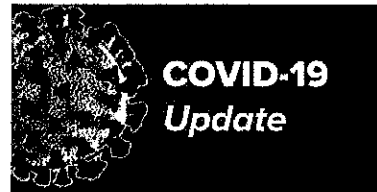


## **COVID-19 Update for Fort Bend County Employees**

Answers to Your Questions on Safety Protocols, Quarantine and Isolation Requirements, Paid Leave Provisions, and Vaccine Rollout



Presented by:

Kathy Novosad, PHR - Human Resources

Kaye Reynolds, DrPH - Health & Human Services

J.T. Pena, Risk Management

January 13, 2021

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# Human Resources

Kathy Novosad, PHR

Senior Human Resources Generalist

# COVID Emergency Leave

Section 709-11 of Employee Information Manual – New Paid Leave Provision

- Provisions to provide paid leave for certain COVID-19 related absences from work were approved January 12, 2021 by Commissioners Court.
  - Effective January 9, 2021 to April 30, 2021
  - Maximum of 80 hours of paid leave for full-time employees
  - Maximum of 2 weeks average hours of paid leave for part-time employees
  - Paid at the employees normal hourly wage
  - Employees are eligible even if they used 80 hours of paid leave under the Families First Coronavirus Response Act in 2020.

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# COVID Emergency Leave

Section 709-11 of Employee Information Manual – New Paid Leave Provision

- COVID Emergency Leave will cover absences for the following reasons:
  1. To quarantine or isolate consistent with a federal, state, or local order (i.e. has been exposed to a positive case, or is positive for COVID-19, or any other circumstance in which a quarantine or isolation order is issued).
  2. Advised by a health care provider to quarantine due to concerns related to COVID-19 (e.g. required test prior to surgery or medical procedure).
  3. Is experiencing symptoms of COVID-19 and seeks leave for medical diagnosis
  4. Is caring for a son or daughter, as defined by the FMLA, who is subject to an order or advisement as described in 1 and 2 above.

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# COVID Emergency Leave

Section 709-11 of Employee Information Manual – New Paid Leave Provision

- COVID Emergency Leave will NOT cover absences for the following reasons:
  1. Non-COVID related absences
  2. Leave due to school or daycare closures
  3. Leave to care for a family member, other than child  
(Note: may be FMLA eligible)
  4. More than 80 hours of COVID leave
  5. Leave to get COVID-19 test when testing not indicated

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# Keeping Your Co-Workers Safe

## *When to Stay Away from the Workplace*

<b>When Must I Stay Away from the Workplace?</b>	<b>How Long Must I Stay Home?</b>	<b>If I Cannot Work From Home, am I Eligible for paid COVID Emergency Leave?</b>
If you are experiencing symptoms of COVID, please stay home and consult with a health care provider. Follow the advice of the health care provider.	Until the doctor advises you may return to work, unless the doctor recommends a test for COVID-19. If tested, you must stay home until negative results are received, and the doctor advises you may return.	This may qualify for COVID Emergency Leave if you provide a doctor's note.

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# Keeping Your Co-Workers Safe

## *When to Stay Away from the Workplace*

<b>When Must I Stay Away from the Workplace?</b>	<b>How Long Must I Stay Home</b>	<b>If I Cannot Work From Home, am I Eligible for paid COVID Emergency Leave?</b>
If you test positive for COVID-19	You are eligible to return to work after testing positive when you are released by Health and Human Services. HHS will release you no earlier than 10 days from onset of symptoms or 10 days from date of positive test if you have no symptoms. Other symptom based criteria must also be met, e.g. you must be fever-free for 3 days and your symptoms should be improving.	You may qualify for COVID Emergency Leave if you provide a doctor's note or other documentation of your positive diagnosis.

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# Keeping Your Co-Workers Safe

## *When to Stay Away from the Workplace*

When Must I Stay Away from the Workplace?	How Long Must I Stay Home	If I Cannot Work From Home, am I Eligible for paid COVID Emergency Leave?
<p>You have been exposed to a person with a confirmed positive case of COVID-19.</p> <ul style="list-style-type: none"> <li>Remember <b>6-15-24</b> -- You were within <b>6</b> feet of the positive person for more than <b>15</b> minutes with in a <b>24</b> hour period.</li> <li>Contact with the positive case while symptomatic, or the 2-days prior to onset of symptoms, or date of the test if no symptoms.</li> <li>Even if masks were worn.</li> </ul>	<p>You are subject to quarantine for 14 days from date of last contact with the positive person.</p> <p>If the positive person is a household member, you must quarantine for 14 additional days AFTER the household member is released from isolation. This is a potential 24 day quarantine!</p>	<p>You may qualify for paid COVID Emergency Leave after discussing details of the exposure, and possibly providing documentation of the positive case.</p>

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# Keeping Your Co-Workers Safe

## *When to Stay Away from the Workplace*

<b>When Must I Stay Away from the Workplace?</b>	<b>How Long Must I Stay Home</b>	<b>If I Cannot Work From Home, am I Eligible for paid COVID Emergency Leave?</b>
If you take a test for COVID for reasons other than symptoms, exposure as detailed above, or advisement of a medical professional.	You must stay home until you receive test results: <ul style="list-style-type: none"><li>• If positive, follow protocols as discussed above</li><li>• If negative, you may return to work</li></ul>	You will not qualify for paid COVID Emergency Leave.

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# COVID-19 Information

- Questions?
  - Please visit eConnect for current information:
    - Employee Information Manual Section 709. Sick Leave
    - Departments – Human Resources – Coronavirus Communications
  - Ask your supervisor or department coordinator
  - Email [HumanResources@fortbendcountytexas.gov](mailto:HumanResources@fortbendcountytexas.gov)
- Please let us know how we can serve you better! Email [HumanResources@fortbendcountytexas.gov](mailto:HumanResources@fortbendcountytexas.gov)

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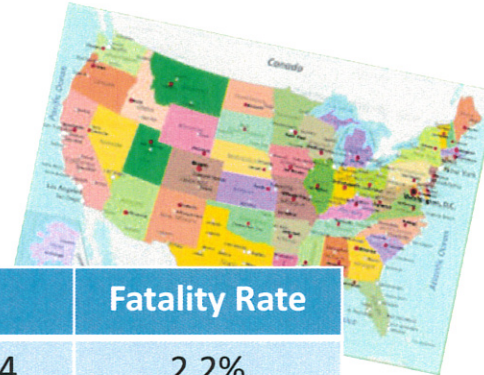


# Health & Human Services

Kaye Reynolds, DrPH

Deputy Director of Health & Human Services

# The Current Numbers



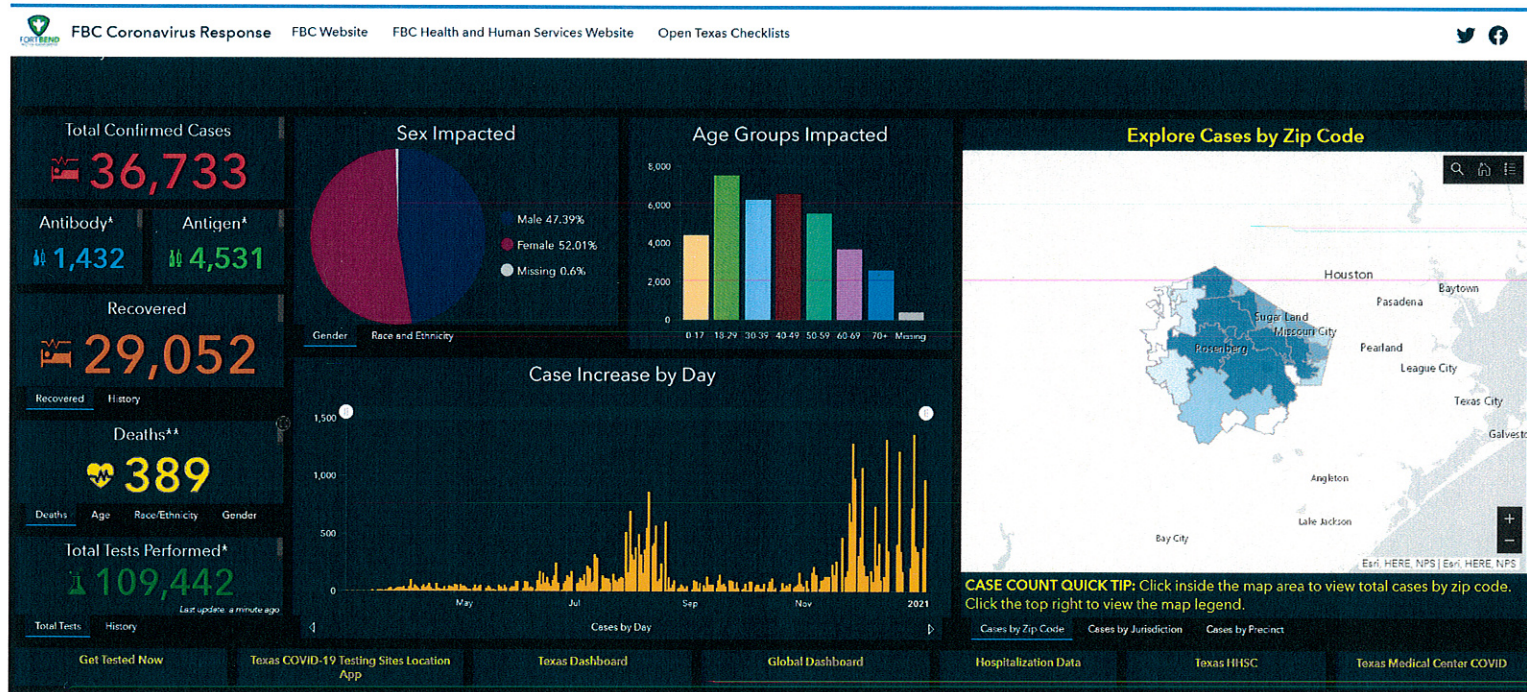
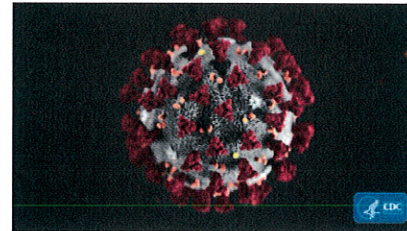
Region	Cases	Deaths	Fatality Rate
Worldwide	88,387,352	1,919,204	2.2%
US	22,522,749	375,124	1.7%
Texas	1,753,059	30,219	1.7%
Fort Bend	36,733	389	1.1%



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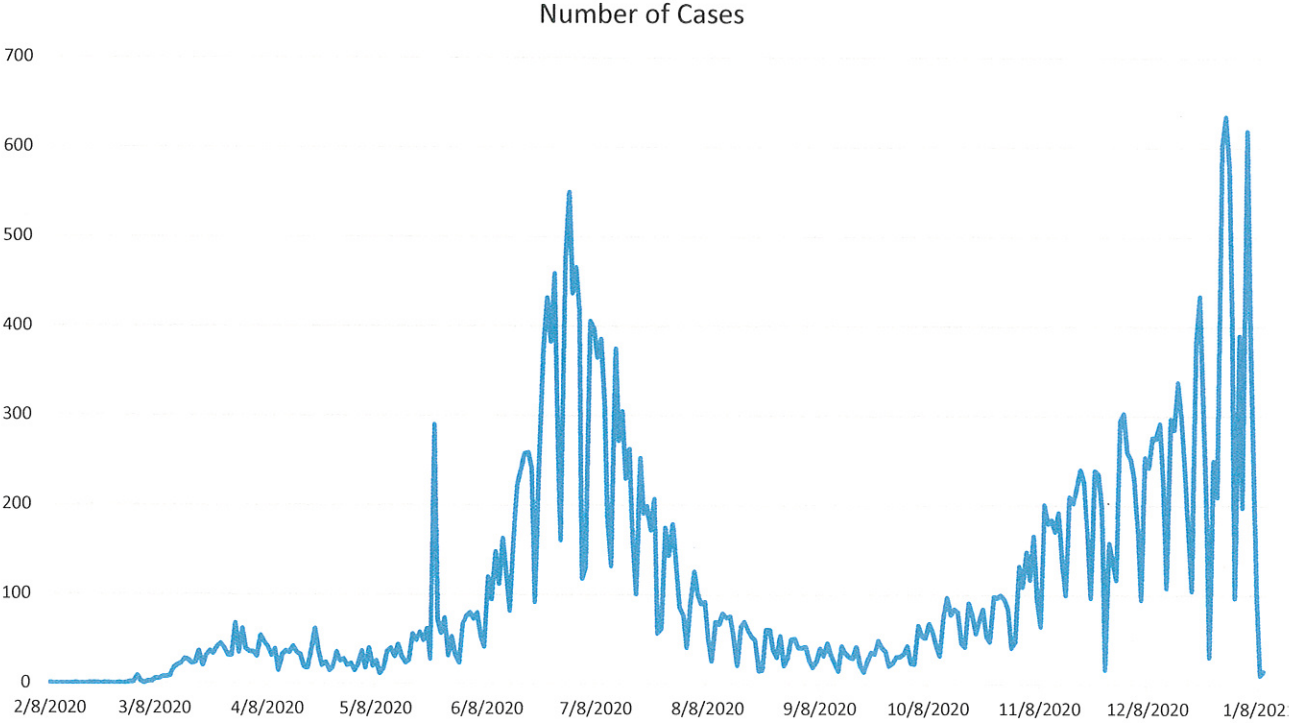
# fbchealth.org



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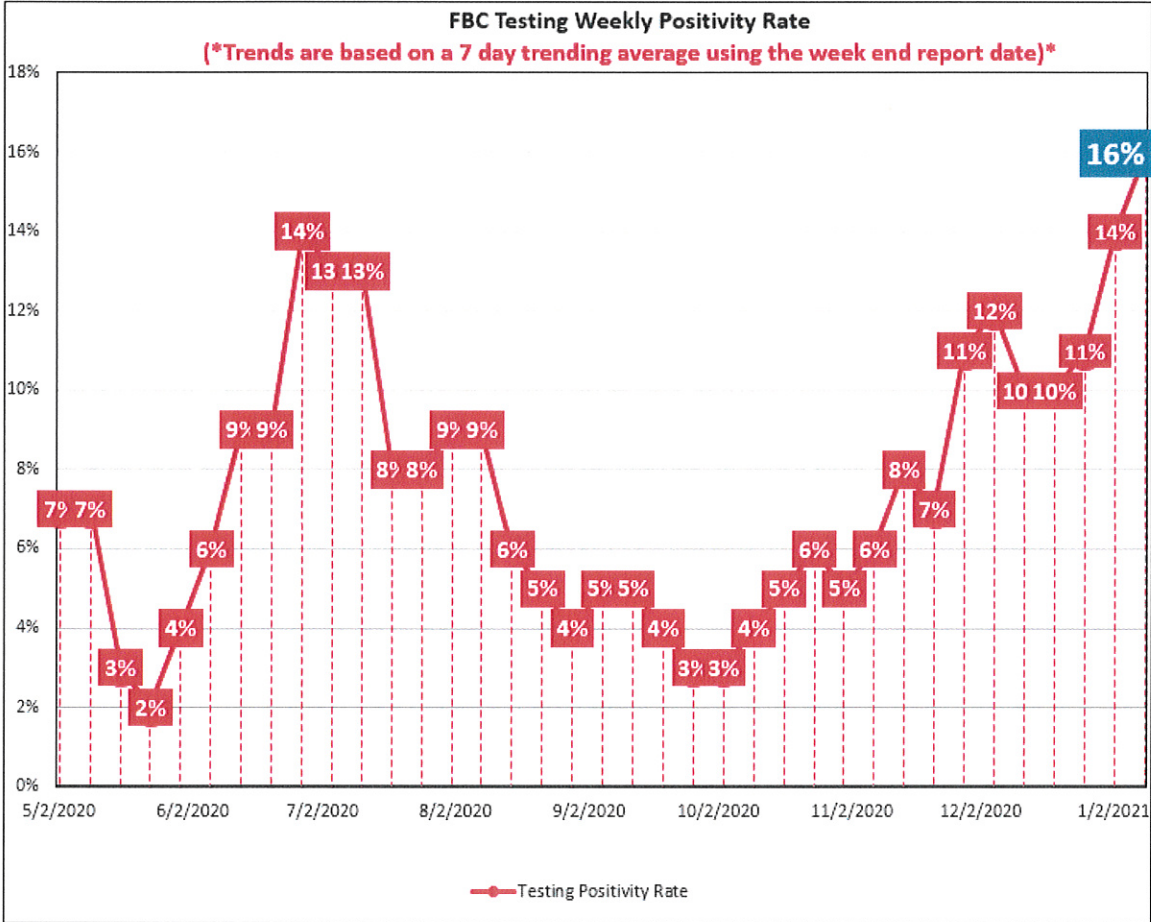
HHS

# Fort Bend County COVID-19 Cases by day of onset or test

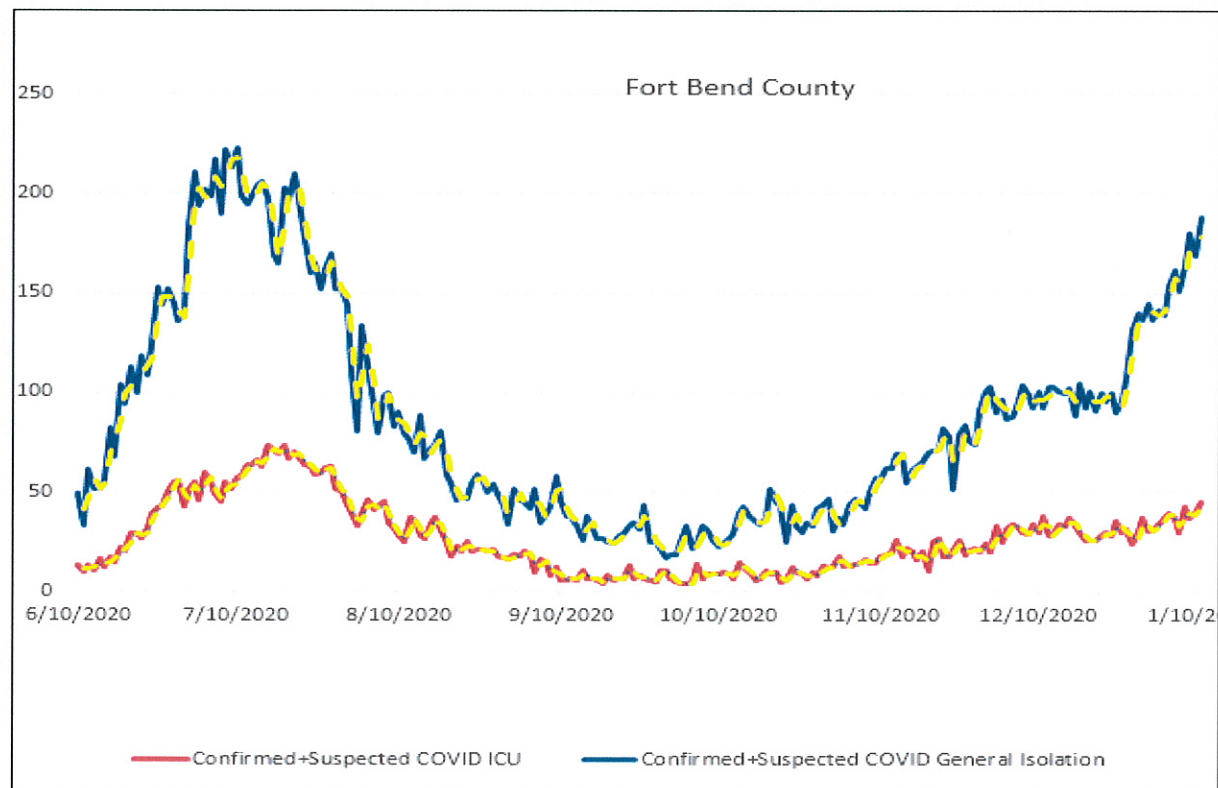


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# Positivity Rate – FBC Testing



# Hospital Data – COVID Census



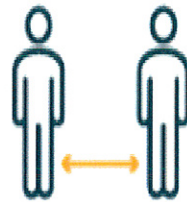


# Don't Stop Precautions!!!

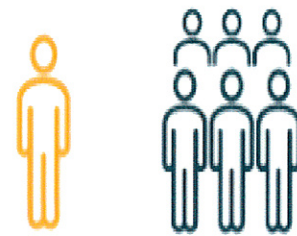
CASES ARE RISING.  
**ACT NOW!**



WEAR A MASK



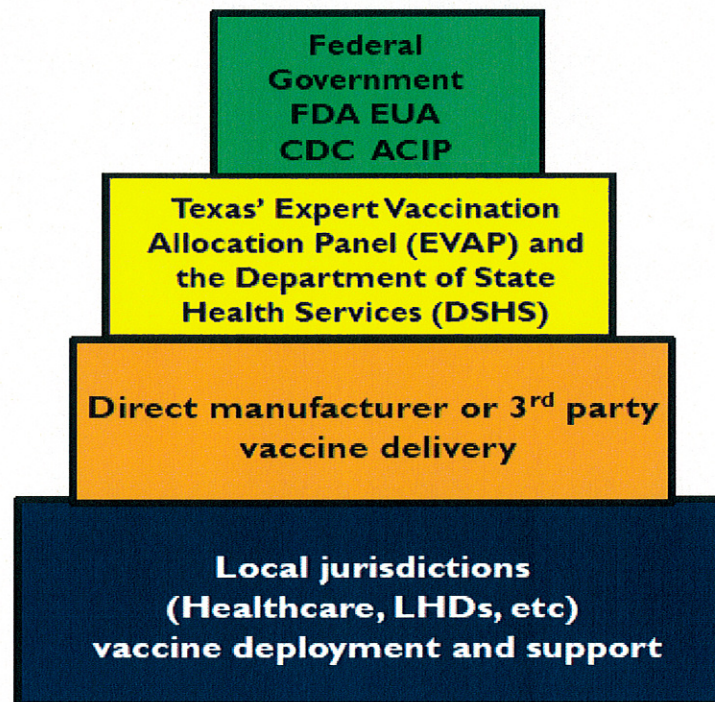
STAY 6 FEET APART



AVOID CROWDS

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# COVID-19 Vaccination Planning



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# Vaccine Safety

- COVID-19 vaccines are being held to the **same safety standards** as all vaccines.



## Before authorization

- FDA carefully reviews all safety data from clinical trials.
- ACIP reviews all safety data before recommending use.



## After vaccine authorization

- FDA and CDC closely monitor vaccine safety and side effects.

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# Phased Approach to Vaccines

- **Phase 0 (October 2020 - November 2020)**
  - Provider recruitment and registration into ImmTrac2 and new web-based portal.
- **Phase 1 (December 2020 – January 2021): Limited supply of COVID-19 vaccine doses available.**
  - Vaccines will be direct-shipped to registered providers serving healthcare workers and other select populations based upon the DSHS Commissioner's approval in accordance with CDC/ACIP recommendations.
  - Occupational healthcare settings will be the primary administrators of vaccines.
  - Some large chains enrolled directly by CDC to serve some targeted populations (long-term care facilities).
  - Continue ongoing provider recruitment and registration to ensure access to vaccination.

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# Phased Approach – cont.

- ***Phase 2 (February 2021-July 2021): Increased number of vaccine doses available.***
  - Emphasis on ensuring access to vaccine for members of Phase 1 critical populations who were not yet vaccinated as well as for the additional populations; expand provider network.
  - Texas will use specialized vaccine teams, as needed, to vaccinate identified critical groups lacking access to the vaccine (e.g., rural communities).
- ***Phase 3 (July 2021 -October 2021): Sufficient supply of vaccine doses for entire population.***
  - DSHS will focus on ensuring equitable vaccination access across the entire population. Monitor vaccine uptake and coverage; reassess strategy to increase uptake in populations or communities with low coverage.
  - May consider extending the use of vaccine teams depending on the uptake and coverage received thus far, especially to ensure second doses are administered from the end of Phase 2.
- ***Phase 4 (October 2021 and forward): Sufficient supply of vaccine with a decreased need due to most of the population being vaccinated already.***
  - May include boosters or annual vaccines, if required.
  - Vaccine availability open throughout private providers. Population able to visit provider of choice.

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# Prioritization of Vaccination

Phase 1A – First Tier: Health care workers that have direct contact with patients who are at high risk for COVID-19 infections	
<ul style="list-style-type: none"> <li>• Hospital staff such as physicians, nurses, respiratory therapist and support staff (environmental services, etc.)</li> <li>• Hospital clinical support staff such as laboratory, pharmacy, diagnostics and rehabilitation services</li> <li>• Long-term care staff working directly with residents</li> </ul>	<ul style="list-style-type: none"> <li>• EMS providers who engage in 9-1-1 pre-hospital care and transport</li> <li>• Home health care workers, including hospice care, who directly interface with vulnerable and high-risk patients</li> <li>• Physicians, nurses, personal care attendants, custodial and food service staff at long-term care facilities.</li> </ul>
Phase 1A – Second Tier	
<ul style="list-style-type: none"> <li>• Staff in outpatient care offices who interact with symptomatic patients</li> <li>• Outpatient staff that provide diagnostic, laboratory, and/or Rehabilitation services</li> <li>• Non-9-1-1 ambulance services</li> <li>• Urgent Care Staff</li> <li>• Free-standing ED staff</li> </ul>	<ul style="list-style-type: none"> <li>• Community pharmacies and those providing COVID testing and Vaccines</li> <li>• Public Health directly involved in Testing and Vaccinations</li> <li>• Last responders, embalmers and medical examiners</li> <li>• School nurses</li> </ul>

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# Next Priority Group

## Texas Phase 1B Vaccine Priorities

Focus is in those at highest risk...regardless of occupation

- People 65 years of age and older
- People 16 years of age and older with at least one chronic medical condition that puts them at increased risk for severe illness from the virus that causes COVID-19, such as but not limited to:

Cancer

Chronic kidney disease

COPD (chronic obstructive pulmonary disease)

Heart conditions, such as heart failure, coronary artery disease or cardiomyopathies

Solid organ transplantation

Obesity and severe obesity (body mass index of 30 kg/m<sup>2</sup> or higher)

Pregnancy

Sickle cell disease

Type 2 diabetes mellitus

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# COVID-19 Vaccines

## FDA Emergency Use Authorizations

- **Pfizer/BioNTech (BNT162b2):** 2 doses given at least 21 days apart
- **Moderna (mRNA-1273):** 2 doses given at least 28 days apart
- Both vaccines were tested in tens of thousands of adults from diverse backgrounds, including older adults and communities of color.
- Clinical trial data show that both vaccines are safe and effective at preventing COVID-19.
- It is unknown how long protection from vaccines might last.

## Address misinformation about COVID-19 vaccination by sharing key facts



<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/about-vaccines/vaccine-myths.html>



\*<https://www.cdc.gov/coronavirus/2019-ncov/hcp/testing-overview.html>

COVID-19 vaccines can not give you COVID-19

People who have already gotten sick with COVID-19 may still benefit from getting vaccinated

Getting vaccinated can help prevent getting sick with COVID-19

COVID-19 vaccines will not cause you to test positive on COVID-19 viral tests<sup>\*</sup>

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# Vaccine Supply Status



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# Risk Management

J.T. Pena

Loss Control / Safety Specialist

- Wear a mask in all county building and offices
- Maintain 6 feet between employees in offices and at meetings
- Refrain from gathering with those outside your household
- PPE is available to employees (sanitizing wipes, masks etc.)
- Look out for email communications from Risk Management regarding the availability of the vaccine at the Employee Clinic.

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Risk Management