

RESOLUTION # _____

**PERSONNEL POLICY RESOLUTION
LARAMIE COUNTY, CHEYENNE WYOMING**

IT IS HEREBY RESOLVED by the Board of County Commissioners, Laramie County, Cheyenne, Wyoming in accordance with applicable state statutes, the following Personnel Policy, COVID Procedures, is removed to govern all employees of Laramie County, see attached, effective May 16th, 2023. All other personnel policies not directly modified remain unchanged.

APPROVED AND ADOPTED this _____ day of MAY 2023.


BOARD OF LARAMIE COUNTY COMMISSIONERS

Chairman

ATTEST:

Laramie County Clerk

Reviewed and approved as to form:



Laramie County Attorney's Office



LARAMIE COUNTY GOVERNMENT

TITLE COVID Procedures	APPROVAL DATE 10/6/2020
SECTION Miscellaneous	REVISION DATE 12/28/2021

Laramie County Government's approach to managing the COVID -19 virus in the workplace requires us to adapt as the circumstances change and we gain more information about the virus. This guidance includes the measures we are actively taking to mitigate the spread of coronavirus within Laramie County Government. Employees are expected to follow these rules diligently to sustain a healthy and safe workplace in this unique situation. It's important that we all respond responsibly and transparently to these health precautions with the assurance that we will treat employee private health and personal data with high confidentiality and sensitivity.

If you test positive for COVID 19 (Isolate)

- Everyone, regardless of vaccination status must stay home for 5 days. If you have no symptoms or your symptoms are resolving after 5 days, you can return to work. For the next five days, if scheduled for work, employees will be required to wear a mask.
- All positive cases, except for the Sheriff Department, must be reported to Human Resources for contact tracing purposes. For Sheriff Department, report cases to the Sheriff Department Office Manager.

If you were exposed to someone with COVID-19 (Quarantine)

- If you have been boosted **OR** completed the primary series of Pfizer or Moderna vaccine within the last 6 months **OR** completed the primary series of J&J vaccine within the last two months:
 - Wear a mask around others for 10 days.
 - Recommend testing on day 5 after exposure.
 - If you develop symptoms, stay home until symptoms resolve or you receive a negative test. If you test positive, see the section prior.
- If you completed the primary series of Pfizer or Moderna vaccine over 6 months ago and are not boosted **OR** completed the primary series of J&J over 2 months ago and are not boosted **OR** are unvaccinated:
 - Stay home for 5 days. After the initial five days, if scheduled for work, employees will be required to wear a mask while at work for the next five days.
 - Positions identified under the U.S. Department of Homeland Security's Essential Critical Infrastructure Workforce Guidance, are not required to stay home but are required to wear a mask for 10 days. The following are Laramie County department/positions covered under this guidance: Sheriff Department, EMA, Combined Communications, Information Technology, Public Works and Coroners. Please contact Human Resources for further guidance under this provision.
 - Recommend testing on day 5 after exposure.



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- If you develop symptoms, stay home until symptoms resolve or you receive a negative test. If you test positive, see the section prior.

If you have had no known exposure, but have mild symptoms:

- You may report to work as long as you wear a mask consistently while at work. The only exception being when eating lunch, as long as you keep a distance of 6ft or more, and the temporary removal of the mask to drink or snack.
- However, if your symptoms that include fever, difficulty breathing, loss of taste/smell, nausea, diarrhea, vomiting, chills or persistent/uncontrollable cough or any other symptom that interferes with your ability to do your job, you will be required to stay home. Supervisors who believe you are demonstrating symptoms that might interfere with your ability to do your job safely or effectively may make the determination that you are required to go home regardless of the reported symptoms. Supervisors may require you to receive a negative COVID-19 test prior to returning to work.