



Webb County Guidelines Regarding Return to Work After COVID-19 Illness

Webb County has determined that employees shall follow CDC criteria for return to work guidelines.

Symptom-based strategy for determining when employee can return to work as follows:

Affected County Employee with mild to moderate illness.

- At least 10 days have passed since symptoms first appeared and
- At least 24 hours have passed since last fever without the use of fever-reducing medications and
- Symptoms (e.g., cough, shortness of breath) have improved. Loss of taste and smell may persist after recovery and need not delay the end of isolation.

Note: Employees who are not severely immunocompromised and **were asymptomatic** throughout their infection may return to work when at least 10 days have passed since the date of their first positive viral diagnostic test.

Affected County Employee with severe to critical illness (were admitted to a hospital and needed oxygen) or **who are severely immunocompromised:**

- At least 20 days have passed since symptoms first appeared
- At least 24 hours have passed since last fever without the use of fever-reducing medications and
- Symptoms (e.g., cough, shortness of breath) have improved. Loss of taste and smell may persist after recovery and need not delay the end of isolation.

Webb County shall follow the provisions of the Family First Coronavirus Response Act(FFCRA), however please note that leave taken beyond what the Act allows, the employee must take their accrual leave. The exception to this would be employees with severe to critical illness or who are severely immunocompromised. Said employees will be granted a maximum of 10 additional work days beyond what the FFCRA allows. The FFCRA provision ends December 31, 2020 at which time employees must use accrual leave.