



Human Resources Update COVID-19

July 21, 2020



Today's Agenda

- COVID- 19 County Employment Statistics
 - COVID-19 Positive Employees
 - Unemployment
 - Worker's Compensation
- COVID-19 Employee Testing On-site Survey Results
- COVID-19 Leave of Absence Update
- Keeping the Public and Employees Safe
- Human Resources Outreach

Employee COVID-19 Positive Results (as of 07/17/20)

| Department | # of Employees by Dept Since March | # of Employees on Leave Due to Positive Results as of 07/20/20 |
|------------------------|------------------------------------|--|
| Ag | 1 | 0 |
| CAO | 1 | 0 |
| District Attorney | 3 | 1 |
| HSA | 33 | 9 |
| ISD | 1 | 0 |
| Probation | 8 | 4 |
| Public Health Services | 2 | 1 |
| Public Works | 3 | 3 |
| Sheriff | 6 | 4 |
| SJGH | 27 | 5 |
| Purchasing | 1 | 1 |
| Veteran Services | 1 | 0 |
| Human Resources | 1 | 0 |
| Grand Total | 88 | 28 |

Unemployment and Worker's Compensation (as of 07/17/20)

- County received 412 unemployment claims since early March.
- Worker's Compensation:
 - 307 potential exposures reported to HR/Risk Unit
 - 95 Workers Compensation claims; **5 Accepted**, 38 Denied (non-COVID) and 52 in Delayed Status (researching)
 - Contact through the community and/or workplace

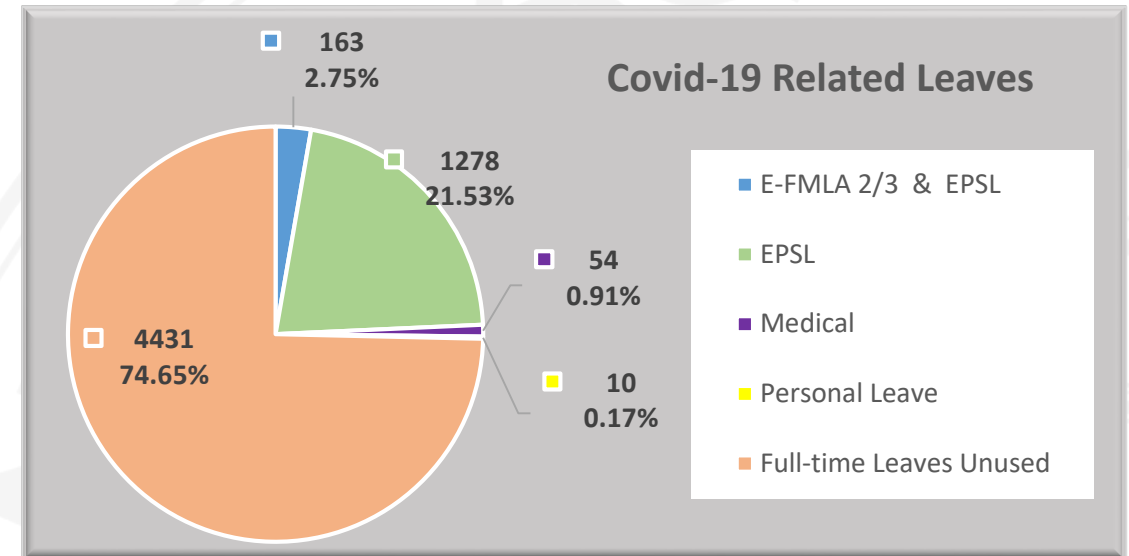
COVID-19 Testing Survey Results

- Employee survey opened on 06/24/20 and closed on 07/02/20
- There were 1,858 responses to the two questions:
 - If the County provided on-site COVID-19 testing at your work location, would you be interested in participating?
 - 85.1% answered Yes
 - What is your current County Department Location?
 - Human Services Agency – 38.7%
 - Other Downtown Core Departments – 29.4%
 - SJGH and Clinics – 13.9%
 - Hazelton Departments – 11.0%
 - French Camp Departments – 2.7%
 - Other Departments – 4.3%
- Preparing locations, dates, scheduling & test Instructions and FAQ Sheet
- Vendor will report results in accordance with CDC guidelines and orders

COVID-19 Leave of Absence Update

- Use of Leave in 31 County Agencies, March 15 – June 26
Full-Time Employees

| County Summary | # of Empl. | % of Total Empl |
|--------------------------------|-------------|-----------------|
| E-FMLA 2/3 & EPSL | 163 | 2.75% |
| EPSL | 1278 | 21.53% |
| Medical | 54 | 0.91% |
| Personal Leave | 10 | 0.17% |
| Full-time Leaves Unused | 4431 | 74.65% |
| Total | 5936 | 100% |



- ❖ “Expanded” Family and Medical Leave Act (E-FMLA) and Emergency Paid Sick Leave (EPSL) approved under the provisions of Families First Coronavirus Response Act (HR-6201)
- ❖ There are 337 employees that have used more than one type of leave
- ❖ Data is subject to change due to leave and payroll adjustments

COVID-19 Leave of Absence Update

Top 4 Departments based on Employee Population

Human Services Agency: 332 employees- 25%

SJGH: 233 employees- 11%

Public Works: 204 employees- 46%

Behavioral Health: 180 employees- 32%

Top 4 Departments based on Percentage of Employee Use

- Treasurer/Tax Collector: 40 employees- 95%
- EEDD: 62 employees- 84%
- Assessor/Clerk Recorder: 70 employees- 67%
- DCSS: 87 employees- 64%

Keeping the Public and Employees Safe

- Department Heads provided flexibility in customer and employee screening
- Employee reminders Countywide regarding stay safe measures: social distancing, washing hands, sanitizing high touch surfaces
- PPE Provided: masks, hand sanitizer, disinfectant wipes
- Alternative Work Schedules, Staggered Shifts, & Telework options continue

Guidance for COVID-19 positive and exposed employees

COVID-19 Human Resources Outreach

- COVID-19 Employee Website
- Starting a new telephone line dedicated to responding to employee and department COVID-19 questions.
- Employee E-mail: SJCCOVID19employeeinfo@sjgov.org
 - Human Resources staff are dedicated to responding to employee questions and requests.
- Conference Calls with Department Heads and Assistant Department Heads

Thank you for your Consideration
Questions...

