, 2020 Governor Inslee issued a proclamation entitled, “Stay Home – Stay Healthy; and

WHEREAS, the proclamation requires local government to make decisions regarding the welfare of its employees and the continuation of essential services

NOW, THEREFORE, the Board of County Commissioners provides the following directive to all Grant County employees:

a) Essential Activities:

- 1) The Board of County Commissioners has determined that all County offices, departments and services are essential although employees may not be performing essential functions at all times.

b) Available Work:

- 1) The Elected Official or Department Head with responsibility for the department or work area is directed to identify all available viable work for their employees, whether or not the position or service is considered as essential.
- 2) Primary importance is placed on identifying situations in which the employee can complete this available work from home.
- 3) Secondary importance is placed on identifying situations in which the employee can complete this available work from the workplace with the social distancing requirements in place.
- 4) If the employee is not assigned to essential duties and work is not available, the employee will be directed not to report to work and to remain at home.
- 5) Work that is assigned employees to work on at home or to continue working on in the work place must be appropriate tasks that benefit Grant County but does not have to be essential.
 - i. Grant County is not allowed to gift public funds by paying employees for a) time during which they are not actively working or b) time they are not placed on defined leave time.
 - ii. Non-essential but viable work could include projects which benefit departments but never reach primary importance due to customer needs.

c) COVID Leave:

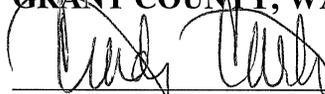
- 1) With this resolution the Board creates a new category of paid leave for employees who are directed by the Elected Official or Department Head with responsibility for the department or work area to stay home because their position is not essential or there is no available work for them.
- 2) If the employee is not assigned to essential duties and work is not available, the employee will be placed on paid COVID leave.
- 3) If the employee is assigned to essential duties and/or work is available and the employee is out of the work place due to personal choice or a qualified need related to COVID-19, the employee will not be placed on paid COVID leave but will have access to any other banked leave available.
- 4) COVID leave is not authorized if the employee has access to EFML Leave or EPSL Sick Leave or any other federally authorized COVID-relief pay.
- 5) The employee will not be required to use other types of banked leave prior to using COVID leave.

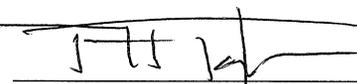
These directives are in response to the current COVID-19 public health crisis and are subject to change by the Board of County Commissioners at any time as situations change.

PASSED AND ADOPTED this 24th day of March, 2020

**BOARD OF COUNTY COMMISSIONERS
GRANT COUNTY, WASHINGTON**

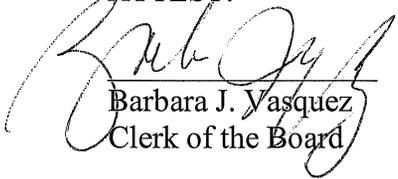
Yea	Nay	Abstain
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Cindy Carter, Chair


Tom Taylor, Vice-Chair

EXCUSED
Richard Stevens, Member

ATTEST:


Barbara J. Vasquez
Clerk of the Board