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)

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

Note: Leave data gathered before final payroll due on 07/21/20. Will be updated by end of the week.
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

- "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

<table>
<thead>
<tr>
<th>County Summary</th>
<th># of Empl.</th>
<th>% of Total Empl</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-FMLA 2/3 &amp; EPSL</td>
<td>163</td>
<td>2.75%</td>
</tr>
<tr>
<td>EPSL</td>
<td>1278</td>
<td>21.53%</td>
</tr>
<tr>
<td>Medical</td>
<td>54</td>
<td>0.91%</td>
</tr>
<tr>
<td>Personal Leave</td>
<td>10</td>
<td>0.17%</td>
</tr>
<tr>
<td>Full-time Leaves Unused</td>
<td>4431</td>
<td>74.65%</td>
</tr>
<tr>
<td>Total</td>
<td>5936</td>
<td>100%</td>
</tr>
</tbody>
</table>
## 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...