RESOLUTION WAIVING COUNTY BENEFITS POLICY –

MODIFYING THE EMPLOYEE PAYMENT OF PREMIUMS OBLGIATION FOR LARIMER COUNTY EMPLOYEES TAKING PERSONAL LEAVE WITHOUT PAY DURING THE COVID-19 EMERGENCY

April 7, 2020

WHEREAS, on March 10, 2020, the Governor of Colorado declared a state of Emergency related to the presence of COVID-19 in the State; and

WHEREAS, on March 13, 2020, the President of the United States declared a National Emergency related to COVID-19; and

WHEREAS, on March 13, 2020, Larimer County declared a local Disaster Emergency related to COVID-19; and

WHEREAS, on March 15, 2020, the Larimer County Public Health Director issued an order prohibiting all events of 250 people or more pursuant to legal authority set forth in section 25-1-506, Colorado Revised Statutes; and

WHEREAS, on March 25, 2020, the Larimer County Public Health Director issued a Stay-at-Home order which directs the community to only leave the house for food and essential services, pursuant to legal authority set forth in section 25-1-506, Colorado Revised Statues; and

WHEREAS, our top priority is the health and safety of everyone who enters County buildings or interacts with County employees to receive County services; and

WHEREAS, in recognition that school districts and care facilities may not be available through the course of this emergency in compliance with Public Health orders and recommendations; and

WHEREAS, for the safety of the general public and other employees, County staff have been asked to comply with recommendations set forth by the Centers for Disease Control (CDC) related to COVID-19; and

WHEREAS, the Board of County Commissioners of Larimer County has adopted Human Resources Policy 331.6 regarding employee benefits on May 21, 2019, and

WHEREAS, section 331.6.V.I of this policy provides rules for the use of Personal Leave Without Pay for benefited County employees who have exhausted their sick and/or vacation leave balances; and

WHEREAS, the Human Resources Department is requesting a waiver of policy throughout the duration of this emergency to modify the employee payment of premiums obligation for Larimer County employees taking Personal Leave Without Pay during the COVID-19 emergency as follows:

• Waiver of 331.6 Benefits Policy, Section H.2., Appointing Authority shall approve any request for Personal Leave Without Pay if the Benefited employee is able to demonstrate that they are unable to work solely as a result of COVID-19 impacting their business unit operations AND that they are unable to work remotely; and

• Waiver of 331.6 Benefits Policy, Section H.4., allowing Benefited employees to continue to accrue vacation, sick and holiday leave if they are able to demonstrate that they are unable to work solely as a result of COVID-19 impacting their business unit operations AND that they are unable to work remotely; and

• Waiver of 331.6 Benefits Policy, Section H.4.b, allowing Benefited employees to continue their benefits and only pay the employee portion of their benefit premiums while on Personal Leave Without Pay if the Benefited employee is able to demonstrate that they are unable to work solely as a result of COVID-19 impacting their business unit operations AND that they are unable to work remotely.

NOW, THEREFORE, BE IT RESOLVED:

Human Resources Policy 331.6 regarding employee benefits is hereby waived as recommended above by the Larimer County Human Resources Department effective April 7, 2020 until rescinded. If necessary, the Human Resources Director in consultation with the Department Director/Elected Official is authorized to make any final determination as to whether an absence charged to sick leave is related to COVID-19.

Adopted this 7th day of April 2020.

BOARD OF COUNTY COMMISSIONERS

OF LARIMER COUNTY, COLORADO

By:

Steve Johnson, Chair

ATTEST:

Deputy Clerk to the Board