

**MACOMB COUNTY**  
**HUMAN RESOURCES POLICY**  
**COVID-19 EMPLOYEE SCREENING AND**  
**PREVENTION POLICY**

Pursuant to MIOSHA Rules and Michigan Public Act 238 of 2020, the County promulgates the following policy.

**SCREENING PRIOR TO ENTERING A COUNTY FACILITY:**

The county shall conduct a daily entry self-screening, including the Macomb County Daily Self-Screening Questionnaire covering symptoms and suspected or confirmed exposure to people with positive COVID-19, of visitors to all county facilities that are covered by the Occupational Health Safety Administration's COVID-19 Emergency Temporary Standards (OHSA ETA).

The County shall notify all employees of their responsibilities to monitor themselves for symptoms of COVID-19, as directed in the OSHA ETA.

For those who are required to perform the self-assessment pursuant to the OSHA ETA prior to entering a county facility the following assessment remains the same:

Do I:

1. Have a temperature of 100.4 degrees Fahrenheit or higher?
2. Pursuant to the Center for Disease Control Guidelines, have symptoms that I believe may be the result of COVID-19 exposure?

(which may include)

- Fatigue
- Cough
- Shortness of breath or difficulty breathing
- Chills, including repeated shaking with chill
- Muscle or body ache
- Abdominal pain
- Headache
- Sore throat
- Congestion or runny nose
- Nausea or vomiting

- Diarrhea
  - New loss of smell or taste
3. Know that I have tested positive for COVID-19?
  4. Do I know that I have been in close contact with someone who has symptoms of COVID-19 or has been confirmed to have COVID-19?

For COVID-19, a close contact is defined as any individual who was within 6 feet of an infected person for at least 15 minutes cumulatively in a 24-hour period. The period for identifying a close contact begins 2 days before illness onset (or, for asymptomatic patients, 2 days prior to positive specimen collection) until the time the patient is isolated.

Should any employee answer yes to any of the above questions they must not report to work, and they must contact their immediate supervisor unless prevented by illness. Supervisors will email notification of symptomatic, positive and/or close contact cases to Covid\_19@macombgov.org. Detailed information on what to provide to COVID-19 the Covid-19 team through the Covid-19 email is referenced in the County's COVID\_19 Preparedness and Response Plan.

In addition to this policy, signage reminding all staff of the above self-assessment criteria will be posted near the entrance of County facilities.

### **ILLNESS OR SYMPTOMS**

All employees, regardless of whether or not they are subject to the daily self-screening, must monitor themselves for the principal symptoms of COVID-19. If at any time an employee exhibits symptoms, tests positive, or has close contact with someone who has symptoms or tests positive, the employee must complete the COVID-19 Exposure Notification Form located on the county intranet, and remain out of the workplace until provided return-to-work guidance.

### **ILLNESS OR SYMPTOMS WHILE IN A COUNTY FACILITY**

If an employee becomes sick, or exhibits any of the above symptoms, during the day, a supervisor must immediately direct them to leave the workplace. That employee cannot return to work without a doctor's written clearance or in accordance with the CDC guidelines included below. Macomb County reserves the right to mandate a COVID-19 test.

If an employee is sent home from the workplace because they are sick, or exhibit any of the above symptoms, the supervisor must do the following:

- Supervisor must send home any staff that worked in close contact (as defined above) with the employee exhibiting symptoms

- Supervisor will email notification that an employee was sent home from the workplace to Covid\_19@macombgov.org.
- Supervisor notifies F & O of the area possibly contaminated for thorough cleaning according to CDC guidelines
- Supervisor moves remaining staff to another area if able, until cleaning is completed
- If any remaining staff is uncomfortable being in the workplace, the supervisor may give the employee permission to work remotely or stay home and use time off banks
- Based on the information provided above, the supervisor informs any other employee(s) regarding in office exposure
- If any staff is symptomatic, repeat this process

RETURN TO WORK PROTOCOL: Pursuant to CDC Guidelines:

(<https://www.cdc.gov/coronavirus/2019-ncov/hcp/disposition-in-home-patients.html>)

Accumulating evidence supports ending isolation and precautions for persons with COVID-19 using a symptom-based strategy. Specifically, researchers have reported that people with mild to moderate COVID-19 remain infectious no longer than 10 days after their symptoms began, and those with more severe illness or those who are severely immunocompromised remain infectious no longer than 20 days after their symptoms began. Therefore, CDC has updated the recommendations for discontinuing home isolation as follows:

Persons with COVID-19 who have symptoms and were directed to care for themselves at home may discontinue isolation under the following conditions:

- At least 5 days have passed since symptom onset and
- At least 24 hours have passed since resolution of fever without the use of fever-reducing medications and
- Other symptoms have improved and
- They continue to properly wear a well-fitting mask for an additional 5 days and
- They have not been provided more stringent isolation guidance from a qualified medical professional based upon the severity of their illness or other medical condition.

A limited number of persons with severe illness may produce replication-competent virus beyond 10 days that may warrant extending duration of isolation for up to 20 days after symptom onset. Consider consultation with infection control experts. See Discontinuation of Transmission-Based Precautions and Disposition of Patients with COVID-19 in Healthcare Settings (Interim Guidance).

Persons infected with SARS-CoV-2 who never develop COVID-19 symptoms may discontinue isolation and other precautions 10 days after the date of their first positive RT-PCR test for SARS-CoV-2 RNA. For severely immunocompromised<sup>1</sup> patients who

were asymptomatic throughout their infection, Transmission-Based Precautions may be discontinued when at least 10 days and up to 20 days have passed since the date of their first positive viral diagnostic test. Consider consultation with infectious diseases specialists and infection control experts.

**Role of testing for discontinuing isolation or precautions:**

RT-PCR testing for detection of SARS-CoV-2 RNA for discontinuing isolation could be considered for persons who are severely immunocompromised, in consultation with infectious disease experts. For all others, a test-based strategy is no longer recommended except to discontinue isolation or other precautions earlier than would occur under the symptom-based strategy outlined above.

Macomb County accepts the following to discontinue isolation or other precautions earlier than would occur under the symptom-based strategy outlined above:

- Negative PCR test and
- Medical provided diagnosis of something other than COVID-19

If both the above criteria are met, an employee may return to work immediately.

**Other Considerations:**

Note that recommendations for discontinuing isolation in persons known to be infected with SARS-CoV-2 could, in some circumstances, appear to conflict with recommendations on when to discontinue quarantine for persons known to have been exposed to SARS-CoV-2, and it is possible that a person known to be infected could leave isolation earlier than a person who is quarantined because of the possibility they are infected.

These recommendations will prevent most, but cannot prevent all, instances of secondary spread. The best available evidence suggests that recovered persons can continue to shed detectable SARS-CoV-2 RNA in upper respiratory specimens for up to 3 months after illness onset, albeit at concentrations considerably lower than during illness, in ranges where replication-competent virus has not been reliably recovered and infectiousness is unlikely. Studies have not found evidence that clinically recovered persons with persistence of viral RNA have transmitted SARS-CoV-2 to others.

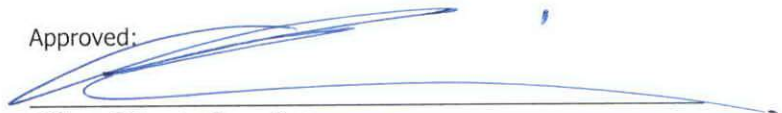
- People who have been in close contact with someone who has COVID-19—excluding people who have had COVID-19 within the past 3 months or who are fully vaccinated. People who have tested positive for COVID-19 within the past 3 months and recovered do not have to quarantine or get tested again as long as they do not develop new symptoms.

- People who develop symptoms again within 3 months of their first bout of COVID-19 may need to be tested again if there is no other cause identified for their symptoms.
- People who have been in close contact with someone who has COVID-19 are not required to quarantine if they have been fully vaccinated against the disease and show no symptoms. They should properly wear a well-fitting mask in public for 10 days after close contact.
- Cases of reinfection of COVID-19 have been reported but are rare. In general, reinfection means a person was infected (got sick) once, recovered, and then later became infected again. Based on what we know from similar viruses, some reinfections are expected.

**EMPLOYEE ASSISTANCE PROGRAM:**

Employees who have exhibited symptoms, been diagnosed with COVID-19, or are impacted emotionally by this pandemic are reminded of the County's Employee Assistance Program Policy and its partnership with Ulliance who may be contacted at (877) 912-2733.

Approved:



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Office of County Executive

5-12-22  
Date

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