

**CLALLAM COUNTY FIRE PROTECTION NO. 3
RESOLUTION NO. 03**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF CLALLAM COUNTY FIRE
PROTECTION NO.3 AUTHORIZING TEMPORARY COVID-19 RELATED LEAVE
BENEFITS**

WHEREAS: On February 29, 2020 Governor Jay Inslee issued Proclamation 20-05 Declaring a State of Emergency in all counties of the State of Washington to address the impacts of COVID-19;

WHEREAS: The Washington State outbreak of COVID-19 and the effects of its extreme risk of person-to-person transmission throughout Clallam County and Washington State significantly impacts the life and health of our customers and District employees and constitutes a public emergency that affects life, health, and property;

WHEREAS: The Fire Chief has ordered employees exhibiting Covid-19 symptoms to not report to work.

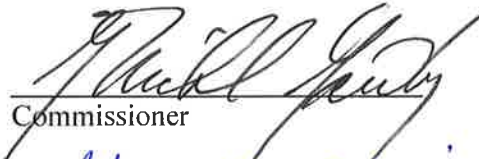
WHEREAS: In order to address the financial impacts of not reporting to work when exhibiting COVID-19 symptoms and to address the impacts of employees that have the Covid-19 virus, the Board of Commissioners believes it is necessary to provide additional leave to the District's employees.

Resolution: NOW THEREFORE, BE IT RESOLVED, by the Board of Commissioners of Clallam County Fire Protection No. 3 as follows:

1. All full time paid employees shall be granted up to 80 additional hours of supplemental paid leave for qualified work absences related to COVID-19;
2. All part time paid employees shall be granted up to 40 additional hours of supplemental paid leave for qualified work absences related to COVID-19;
3. Qualifying Covid-19 absences include:
 - a. Employee is mildly ill with COVID-19.
 - b. Employee is severely ill with COVID-19.
 - c. Employee was exposed and quarantined.
 - d. Employee is caring for sick family member.
 - e. Schools are closed by a public official because of COVID-19 and Employee has no childcare.
 - f. Employee is immune-compromised and advised to self-quarantine.
 - g. District must shut down due to a quarantine by a public official.
4. The Fire Chief or designee shall be responsible for monitoring the granting and use of the supplemental leave and may deny such use if in the Chief's reasonable discretion, an employee is misusing the supplemental leave;

5. The supplemental leave benefits shall automatically expire and no longer be available on the date the Governor's State of Emergency is lifted or September 1, 2020 whichever first occurs;
6. The supplemental leave benefits are not available to be shared with or donated to other employees.
7. The supplemental leave benefits shall have no cash value when an employee separates from employment with the District; and
8. The Fire Chief is authorized to make any necessary budget adjustments to cover the anticipated cost of this additional benefit and, if a formal budget amendment is necessary to bring such amendment back to the Board of Commissioners at a subsequent meeting.

Adoption: ADOPTED by the Board of Commissioners of Clallam County Fire Protection No. 3, at an open public meeting of such Board on the 20th day of March, 2020 the following Commissioners being present and voting for the resolution:


Commissioner


Commissioner


Commissioner


Secretary