

RESOLUTION NO. ____ - 2020

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA, SETTING POLICY FOR COMPENSATION FOR REGULAR WORK AND PUBLIC EMERGENCY RESPONSE WORK RELATED TO THE COVID-19 EVENT.

WHEREAS, Monroe County has a standing policy regarding compensation for emergency response work in Resolution No. 146-2013; and

WHEREAS, the COVID-19 emergency has presented a number of unique challenges not typical of other types of emergencies the County has previously faced; and

WHEREAS, a need exists to establish compensation and employment practices to address the uniqueness of the COVID-19 emergency; and

WHEREAS, the Board of County Commissioners now wishes to set such policies and practices.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, THAT:

1. Furloughs - Any employee whose work is suspended in its entirety shall be furloughed until such time that work again becomes available. Furloughed employees shall not be eligible for Administrative Leave compensation. Furloughed employees perform no work and receive no earnings, but shall remain an employee of the County while on furlough.
2. Furloughed employees may choose to apply any form of their own earned leave (i.e. sick leave, annual leave, compensatory time, etc.) to receive pay for an amount of time up to the amount of total earned leave. Health insurance and voluntary policies (i.e. dental, vision, and supplemental life insurance) shall remain in effect for furloughed employees and the employee-portion of their monthly premiums for each shall be waived while the employee is in a furlough status until the beginning of the next pay period following the employee's return to work. The employer contributions to a Health Savings Account (HSA) shall continue, but employee contributions to an HSA shall be suspended unless the employee chooses to continue the contributions. All furloughed employees shall continue to accrue sick and annual leave as if no furlough had occurred. Furloughs are considered temporary in nature. Nothing described herein is intended to be considered a guarantee of return to work at a future date.
3. Partial Furloughs – Any employee whose work is partially suspended shall only be paid for the time worked. Partially furloughed employees shall not be eligible for

Administrative Leave compensation for the purpose of completing their regular schedule and making them “whole”. Partially Furloughed employees perform some work and receive earnings equal to the work they perform and shall retain their previous status as an employee of the County while on partial furlough.

4. Partially Furloughed employees may choose to apply any form of their own earned leave (i.e. sick leave, annual leave, compensatory time, etc.) to complete their regular schedule and supplement their earnings up to the amount of total earned leave. Health insurance and voluntary policies (i.e. dental, vision, and supplemental life insurance) shall remain in effect for partially furloughed employees and the employee-portion of their monthly premiums for each shall be waived while the employee is in a furlough status until the beginning of the next pay period following the employee’s return to full time work. The employer contributions to a Health Savings Account (HSA) shall continue, but employee contributions to an HSA shall be suspended unless the employee chooses to continue the contributions. All furloughed employees shall continue to accrue sick and annual leave as if no furlough had occurred. Partial Furloughs are considered temporary in nature. Nothing described herein is intended to be considered a guarantee of return to full time work at a future date.
5. COVID-related Absences - Employees who must personally be absent from work due to one or more of the stated reasons in the Families First Coronavirus Response Act (FFCRA) and who are not working, shall have Administrative Leave pay applied to the allowable absence. Administrative Leave shall serve as the form of payment to comply with the Act. Administrative Leave shall be paid for the reasons specified in the Act, and at either the full or partial rate as specified by the Act. Human Resources shall review and approve leave under the FFCRA, just as it does with the Family and Medical Leave Act (FMLA).
6. Working from Home - Employees working at their residences (whether performing regular duties or emergency response work) shall be paid according to the County’s normal pay practices, as described in Section 5 of the Personnel Policies and Procedures Manual regarding Hours and Work.
7. Working away from Home - Employees who must leave their primary residence to perform either regular work or emergency response work, shall be paid at time and one half of their regular rate of pay for the duration they are required to be working away from their residence.
8. The provisions contained in this Resolution shall take effect on April 12, 2020. This resolution shall remain in effect until repealed by the Board of County Commissioners.
9. This resolution supersedes Resolution No. 146-2013 to the extent the two are inconsistent, for the purpose of the COVID-19 event, only. In all other respects the terms and conditions of Resolution No. 146-2013 shall remain in full force and effect.

10. The policies and practices described herein are not intended to, nor shall they, supersede or conflict with any state or federal laws regarding compensation.

PASSED AND ADOPTED by the Board of County Commissioners of Monroe County, Florida at a regular meeting of the Board held on April 15, 2020.

Mayor Heather Carruthers	_____
Mayor Pro Tem Michelle Coldiron	_____
Commissioner Sylvia J. Murphy	_____
Commissioner David Rice	_____
Commissioner Craig Cates	_____

(Attest)
KEVIN MADOK, CLERK OF THE COURT

BOARD OF COUNTY COMMISSIONERS
OF MONROE COUNTY, FLORIDA

By: _____
Deputy Clerk

By: _____
Mayor