

**ALCOHOL, DRUG ADDICTION AND MENTAL HEALTH SERVICES
BOARD OF CUYAHOGA COUNTY**

RESOLUTION NO. 20-04-01

APPROVAL OF COVID-19 MODIFICATION TO ADAMHS BOARD PERSONNEL POLICIES

WHEREAS, COVID-19 is a respiratory disease that can result in serious illness or death and can easily spread from person to person; and,

WHEREAS, on March 9, 2020 Governor DeWine declared a state of emergency for Ohio to protect the well-being of the citizens of Ohio from the dangerous effects of COVID-19; and,

WHEREAS, in March 2020 the Families First Coronavirus Response Act was passed by Congress and signed into law by President Trump and applies to businesses with fewer than 500 employees and government agencies such as the ADAMHS Board; and,

WHEREAS, the ADAMHS Board must modify the sick leave policy to comply with the requirements of the federal Families First Coronavirus Response Act to provide two weeks of sick leave if an employee is unable to work because the employee is quarantined, caring for a person subject to quarantine or caring for a child whose school is closed for reasons related to COVID-19 for sick leave taken between April 1, 2020 and December 31, 2020; and,

WHEREAS, the ADAMHS Board must modify the vacation leave policy to allow the use of carry over vacation days to be used by December 31, 2020. This ensures that employees will not lose vacation days due to the COVID-19 pandemic; and,

WHEREAS, the approval of modifications to the ADAMHS Board personnel policies indicated will comply with federal and state regulations and support ADAMHS Board employees during the current national health crisis.

NOW, THEREFORE, BE IT RESOLVED:

1. The ADAMHS Board of Directors approves modifications to the following ADAMHS Board personnel policies:
 - Sick leave policy to comply with the requirements of the federal Families First Coronavirus Response Act for leave taken between April 1, 2020 and December 31, 2020.
 - Vacation leave policy to allow ADAMHS Board employees to carry over vacation days until December 31, 2020.

2. The ADAMHS Board Chief Executive Officer is authorized to execute any necessary contractual agreements.

On the motion of Harvey A. Snider, Esq., seconded by Katie Kern-Pilch, ATR-BC, LPC-S, the foregoing resolution was adopted.

AYES: G. Boehm, C. Bryant, E. Cade, E. Caraballo, R. Fowler, G. Howard, P. James-Stewart, K. Kern-Pilch, S. Killpack, S. Rosenbaum, H. Snider, M. Van Voorhis

NAYS: None

DATE ADOPTED: April 22, 2020