

# COUNTY OF NEVADA

## DEPARTMENT OF HUMAN RESOURCES

Eric Rood Administrative Center  
950 Maidu Avenue  
Nevada City, CA 95959  
(530) 265-7010  
[www.mynevadacounty.com](http://www.mynevadacounty.com)

### NEVADA COUNTY BOARD OF SUPERVISORS

#### Board Agenda Memo

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**MEETING DATE:** April 14, 2020

**TO:** Board of Supervisors

**FROM:** Alison L. Lehman, County Executive Officer

**SUBJECT:** Resolution Ratifying Leave and Reimbursement Policies Related to the COVID-19 Pandemic on Behalf of Employees of the County of Nevada

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**RECOMMENDATION:** Approve the attached resolution.

**FUNDING:** Provided for in the 2019-2020 fiscal year departmental budgets.

**BACKGROUND:** The novel COVID-19 (“Coronavirus”) has spread to a growing number of countries, including cases reported throughout the United States, constituting a global COVID-19 pandemic.

On March 4, 2020, the Governor of the State of California Proclaimed a State of Emergency to exist in California due to the current and potential impacts caused by COVID-19 and to combat the spread of COVID-19 broadly. Further, on March 20, 2020, the Governor of the State of California issued Executive Order N-33-20, directing all residents heed the current State public health directives, including all individuals living in the State of California to stay at their home or at their place of residence (i.e. “Shelter in Place”) until further notice, except those Californians working in critical infrastructure sectors.

To address the impacts of the COVID-19 outbreak on the employees of the County of Nevada, and in response to the Governor’s order that individuals remain in their homes or residences until further notice, the County Executive Officer has needed to take emergency action to promote the health, welfare and productivity of County of Nevada employees during this emergency.

These actions include the Board of Supervisors having declaring a State of Emergency for Nevada County; the implementation of a teleworking policy with the assistance from every labor group; the creation of a safety net for employees by providing leave of up to 80 hours of Emergency Time Off (ETO) for every regular employee; and access for regular employees to borrow from future leave accruals from themselves in cases in which they exhaust their leave balances during the COVID-19 emergencies.

On March 18, 2020, the H.R.6201 Families First Coronavirus Response Act was signed into law providing protected leave and pay for employees through the Emergency Paid Sick Leave Act and Emergency Family and Medical Leave Expansion Act, as more fully detailed in the Exhibit "B".

These actions are appropriate and reasonable measures related to effective County governance through the promotion of a healthy and stable County workforce during the COVID-19 emergency and I ask that you support this resolution and approve and adopt these leave programs and corresponding policies included herewith.

Your consideration of this matter is appreciated.

Initiated and Approved by: Alison L. Lehman, County Executive Officer