

CITY OF NORTH LAS VEGAS

August 2021 COVID-19 Leave

Covid-19 cases began to trend upward in Nevada as of early July 2021. The Centers for Disease Control and Prevention (CDC) issued new guidance recommending that everyone (without regard to vaccination status) wear a mask in public indoor settings in areas of substantial or high transmission of COVID-19. Consistent with earlier directives, Governor Sisolak immediately adopted the CDC's recommendation and issued a new mask mandate for Nevada. The City of North Las Vegas issued a mask mandate for all employees whether vaccinated or not as of July, 22, 2021.

The CDC issued the following statement on July 8, 2021,

“The United States is fortunate to have highly effective vaccines that are widely available for those aged 12 and up. People who are fully vaccinated are protected from severe disease and death, including from the variants currently circulating in the country such as Delta. People who are not vaccinated remain at risk. Virtually all COVID-19 hospitalizations and deaths are among those who are unvaccinated. We encourage Americans who have not yet been vaccinated to get vaccinated as soon as possible to protect themselves.”

Council and Executive leadership of the City of North Las Vegas strongly encourage all employees to get vaccinated to protect themselves. Beginning September 1, 2021 through December 31, 2021 the City will provide vaccinated employees, with proof of having received the COVID-19 Vaccination, one (1) day of regular Annual leave added to their Annual leave bank. Proof of the COVID-19 vaccination is required to be sent via email to benefits@cityofnorthlasvegas.com or in person to the Human Resources, City Hall, 6th Floor. Either a copy of the employee's vaccination card or vaccine verification through Nevada WebIZ is acceptable.

In addition, if a vaccinated employee is confirmed as being positive for COVID-19, a one-time eight (8) business day Sick leave bank will be provided to use for the quarantine and illness. Employees must follow existing City protocols for COVID-19 exposure and testing. This additional leave bank would only apply to:

- Employees who have been fully vaccinated for COVID-19 with ALL required doses (2 Pfizer shots, 2 Moderna shots or 1 Johnson & Johnson shot)
- OR employees who are vaccinated with the first COVID-19 dose and are currently within the required interval between doses. (The interval between the first and second dose is 21 days for Pfizer-BioNTech and 28 days for Moderna).
- AND have tested positive for COVID-19

This leave does not apply for family members or employees exhibiting various symptoms that may be the same or similar to those of COVID-19 but does not result in a positive test.

Employees who have not taken the COVID-19 Vaccine, may get their vaccine at any one of the locations listed on the attachment. The City will provide four (4) hours of regular Annual leave time for each COVID-19 Vaccination dose to employees who choose to get vaccinated after September 1, 2021. The leave time will be provided after proof of vaccination is submitted via email to benefits@cityofnorthlasvegas.com or in person to the Human Resources , City Hall, 6th

Floor. Either a copy of the employee's vaccination card or vaccine verification through Nevada WebIZ is acceptable.

As a reminder to all employees experiencing COVID-19 symptoms or have been exposed, you must contact your supervisor, follow the City's COVID Protocols found on CityNet or at the following link:

<http://citynet/PDFs/COVID/COVID-Guidelines-Updated-2021-07-21.pdf>

Employees with symptoms, not feeling well or having reactions to the COVID-19 Vaccination should use available leave hours/benefits in the following order: sick leave, annual leave, and all other types of paid leave or leave without pay if no other hours are available.

For questions or additional information, please contact Human Resources at 702-633-1500.