

**STATE OF WASHINGTON
COUNTY OF JEFFERSON**

In the Matter of Repealing Resolution No. 12-20 re: Declaration of Emergency of the Covid-19 Pandemic, and Repealing and Replacing Resolution No. 49-22 re: Adopting a 13th Temporary County Policy Based on Emergency Response to the COVID-19 Pandemic; to Add New Temporary Personnel Policies

RESOLUTION NO. ____

WHEREAS, on February 29, 2020, Governor Jay Inslee declared a State of Emergency in all Counties in Washington State to due to the public health emergency caused by the COVID-19 virus; and,

WHEREAS, on March 11, 2020, the World Health Organization declared the outbreak of COVID-19 to be a pandemic; and,

WHEREAS, on March 16, 2020, the Jefferson County Board of Commissioners approved a Declaration of Emergency due to the COVID-19 Pandemic; and,

WHEREAS, on September 8, 2022, Governor Jay Inslee announced an end to COVID-19 emergency orders and the state of emergency by October 31, 2022, including an end to Proclamation [20-25](#); and,

WHEREAS, the Federal Public Health Emergency (PHE) for COVID-19, declared by Proclamation 9994 on March 13, 2020 under Section 319 of the Public Health Service (PHS) Act, will expire at the end of the day on May 11, 2023; and,

WHEREAS, the Human Resources Director has stated there is a need to keep some temporary personnel policies in place; and,

NOW, THEREFORE, BE IT RESOLVED, by the Board of Jefferson County Commissioners that:

1. Based on changing circumstances and improving conditions in Jefferson County and more broadly related to the COVID-19 pandemic, the state of emergency declared in Resolution 12-20 no longer exists in Jefferson County.
2. Open public meetings are no longer required to be conducted in virtual formats. However, virtual meetings have increased the transparency of government and allowed for more robust public participation. Accordingly, the Board of County Commissioners encourages all Jefferson County Boards and Committees to offer online or hybrid-format meeting options; and,
3. Meetings can be held at maximum capacity levels once again; and,

4. The Jefferson County Personnel Administration Manual is amended to add Temporary Health and Safety Workplace Requirements (attached as Appendix I). The Temporary Health and Safety Workplace Requirements (attached as Appendix I) contain standards for public service and accountability, and is necessary to maintain the efficiency of governmental operations. Employees who fail to follow the requirements of the Jefferson County Personnel Administration Manual, including the Temporary Health and Safety Workplace Requirements (attached in Appendix 1), are subject to disciplinary action and termination for just cause; and,
5. This Resolution repeals Resolution No. 12-20 and repeals and replaces Resolution No. 49-22 of Jefferson County, and shall be effective immediately.

(SIGNATURES FOLLOW ON THE NEXT PAGE)

APPROVED AND ADOPTED this _____ day of _____, 2023.

SEAL:

JEFFERSON COUNTY
BOARD OF COMMISSIONERS

ATTEST:

Greg Brotherton, Chair

Heidi Eisenhour, Member

Kate Dean, Member

Carolyn Gallaway, CMC
Clerk of the Board

Approved as to form only:

Barbara D. Ehrlichman

Barbara Ehrlichman,
Deputy Prosecuting Attorney

APPENDIX I

Temporary Health and Safety Workplace Requirements

Section 1 – Sick Employees Must Stay Home

To help prevent the spread illness, employees must follow the following workplace requirements

to keep all co-workers safe. This includes temporary/seasonal employees.

1. If you are sick, please contact your supervisor immediately and stay at home.
2. Medical certification from your health care provider may be required.
3. If you need to stay home to care for a sick family member, please do so. During this time, more workers may need to stay at home to care for sick children or other sick family members than is normal.
4. Employees may use individual leave accruals in accordance with this Manual (*e.g.*, sick leave, vacation, floating holidays, and Comp Time) and may be eligible for WA State Paid Family & Medical Leave.

Section 2 -- Frequent and Adequate Hand Washing

To help prevent the spread of disease, employees must follow these workplace requirements:

1. Wash hands frequently and regularly with soap and water for at least 20 seconds as needed and including: when arriving at work, coming and going from different worksites, taking breaks, using the restroom, before and after eating, drinking or using tobacco products, after sneezing or coughing, and after touching surfaces or handling objects touched by others or suspected of being contaminated.
2. Use hand sanitizer (between handwashing) after touching surfaces or handling objects touched by others or suspected of being contaminated.
3. Do not touch mouth, nose or eyes with unwashed hands.

Section 3 – Responses to a State of Emergency

In response to State of Emergency, the County shall protect the health and safety of its employees. The County shall comply with health and safety workplace requirements in accordance with Washington State Department of Labor & Industries and the Washington Industrial Safety and Health Act Chapter 49.17 RCW. The County Department of Health and the HRD shall recommend to the Board of County Commissioners specific recommendations to address any State of Emergency that may be adopted by resolution and be included in this Manual during the State of Emergency.