

**RESOLUTION MODIFYING COUNTY BUSINESS OPERATIONS –
USING BEST PRACTICES AND RECOMMENDED GUIDELINES TO PROTECT
LARIMER COUNTY EMPLOYEES AND RESIDENTS DURING THE COVID-19
EMERGENCY**

March 24, 2020

WHEREAS, on March 10, 2020, the Governor of Colorado declared a state of Emergency related to the presence of COVID-19 in the State; and

WHEREAS, on March 13, 2020, the President of the United States declared a National Emergency related to COVID-19; and

WHEREAS, on March 13, 2020, Larimer County declared a local Disaster Emergency related to COVID-19; and

WHEREAS, on March 17, 2020, the Larimer County Public Health Director issued an order closing all bars, restaurants, theaters and gymnasiums, and restricting Events to fifty (50) people or less; and

WHEREAS, on March 18, 2020, the Colorado Department of Public Health and Environment, issued an order limiting all mass gatherings, to no more than ten (10) people pursuant to Colorado Revised Statute § 25-1.5-101(1)(a) and §25-1.5-102(1)(a)(I); and

WHEREAS, on March 19, 2020, the Larimer County Public Health Director issued an order limiting mass gatherings to no more than ten (10) people; and

WHEREAS, on March 22, 2020, the Governor of Colorado issued an executive order wherein Colorado employers are ordered to reduce in-person workforce by fifty percent (50%) for non-critical workplaces, exempting from the order, *inter alia*, critical functions of local governments; and

WHEREAS, on March 11, 2020, the Colorado Department of Public Health and Environment adopted the Colorado Health Emergency Leave with Pay Rules, 7 CCR 1103-10, pursuant to § 24-4-103(6); and

WHEREAS, the Board of County Commissioners of Larimer County adopted a resolution on March 17, 2020, providing waivers referring to sick leave in 331.6 Benefits Policy, Section 1.2.a, Section 1.2.d and Section 1.2.h for County employees affected by COVID-19, quarantine and isolation; and

WHEREAS, the County provides essential services that protect public health, safety and welfare and such services must not be disrupted; and

WHEREAS, the County provides critical services to the community and must maintain a critical mass of employees in order to carry out these services; and

WHEREAS, the County will work to achieve the Governor's goals to decrease number of non-essential staff in public buildings while also ensuring convenient access for citizens to access county services; and

WHEREAS, a County priority is the health and safety of everyone who enters County buildings, including employees, or interacts with County employees to receive county services; and

WHEREAS, for the safety of the general public and other employees, County staff have been asked to comply with recommendations set forth by the Centers for Disease Control (CDC) related to COVID-19; and

WHEREAS, the County Commissioners wish to approve a resolution to modify business operations in County Departments and Offices to slow the spread of COVID-19 among County residents and staff, maintain a sufficient level of staffing in departments and office to maintain exemplary service to the community through innovative ways such as:

- Reducing the concentration of staff in a workspace by extending work hours and instituting shifts
- Sharing workload between groups to efficiently deliver services and optimize staff resources
- Teleworking and expanding service delivery options through electronic and telephonic means
- Closing County buildings to public access

NOW, THEREFORE, BE IT RESOLVED:

The Board of County Commissioners hereby authorizes their staff under the County Manager to modify service delivery methods, recognizing that other Elected Officials will institute similar practices as they deem necessary and feasible. These modifications are directed to achieve the following intentions: protecting public health by reducing strain on the health care system that will occur if measures are not taken to slow the spread of the virus; implementing practices in compliance with state and local public health and the Governor's Executive orders and guidance and being good stewards of public resources through efficient operations.

The County Manager is directed to work with staff leaders and Elected Officials to prepare operational plans that comply with existing County policies as they may be modified from time to time. Such plans shall balance public safety with customer and employee convenience and comply with public health orders on physical separation. Further, such plans

shall be reviewed by the County Manager to ensure that, to the extent practicable, services provided by the County remain accessible to all residents, and delivery methods are comparable among Departments and Offices. If the operational plans can ensure access to all public services offered in a particular County facility can be delivered by alternate means, the facility may be closed to public access.

Essential services as defined in the Larimer County Continuity of Operations Plan are exempt from the requirements of this Resolution.

This resolution will be effective 12:01 A.M. March 25, 2020 until rescinded.

Adopted this 24th day of March 2020.



BOARD OF COUNTY COMMISSIONERS
OF LARIMER COUNTY, COLORADO

By: Steve Johnson
Steve Johnson, Chair

ATTEST:

[Signature]
Deputy Clerk to the Board

DATE: 3.24.20
APPROVED AS TO FORM:
[Signature]
COUNTY ATTORNEY