



# City of Palm Springs

## Executive Summary of COVID-19 Policy Changes

### **Important changes to the COVID-19 Emergency Temporary Standards (June 17, 2021):**

#### Face Coverings and Respirators

Face coverings are required indoors and in vehicles for unvaccinated employees. Employees who are fully vaccinated and have submitted a [Vaccination Certification Form](#) with Human Resources, are not required to wear face coverings in most situations. There are some settings where CDPH requires face coverings regardless of vaccination status, such as on public transit, in transportation hubs (Airport), and childcare and youth settings (Community Centers). During outbreaks, all employees must wear face coverings indoors and outdoors when six-foot physical distancing cannot be maintained, regardless of vaccination status. Though face coverings are not required outdoors, face coverings are recommended for unvaccinated persons outdoors when six feet of physical distancing cannot be maintained.

The City will continue to provide face coverings upon request. Respirators will be provided to employees who are unvaccinated and work with others indoors or in a vehicle and who requests one or are in an exposed group during an outbreak. No one can retaliate against employees for wearing face coverings or respirators, including when the employee is wearing a face covering voluntarily.

#### Physical Distancing

The revised ETS is similar to rule changes for the general public in California that eliminate physical distancing and barrier requirements regardless of vaccination status. There may be circumstances in which the City may determine that physical distancing is necessary in the workplace and will continue to assess workplace hazards and implement controls to prevent transmission of disease as necessary.

#### Quarantine and Testing

Fully vaccinated employees that have submitted a [Vaccination Certification Form](#), do not need to be tested or excluded from the workplace after close contact unless they have COVID-19 symptoms or test positive for COVID-19. All other employees still need to notify Human Resources and may be excluded from the workplace if they have tested positive for COVID-19, have COVID-19 symptoms, or have a close contact exposure to a COVID-19 case. COVID-19 testing will be offered free of charge to unvaccinated employees with COVID-19 symptoms. COVID-19 testing may be required in some situations, but not as a condition to return to work.

### **Additional Information About COVID-19:**

#### General COVID-19 Information

Coronavirus Disease (“COVID-19”) is an infectious disease caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). Particles containing the virus can travel more than six feet, especially indoors, so physical distancing, face coverings, increased ventilation indoors, and respiratory protection decrease the spread of COVID-19 but are most effective when used in combination. Symptoms of COVID-19 include fever or chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, and diarrhea. COVID-19 can be spread through the air when an infectious person talks or vocalizes, sneezes, coughs, or exhales; that COVID19 may be transmitted when a person touches a contaminated object and then touches their eyes, nose, or mouth, although that is less common; and that an infectious person may have no symptoms.



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All City employees are required to self-screen for COVID-19 symptoms prior to reporting to any City worksite or facility. If you have symptoms of COVID-19 or have had close contact with a COVID-19 case, notify your supervisor and the department of Human Resources immediately.

### Supplemental Paid Sick Leave ("SPSL")

COVID-19 Supplemental Paid Sick Leave ("SPSL") is available to employees who are unable to work or telework and have certain qualifying reasons for such paid leave through September 30, 2021. A list of qualifying reasons can be found in the [COVID-19 Supplemental Paid Sick Leave Policy](#). Full-time employees who qualify to receive COVID-19 Supplemental Paid Sick Leave are entitled to up to 80 hours of such paid leave. Part-time employees will be entitled to a prorated amount of such leave based on their normally scheduled work hours over a two-week period. In the same manner as 2020 Emergency Paid Sick Leave ("EPSL"), employees who qualify to receive SPSL under Labor Code Section 248.2, will be compensated for each hour of such leave at their regular rate of pay up to \$511 per day and \$5,110 in the aggregate. Employees wishing to use SPSL should complete a [Request for Supplemental Paid Sick Leave Form](#) and designate the leave on their timecard as "CPP" leave.

If you were not compensated (i.e. on leave without pay) for leave that would otherwise have qualified as SPSL between January 1, 2021 and April 1, 2021, in an amount equal or greater to what you would have been entitled to under this policy, you are eligible for a retroactive payment for such leave. In order to receive payment for such leave, you must make a request to be paid for such leave to the City's Human Resources Department. The easiest way to do this is to fill out a [Request for Retroactive Supplemental Paid Sick Leave Form](#).

### Returning to Work

If you've been excluded from work (quarantined) due to COVID-19, you will need to submit a [Return to Work Certification](#) and meet the following conditions:

- COVID-19 cases with COVID-19 symptoms shall not return to work until: (1) At least 24 hours have passed since a fever of 100.4 degrees Fahrenheit or higher has resolved without the use of fever-reducing medications; and (2) COVID-19 symptoms have improved; and (3) At least 10 days have passed since COVID-19 symptoms first appeared.
- COVID-19 cases who tested positive but never developed COVID-19 symptoms shall not return to work until a minimum of 10 days have passed since the date of specimen collection of their first positive COVID-19 test.
- Persons who had a close contact but never developed any COVID-19 symptoms may return to work when 10 days have passed since the last known close contact.
- Persons who had close contact and developed any COVID-19 symptom cannot return to work until the requirements of "COVID-19 cases with symptoms" have been met, unless all of the following are true: (1) The person tested negative for COVID-19 using a polymerase chain reaction (PCR) COVID-19 test with specimen taken after the onset of symptoms; and (2) at least 10 days have passed since the last known close contact; and (3) the person has been symptom-free for at least 24 hours, without using fever reducing medications.