



Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 7/21/2020

Consent Agenda

Department: County Manager

Presenter(s): Avril Pinder

Contact(s): Avril Pinder

Subject: COVID-19 Recognition

Brief Summary:

County employees played a crucial role in the response to COVID-19 and, as a result, the County Manager is requesting the authority to award up to 2 weeks of PTO to county employees. Using timecard data, staff estimates that employees worked more than 80,000 hrs during the crisis, with some staff working on average an additional 24 hours each week over a 12 week period.

At the June 16th meeting, the BOC authorized a public notice and public hearing to discuss amending the Personnel Ordinance to allow the County Manager to award additional PTO to employees who participated in the COVID response.

The County Manager has identified the following three categories of PTO award:

2 weeks of COVID PTO (approximately 28 employees)

Eligible employees:

- Logged 300 COVID hours or more between March 12, 2020 and May 31, 2020; or
- Worked as a communicable disease nurse; and
- Are salaried employees (hourly workers already received time and half pay or comp time and are not eligible)

Employees receiving 2 weeks of PTO include employees who are leading our COVID-19 response, such as communicable disease, emergency services and communication staff.

1 week of COVID PTO (approximately 1057 employees)

Eligible employees:

- Worked outside of the home between March 12, 2020 and May 31, 2020; or

- Attended the EOC in-person

Employees receiving 1 week of PTO include employees who physically participated in our COVID response, but also those who continued to provide regular service to our citizens despite the impact of COVID. These employees include solid waste, permitting, law enforcement, social workers, etc.

3 days of COVID PTO (approximately 38 employees)

Eligible employees:

- Logged more than 24 or more COVID hours between March 12, 2020 and May 31, 2020

Employees receiving 3 days of PTO participated virtually in our COVID response.

Recommended Motion:

Conduct the public hearing and adopt the Personnel Ordinance Amendment, allowing the County Manager to award additional PTO as described above.

County Manager's Comments and Recommendation: