

Lee County Covid-19 Policy

(Revised February 13, 2023)

A. Wearing of masks or shield coverings are optional (EXCEPT as noted below).

B. All personnel who are directly impacted by COVID-19 in the following ways:

1. If you are experiencing COVID-19 symptoms (according to Center for Disease Control guidance like fever, cough, shortness of breath) and seeking a medical diagnosis for COVID-19. If positive for COVID-19, see number 2. If negative for COVID-19, follow standard sick leave policies.
2. If you tested positive for COVID-19, you shall self-isolate immediately.

Without Symptoms: If you continue to have no symptoms, you are to return to work after 5 days have passed since you had a positive test.

With Symptoms: You are to return to work after meeting the following conditions:

- 5 days since symptoms first appeared **and**
- 24 hours with no fever without the use of fever-reducing medications **and**
- Other symptoms of COVID-19 are improving*

UPON return to work, you MUST wear a mask when around others for 5 days.

Severe Illness (requiring Hospitalization): You are to return to work after meeting the following conditions:

- 10 days since symptoms first appeared **and**
- 24 hours with no fever without the use of fever-reducing medications **and**
- Other symptoms of COVID-19 are improving*

If you are still experiencing Post-COVID Complications, the standard FMLA policies and procedures apply.

**Loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation*

3. If you have had close contact with someone with COVID-19, you can come to work regardless of vaccination status or if you have had a previous infection. You should wear a mask as soon as you are aware of the exposure for 10 days. The CDC defines close contact as exposures adding up to a total of 15 minutes spent 6 feet or closer to an infected person.

If you develop symptoms, get tested and follow number 2. With Symptoms above if positive. If negative, return to work.

Appropriate Documentation will be required for each of the above. Types of documentation are copy of orders, proof of tests and/or written certifications.

Providing false documents or misleading and false statements associated the above are Group Two Offenses under 11.4.2 A. (5) and (6).

In addition, anyone who is staying home is being paid to follow orders and instructions for public health and safety reasons. Failure to follow those orders and instructions is a Group Two Offense under 11.4.2 A. (7).

Such actions in this section are grounds for the employee's dismissal from employment.

(For Sheriff Service Employees, enforcement and discipline determination is solely the discretion of the Lee County Sheriff)

- C. Employees under the budgetary and administrative authority of the County Commission should protect the public, their coworkers and themselves by:

NOT reporting to work and notifying their supervisor if they have:

- temperature above 100.3

or are experiencing the following:

- Persistent Cough
- Shortness of breath or difficulty breathing

Or have two or more of these symptoms:

- Chills
- Muscle pain
- Headache
- Sore throat
- New loss of taste or smell

Employees failing to practice such safety measure are in violation of Group One Offense under 11.4.1 A. (6).

Repeated failure to practice and/or absolute disregard to such safety measures are in violation of Group Two Offense under 11.4.2 A. (12) "Violation of safety practices that might endanger the life or health of the employee or others". Repeated failure and/or absolute disregard should be a suspension without pay or terminated.

(For Sheriff Service Employees, enforcement and discipline determination is solely the discretion of the Lee County Sheriff)

- D. Employees hired on or after February 13, 2023, upon hire, will have 40 hours added to their sick leave balances intended for such use however not specifically designated. The maximum cap for sick leave balances will be adjusted from 1120 to 1080 hours.

Reporting to work knowingly sick with COVID-19 is a violation of Group Two Offense under 11.4.2 A. (12) "Violation of safety practices that might endanger the life or health of the employee or others". Such action is grounds for the employee's dismissal from employment.