



Cullman County Commission Pay Guidelines for COVID-19 Related Absences Updated 4/1/2021



Pay Code	Reason for Absence
EMRGNC SK1 (Pays 100% of base pay)	<ol style="list-style-type: none"> 1. Employee is quarantined or isolated subject to a Federal, State or Local quarantine or isolation order 2. Employee has been advised by a health care provider to self-quarantine because of COVID-19 3. Employee is: <ol style="list-style-type: none"> (A) Experiencing symptoms of COVID-19 and seeking a medical diagnosis; (B) Seeking or awaiting the results of a diagnostic test for, or a medical diagnosis of, COVID-19 because they have been exposed or because their employer has requested the test or diagnosis; (C) Obtaining a COVID-19 vaccination or recovering from any injury, disability, illness, or condition related to the vaccine. <p>Employee may receive up to 10 days (80 hours) maximum of EMRGNC SK1 pay between April 1 and September 30, 2021. For any time off beyond the 10 day maximum the employee may use FML EXP (see below). If employee is out longer than 14 <i>consecutive</i> days due to a personal COVID-19 diagnosis he/she may be eligible for short-term disability (STD) NOTE: EMRGNC SK1 and EMRGNC SK2 are combined when calculating the 10 day maximum</p>
EMRGNC SK2 (Pays 2/3 of base pay)	<ol style="list-style-type: none"> 4. Employee is caring for another person who is isolating or quarantining on government or doctor's orders. 5. Employee is caring for his or her child (age 17 and under) whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons 6. Employee is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services <p>Employee may receive up to 10 days (80 hours) maximum of EMRGNC SK2 pay between April 1 and September 30, 2021. For any time off beyond the 10 day maximum the employee may use FML EXP (see below). NOTE: EMRGNC SK1 and EMRGNC SK2 are combined when calculating the 10 day maximum</p>
FML EXP (Pays 2/3 of base pay)	<p>Same reasons listed above for EMRGNC SK1 and EMRGNC SK2. To be used after 10 days (80 hours) maximum have been used.</p> <p>Employee may receive a maximum of 12 weeks paid FML EXP between March 1, 2020 and September 30, 2021.</p>
EMRGNC ADM	<p>Emergency Admin Pay may ONLY be used upon designation by the County Commission.</p> <p>This pay code is reserved for paying employees when a department/building has been closed by the commission and/or elected official and employees are not allowed to report to work and working from home is not an option available to them (i.e. building is closed for cleaning/sanitizing).</p>
	<p>Documentation is required for ALL COVID-19 related absences. Forms are available on the Personnel Department COVID-19 webpage.</p>

*"Close Contact" is defined as a person being within approximately 6 feet of a confirmed COVID-19 case for a total of 15 minutes or longer; close contact can occur while caring for, living with, visiting, or sharing a healthcare waiting area or room with a COVID-19 case having direct contact with infectious secretions of a COVID-19 case (e.g. being coughed on) by a confirmed COVID-19 case.