

UPDATED May, 2021

Burnett County, Wisconsin COVID-19 Plan

Original Plan Provided March, 16 2020

- 1. Purpose.** The purpose of this plan is to provide guidance to Burnett County department heads and employees on Burnett County's plans for responding to the rapidly evolving coronavirus disease 2019 (COVID-19) public health emergency. This document is to supplement the administrative flexibility and provide further clarification of Resolution 2020-10, recommended for approval by Administration Committee on March 16, 2020. Furthermore, this plan may be amended from time to time as necessary to accommodate the rapidly changing environment. Any plan implementation, or implementation/modifications by County Administration, through the flexibility of Resolution #2020-10 shall not constitute precedent setting measures.
- 2. About COVID-19 and Its Spread¹**
 - 2.01** On February 11, 2020 the World Health Organization announced an official name for the disease that is causing the 2019 novel coronavirus outbreak, first identified in Wuhan, China. The new name of this disease is coronavirus disease 2019, abbreviated as COVID-19. In COVID-19, 'CO' stands for 'corona,' 'VI' for 'virus,' and 'D' for disease. Formerly, this disease was referred to as "2019 novel coronavirus" or "2019-nCoV".
 - 2.02** There are many types of human coronaviruses including some that commonly cause mild upper-respiratory tract illnesses. COVID-19 is a new disease, caused by a novel (or new) coronavirus that has not previously been seen in humans.
 - 2.03** COVID-19 is a new disease and the CDC is still learning how it spreads, the severity of illness it causes, and to what extent it may spread in the United States. Currently, the virus is thought to spread mainly from person to person as follows:
 - A. Between people who are in close contact with one another (within about 6 feet);
 - B. Through respiratory droplets produced when an infected person coughs or sneezes;
 - C. These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs;
 - D. Transmission can occur without symptoms; and
- 3. COVID-19 Symptoms.** COVID-19 presents with flu-like symptoms (fever, cough or sore throat, headache or body aches, and in some cases diarrhea and vomiting) or acute respiratory illness symptoms (i.e. cough, shortness of breath).

¹ Source: Wis. Dept. of Administration, FAQ for Wis. State Employees, March 11, 2020.

- 4. Risk and Complications.** Elderly people with chronic conditions are currently the most at risk from complications from COVID-19. Given the vulnerable populations within the County's care, careful adherence to this plan and guidance provided by the Burnett HHS Director is essential.
- 5. Limiting Risk/Non-Pharmaceutical Interventions.** The first line of defense to help slow the spread of COVID-19 and to ease the burden on healthcare providers include the following:
 - 5.01** Staying home when sick;
 - 5.02** Covering coughs and sneezes using a tissue or sleeve, and disposing of the tissue properly immediately afterwards;
 - 5.03** Washing hands often using hot water and soap for 20 seconds or longer, and immediately washing your hands with soap and water for at least 20 seconds after coughing or sneezing;
 - 5.04** Avoid touching your eyes, nose, and mouth with unwashed hands;
 - 5.05** Cleaning and disinfecting tables, doorknobs, light switches, countertops, desks, phones, keyboards, toilets, faucets, sinks and any other areas frequently touched by others;
- 6. Response Coordination.** The Burnett County COVID-19 Response Team includes: The County Administrator, Sheriff's Department leadership, Emergency Management Director, HHS Director, Public Health, and IT. The scope of their coordinated efforts the last eight weeks has included, but is not limited to—
 - 6.01** Consulting with federal, state, and local emergency management and public health officials concerning the County's overall response to COVID-19;
 - 6.02** Distributing official communications concerning the virus, its spread, and the County's response to it;
 - 6.03** Providing recommendations to maintenance and housekeeping personnel on enhanced cleaning and sanitation not otherwise addressed in this plan;
 - 6.04** Providing recommendations on office closures, and travel limitations and restrictions; and
 - 6.05** Consulting with, and providing recommendations to, department heads on service delivery as it relates to COVID-19; and
 - 6.06** Providing guidance to community partners on business operations, surge planning, PPE requisition, and preparing for the re-opening of County government.
- 7. Communication Protocol**
 - 7.01** All e-mails, public health bulletins, and press releases concerning the County's overall response to COVID-19 are approved by the COVID-19 Response Team.
 - 7.02** With the exception of the HHS Director, Public Health and County Administrator, all employees shall refrain from distributing group e-mails, notices, pamphlets, brochures or other forms of correspondence concerning COVID-19 so as not to confuse, contradict or in any other way interfere with official communications issued by the HHS Director. Employees that are concerned with receiving the most recent and credible information concerning COVID-19 are encouraged to go to the Centers

for Disease Control website: <http://www.cdc.gov/coronavirus/2019-NCOV/cases-in-us.html>

- 7.03** The County Administrator, or designee, shall serve as the liaison between department heads and the HHS Director.
- 7.04** The County's HHS Director may periodically issue e-mails concerning COVID-19 in order to provide site-specific information or to counter mixed-messaging at the local level.
- 7.05** At the department level, department heads may continue to provide information to their employees concerning the manner in which services will be provided to the public in light of COVID-19.
- 7.06** The HHS Director will periodically post information on the County website concerning COVID-19.
- 7.07** Department heads and employees are urged to remain vigilant for e-mail scams related to COVID-19.
 - A. Avoid clicking on links in unsolicited emails and be wary of email attachments;
 - B. Use trusted sources—such as legitimate, government websites—for up-to-date, fact-based information about COVID-19;
 - C. Do not reveal personal or financial information in email, and do not respond to email solicitations for this information.

8. Cleaning and Disinfecting

- 8.01** Burnett County Maintenance is primarily responsible for cleaning and disinfecting the Burnett County Government Center utilizing standards proven effective against COVID-19.
- 8.02** To the extent that employees are capable of doing so safely, they shall assist maintenance with disinfecting porous and non-porous surfaces. Daily, staff shall clean, with maintenance provided sanitizing wipes, all office equipment and high touch surfaces.
- 8.03** The County's Maintenance Department shall develop a list of cleaning supplies bearing an EPA-approved emerging viral pathogens claims label.
- 8.04** All employees shall refrain from utilizing another employee's workspace and/or equipment.
- 8.05** Maintenance personnel shall place posters that encourage staying home when sick, cough and sneeze etiquette, and hand hygiene at the entrance to your workplace and in other workplace areas where they are likely to be seen.
 - A. Maintenance personnel shall provide tissues and hand sanitizer receptacles for use by employees and clients.
 - B. Maintenance personnel shall provide soap and water and alcohol-based hand rubs in the workplace, ensure that adequate supplies are maintained, and place hand rubs in multiple locations or in conference rooms to encourage hand hygiene.

9. Emergency Leave

- 9.01** Emergency Leave/Sick Leave. Please refer to EFMLA previously provided. Employees may be required to use their available leave balances. If the employee does not have enough leave to cover the duration of their absence, and the County Administrator authorizes it, the County will allow the employee to take up to 80 hours of leave time before it is earned, which would result in a negative balance in their leave banks. Should an employee end employment before that leave time is due them, whatever amount that is still in the negative will be withheld from their last check. The County Administrator may also authorize a variety of paid time off at the County expense as he deems necessary and appropriate, without setting precedent. The County Administrator shall utilize the flexibility as outlined in Resolution #2020-10 as deemed necessary.
- 9.02** To the extent possible, remaining staff shall cover the duties and responsibilities of staff on emergency leave.
- 9.03** Department heads and supervisors are required to protect their employees' right to privacy under the Americans with Disabilities Act (ADA) and Health Insurance Portability and Protection Act (HIPPA).
- 10. Office Closures.** Complete department/office closure will only be authorized by the County Administrator upon the recommendation of the HHS Director, and in Consultation with the County Board Chair.
- 11. Telecommuting**

 - 11.01** Office workers may be allowed to work from home, subject to the approval of their immediate supervisor and the department head, but only after—

 - A. It has been confirmed that COVID-19 is spreading in the community and the employee is deemed to be at a higher risk for complications from COVID-19 infection; or
 - B. The department or office has been closed.
 - C. Or at the discretion of the County Administrator.
 - 11.02** VPN Access

 - A. The IT Director has to perform the install on individually owned desktops/laptops. Those desktops/laptops must have current and approved antivirus software.
 - B. Department heads shall, to the extent possible, coordinate VPN access for employees in advance of a qualifying event.
- 12. Backup Site.** This plan shall utilize the Highway/Forestry Facility as necessary to carry out services.
- 13. Travel Restrictions**

 - 13.01** All Burnett County business travel to trainings, seminars, and conferences, within the State of Wisconsin may occur. Out-of-State travel, with the exception of Minnesota will not be approved.
 - 13.02** Travel required for a court proceeding or a bona fide law enforcement, medical examiner, or first responder matter is exempt from these restrictions.
 - 13.03** The County Administrator may relax these restrictions on a case-by-case basis.

14. Personal Protective Equipment Issuance

14.01 Burnett County provided two washable masks to each staff member.

14.02 Effective Immediately, Burnett County adopts the guidance for individuals who are fully vaccinated, with the following exception:

-Department Heads may continue to require staff, whether vaccinated or not, to continue to wear masks/and or other appropriate PPE when serving/meeting with the general public. The purpose of this is to reduce breakthrough cases, as well as protect those individual whom may not have been vaccinated. These plans shall be reviewed and approved by the County Administrator.

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html>

14.03 Fully vaccinated staff may still choose to wear a mask and maintain social distance as they determine appropriate.

14.04 Fitted Masks. These masks may be beneficial for service providers going into homes. Fitted masks may be ordered but the employees will be required to undergo a fit test.

14.05 Gowns, subject to their availability, may be ordered by departments if needed by service providers going into homes.

14.06 Latex and latex-free gloves, subject to their availability, may be ordered by Maintenance and/or departments for the use of employees having substantial contact with the public.

15. Department Specific Plans. Each department is encouraged to develop supplemental COVID-19 plans specific to their service area, provided that they do not conflict with the guidance and direction contained in this Plan. Review of CoG plans is appropriate to determine what service, if necessary, may be put on hold.

16. Funding. Requests for contingency funding shall be made to the County Administrator, and shall follow existing finance policies. The County Board of Supervisor's may approve additional financial or contingency funds, which shall prevail.

17. Compliance Monitoring. The HHS Director and/or Emergency Management Director shall be responsible for ensuring department heads and employees are complying with this plan. Violations of this plan shall be regarded as a violation of the County's Personnel Policies and Procedures Manual.

18. Emergency Declaration. On March 19, 2020 the Burnett County Board of Supervisors approved Resolution 2020-10 issuing an emergency declaration for Burnett County due to the effects of COVID-19.

19. Burnett County Government Center and Highway and Forestry Facility Reopening. All facilities will be open to the public April 1, 2021. In the event that cases and/or variants increase to a level that Public Health determines may be detrimental to our services, facilitates may once again be closed.

20. Operational Guidance

20.01 Social Distancing. Departments should develop social distancing plans. Three key factors for consideration include the following: 1) Physical workspace modifications, 2) Limiting in-person interactions and physical contact, and 3) Employee scheduling and remote working.

A. Physical Workspace Modifications.

Department Heads should determine what, if any, modifications need to be made, such as:

- separating desks and work stations;
- closing or modifying common/conference rooms;
- modifying high-touch surfaces, such as leaving doors open to reduce touches;
- displaying markings on floors or signs reminding clients and employees to maintain social distancing in areas where people congregate;
- installing plexiglass barricades at front counters

Building Maintenance shall be consulted with to determine feasibility and may be able to assist you with implementing modifications.

B. Limiting in-person interactions and physical contact.

Including but not limited to:

- Holding fewer in-person meetings and using increased conference calls or video conferences;
- Instructing employees not to use other employees' workspaces or equipment;

C. Employee Scheduling and Remote Working

Department Heads are encouraged to continue utilizing the remote work flexibility mentioned herein, and may also want to consider staggered/flexible shifts when/if possible.

20.02 Procedure if a COVID-19 Positive Employee has been at work.

The county will immediately communicate with the staff of the impacted building and close/disinfect the area used by the COVID-19 positive staff member. Confidentiality for the impacted employee must be maintained. Our Public Health Department will conduct a communicable disease investigation to determine the impact of the diagnosed employee's contact with coworkers, the public and their family and quarantine accordingly. Employees who had close contact with the COVID-19 positive staff member may be asked to go home. See 20.03

Furthermore, the County may elect to take further action following the Public Health Department investigation, up to and including closure of any department(s) and or facility for up to 24 hours to allow for proper disinfecting.

Any department/facility closure will result in the utilization of the inclement weather policy and procedure for payroll purposes.

20.03 When do I need to self-monitor, quarantine, or self-isolate?

- **If you are having any symptoms of COVID-19, please seek out testing from your medical provider. Once you have received testing, please follow any instructions from your healthcare provider, go home and isolate until you have received your test results. If your test results come back negative, you can return to work once your symptoms resolve.**
- **If you have been identified as a close contact of a positive case, you should quarantine in your residence. Your local public health agency will be in contact with you on further instructions on how to safely quarantine, including possible options to reduce quarantine. Please cooperate with your local health department.**
- **Per the CDC, you do not need to quarantine if:**
 - **You are fully vaccinated (meaning it has been 2 weeks after your second dose in a 2-dose series, such as Pfizer or Moderna or 2 weeks after a single-dose vaccine, such as Johnson and Johnson) and you are not showing any symptoms.**
 - **You have tested positive for COVID-19 within the past 3 months and recovered as long as you don't develop new symptoms.**
- **If you have tested positive, you need to isolate in your residence for 10 days from the start of your symptoms and 24 hours of being symptom free (this means without using any over the counter medicine to reduce fever or mask symptoms). Your local public health agency will be in contact with you on further instructions and information. Please cooperate with your local health department.**
- **We all need to self-monitor for signs/symptoms of COVID-19. Stay home when sick, use good hand hygiene, wear a mask and maintain physical distance from others.**