

SARPY COUNTY

COVID-19 GUIDANCE FOR THE WORKPLACE

Sarpy County will adhere to the following Public Health guidelines for positive COVID-19 cases and exposures. Please report all positive cases and exposures to Human Resources.

1. What are my current leave options for COVID-19?

If you have been diagnosed with COVID-19, have been exposed and/or are required to monitor at home or need to take time off to care for a family member due to COVID-19, you will be required to utilize your accrued sick leave and/or any other accrued paid leave. If your accrued leave banks have been exhausted, you may be eligible for donated leave. If no paid leave is available, you may be eligible for sick leave donations or unpaid leave.

2. What is the current requirement if I test positive for COVID-19?

If you test positive for COVID-19, you are required to quarantine and isolate from others for 10 days from the date of symptom onset or from the date of the test if you are asymptomatic (are not having any symptoms). In order to return, you will need to be fever free for at least 24 hours without medications and have marked improvement in all other symptoms.

3. If exposed to COVID-19, do I have to quarantine (*monitor at home*) if I am **fully vaccinated – NO SYMPTOMS?**

NO - If you are fully vaccinated and have been exposed to COVID-19, you do not need to monitor at home if you have NO symptoms. You may report to work, however, you will be required to monitor for signs and symptoms, social distance and mask while at work or in public for 14 days following the date of last exposure. You may discontinue the mask, if you receive a negative COVID-19 **PCR** test 3-5 days following the date of last exposure. (*PCR tests are recommended as Antigen tests can result in a false-negative in individuals that are asymptomatic*) [CDC Guidance for Fully Vaccinated Individuals](#)

4. If exposed to COVID-19, do I have to quarantine (*monitor at home*) if I am **NOT fully vaccinated – NO SYMPTOMS?**

YES - If you are not fully vaccinated (2 weeks past the last shot), you are required to monitor at home for 7 or 10 days from the date of last exposure. You may only return after 7 days, if you receive a negative COVID-19 **PCR** test administered on day 5 (or after) from the date of last exposure. (*Rapid antigen tests can result in a false negative in individuals that are asymptomatic*) Individuals that are not tested for COVID-19 can return to work after 10 days as long as they are not having any symptoms. Regardless of when you are able to return to work, you will be required to mask, social distance and monitor for signs and symptoms through the 14th day from the date of last exposure. [CDC Guidelines for COVID 19](#)

5. If I am sick with COVID-19 like symptoms, am I required to take a COVID-19 test to return to work?

No – First and foremost, if you are sick you should stay home! If you are having COVID-19 symptoms, you may return to work if you receive a negative COVID-19 test or have a doctor's note allowing your return. If you choose not to test or go to the doctor, you are able to come back to work 10 days from symptom onset as long as you are fever free for 24 hours without medication and have a marked improvement in your symptoms. This is the guidance regardless of your vaccination status.

6. What if I am exposed and I have already had the COVID-19 virus?

If you had COVID-19 within the last 90 days and are not vaccinated, you will be treated as if you have received the vaccination. See #3 above. If you had COVID-19 outside of the 90 day window, your vaccination status will determine if you are required to monitor at home. See #3 or #4 above.

7. Can I be sent home from work if I am sick?

YES – If you are sick, the County may send you home for your protection as well as the protection of other employees. You may return to work with approval from your doctor as long as the county can accommodate any required restrictions. If you were sent home due to COVID-19 like symptoms, you may return with a negative COVID-19 test or with approval from your doctor. If you choose not to test or go to your doctor, you may return to work 10 days from symptom onset as long as you are fever free for 24 hours without medication and have a marked improvement in your symptoms.

8. What happens if I do not want to disclose my vaccination status to my employer?

You are not required at this time to disclose your vaccination status. If you choose not to disclose your vaccination status, you will be required to adhere to guidelines indicated above for those not vaccinated.

9. The County raised the vacation limit to 400 hours during COVID. What is the status of that?

You have until December 31st to reduce your vacation hours back to the 360 hour maximum. On January 1st the cap will be set at 360 hours. You will be paid for any hours over the 360 hour maximum that were accrued but remain unused. Please work with your Official or Department Head on this.

10. What are the return to work expectations for me if I decide to travel by plane, train, bus or other forms of public transportation? [CDC Guidance for Travel](#)

If Fully Vaccinated:

- Wear a mask and take other safety precautions while traveling
- You may return to work upon your return as long as you are not having any symptoms
- Be diligent and mindful of others. Practice social distancing upon your return to the office and mask when in public areas or when social distancing is not possible
- *If you traveled internationally (outside of U.S. borders), get tested with a **PCR** test 3-5 days after your return*

- Self-monitor for COVID-19 symptoms for 14 days and get tested if you develop symptoms.

If NOT Fully Vaccinated:

- Wear a mask and take other safety precautions while traveling
- 7 day return to work: Upon return, stay home and monitor for a full 7 days. Get tested with a **PCR** test 3-5 days after travel. May return to work after day 7 with negative test.
- 10 day return to work: If you don't get tested, stay home and monitor for 10 days after travel
- Be diligent and mindful of others. Regardless of your return to work date, practice social distancing, mask and monitor for 14 days from the date you returned from traveling
- Avoid being around people who are at increased risk for severe illness for 14 days whether you test or not
- Employees may use sick, vacation or other accrued paid leave during this travel return "quarantine" period

11. Where can I get tested and vaccinated?

The Sarpy Cass Health Department holds vaccination clinics on Wednesdays from 1:00 PM – 6:00 PM. Walk-ins are welcome. Sarpy Cass Health department is located at 701 Olson Drive, Suite 101, Papillion, NE. Phone – 402-339-4334

Click on the link below for additional testing and vaccination sites: [Testing & Vaccination Sites](#)