

GRAYS HARBOR COUNTY RESOLUTION NO. 2020-046

A **RESOLUTION** of the Grays Harbor County Board of Commissioners amending Resolution No. 2020-042 increasing salaries and wages by 5% for essential employees working on emergency response to COVID-19 pandemic and amending Resolution No. 2020-041 authorizing paid administrative leave to non-essential employees, and ordering Grays Harbor County employees to return to work on April 27, 2020

WHEREAS, on February 29, 2020, Governor Jay Inslee declared Washington State to be in a state of emergency due to the coronavirus epidemic within the state; and

WHEREAS, on March 11, 2020, the World Health Organization declared the outbreak of novel coronavirus, or COVID-19, to be a pandemic; and

WHEREAS, on March 12, 2020, the Grays Harbor County Board of Commissioners (“Board”) declared a state of emergency in Grays Harbor County due to the COVID-19 outbreak which implemented the County Comprehensive Emergency Plan; and

WHEREAS, Chapter 38.52 RCW vests emergency powers in the Board to take extraordinary measures for the preservation of public health and to relieve loss, hardship, and suffering; and

WHEREAS, on March 19, 2020, the Board adopted Resolution No. 2020-032 which provided for employment policies related to the COVID-19 pandemic and granted non-essential employees 80 hours of paid administrative leave, which was amended on April 7, 2020, by Resolution No. 2020-041 to grant an additional 80 hours of paid administrative leave to non-essential employees; and

WHEREAS, on March 23, 2020, Governor Inslee adopted Proclamation No. 20-25, requiring Washington citizens to “Stay Home” through April 6, 2020, and defined critical governmental functions as essential which was extended to May 4, 2020 by Proclamation No. 20-25.1; and

WHEREAS, on March 26, 2020, County employees who were designated as non-essential began to receive paid administrative leave, while County employees designated as essential were required to report to work during this crisis; and

WHEREAS, on April 7, 2020, Grays Harbor County Resolution No. 2020-042 was adopted which authorized a 5% increase in pay for essential employees whose work is directly related to responding to the COVID-19 crisis; and

WHEREAS, due to the emergency there is insufficient staff and incomplete information at this time to make a determination of what constitutes an “essential employee;” and

WHEREAS, there is no clear indication from the State as to how long the “Stay Home” order will remain in effect, yet the critical work of the County remains to be accomplished, and

Proclamation No. 20-25 allows for work to continue as long as social distancing is practiced at the workplace, and/or employees are allowed to telecommute; and

WHEREAS, in order to effectively address the competing needs of the State’s emergency orders and the effective operation of critical County government functions, and after an opportunity to assess and plan for employee safety in relation to critical County government functions, it is necessary to bring County employees back to work while still adhering to social distancing and to continue to allow telecommuting where practicable,

NOW THEREFORE, BE IT HEREBY RESOLVED by the Board of Commissioners of Grays Harbor County that Resolution No. 2020-041 shall be amended to allow administrative leave pay to be paid to non-essential employees through Friday, April 24, 2020; and

BE IT FURTHER RESOLVED that Resolution No. 2020- 042 shall be amended to delete the provision that the Board of Commissioners will designate “essential employees” and instead provide that department heads and elected officials request the Board of Commissioners to approve a Payroll Change of 5% increase for employees who are direct responders to the COVID-19 emergency for hours worked in performing COVID-19 emergency related work; and that the Payroll Change form may request the 5% increase in pay effective April 1, 2020, until such time as the Board of Commissioners determines that an emergency no longer exists; and

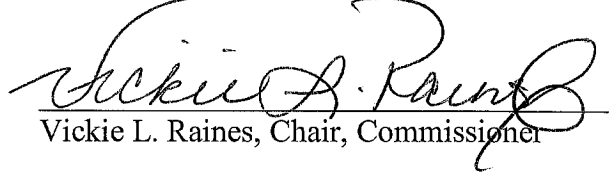
BE IT FURTHER RESOLVED that all employees shall report to work as scheduled on Monday, April 27, 2020 so long as appropriate social distancing and other safety measures can be accomplished, as determined by department heads and elected officials and as provided for in Governor’s Proclamation No. 20-25. If social distancing and other safety measures cannot be accomplished, employees whose work may be performed remotely may be allowed to telecommute if approved to do so by the employee’s department head or elected official. If social distancing and other safety measures or telecommuting is unavailable, as determined by the employee’s department head or elected official, the employee will be deemed to be without work. Employees who are without work, whether because no work is available or because the number of hours of work for the employee has been reduced, may choose one of the following options:

1. Use paid time off consisting of accrued vacation, sick leave, and/or compensatory time during the time in which the employee had reduced hours or no work. The employee may choose how much vacation, sick or compensatory time to use during such period.
2. Take unpaid leave.
3. Apply for unemployment benefits. The employee’s department head or elected official determines whether or not an employee does not have work or has reduced hours.

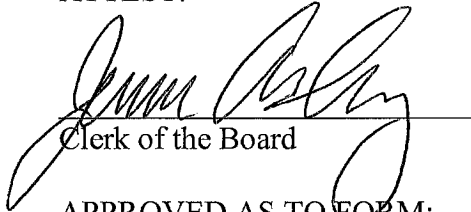
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ADOPTED this 21st day of April, 2020.

**BOARD OF COMMISSIONERS
GRAYS HARBOR COUNTY**


Vickie L. Raines, Chair, Commissioner

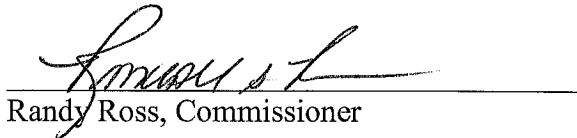
ATTEST:


Clerk of the Board

APPROVED AS TO FORM:

Deputy Prosecuting Attorney

approved by phone
Wes Cormier, Commissioner


Randy Ross, Commissioner