

CRAWFORD COUNTY PUBLIC HEALTH

P R E V E N T • P R O M O T E • P R O T E C T

Board Meeting Minutes

April 1, 2020-5:00PM

Virtual Meeting

Board Members Present: Zachary Wolfe, Phyllis Crall, Dr. Stephen Novack, Kurt Fankhauser, Bill Scott, Dean Sipe, and Scott Woodworth.

CCPH Staff: Kate Siefert, Health Commissioner; Amy Ramirez, Nursing Director; Barbara Roberts, Deputy Director of Administrative Services and Krista Whitmeyer, Director of Administrative Services.

Other Guest(s): Trish Factor, Health Commissioner, Galion City Health Department

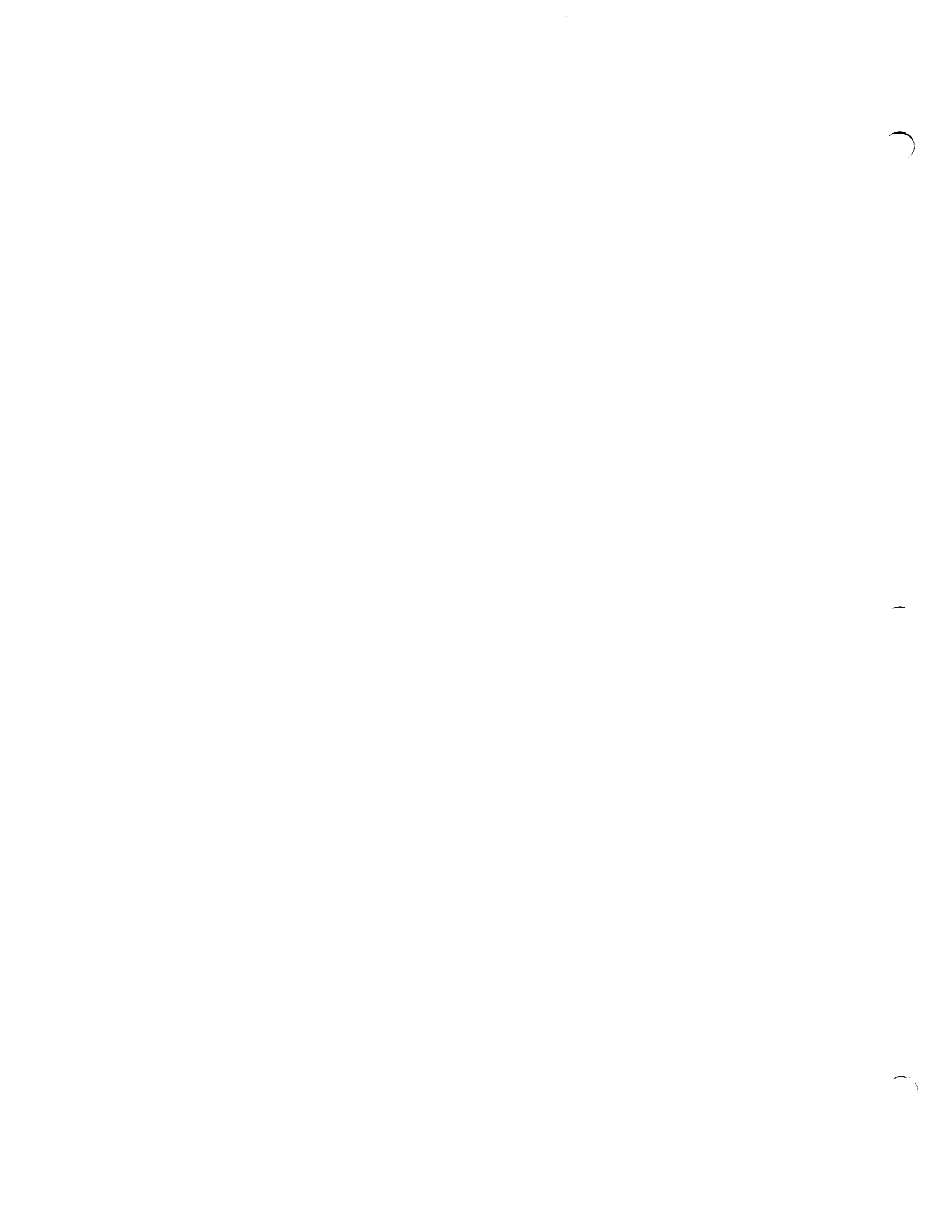
The Families First Coronavirus Response Act (FFCRA) requires certain public employers and business with fewer than 500 employees to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

The Crawford County Commissioners have already adopted a policy last week. The County Commissioner's policy was very generous.

CCPH's policy is based on the bare minimum.

A CCPH employee is entitled to this leave if the employee is unable to work for any of the following reasons:

- 1.) The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
- 2.) The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
- 3.) The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- 4.) The employee is caring for an individual who is subject to a quarantine order or has been advised by a health care provider to self-quarantine.
- 5.) The employee is caring for a son or daughter of such employee whose daycare has been closed or if the son or daughter's child care provider is unavailable due to COVID-19.
- 6.) The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of the Department of Labor.



Paid Emergency Paid Sick Leave (EPSL) for Reasons 1 through 3 above... Full-time employees that work 40 hours per week are entitled to up to 80 hours of paid leave at their regular rate of pay for leave taken for reasons 1 through 3 above up to the daily max. Employees that work less than 40 hours per week are entitled to paid leave equal to the hours that they would ordinarily work in a two-week period over the previous 6 months.

Paid EPSL for Reasons 4 through 6 above... Employees are entitled to two-thirds of their regular rate of pay for leave taken to provide care for others or leave for any other substantially similar condition (reasons 4 through 6 above) up to the daily max.

Employees can also use Emergency Family and Medical Leave Expansion (EFMLEA) for the same reasons mentioned above. This is an additional 10 weeks of paid caregiver leave only if absent from work to care for a child whose school or place of care is closed, child care provider is unavailable, due to COVID-19 reasons. This benefit does not carryover and will expire December 31, 2020. For reason 5 above, employees are entitled to two-thirds of their regular rate of pay for the hours that they would have been scheduled to work up to the daily max.

A motion was made by Dr. Stephen Novack to approve the CCPH Families First Coronavirus Response Act-Paid Sick Leave and Expanded Family & Medical Leave Policy. This motion was seconded by Scott Woodworth. The vote carried by a roll call vote, Dean Sipe-yes. Phyllis Crall-yes. Zachary Wolfe-yes. Bill Scott-yes. Scott Woodworth-yes. Dr. Stephen Novack-yes. Kurt Fankhauser-yes.

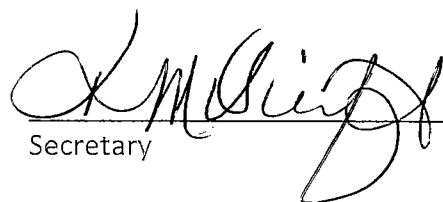
Other Business:

The Board discussed COVID-19 changes in symptoms, protocols, personal protective equipment and testing requirements.

With no further business to discuss, a motion was made by Kurt Fankhauser, seconded by Phyllis Crall to adjourn the meeting at 5:35pm. The next scheduled Board of Health Meeting is April 15, 2020.



President



Secretary

