



Board of Directors Agenda Report

MEETING DATE: MARCH 26, 2020 **ITEM NUMBER:** 9I

SUBJECT: Discussion on and Vote to Allow CEO to Consider All Approved Pay Options for Employees Impacted by COVID-19 and Event Cancellations

DATE: March 20, 2020

FROM: Michele Richards, CEO

PRESENTATION BY: Michele, Richards, CEO

RECOMMENDATION

At the Board of Directors' discretion.

BACKGROUND

Responding to the COVID-19 crisis has been very challenging, particularly for a fairgrounds operation the size of the 32nd DAA which serves as a central gathering location for the community and must be ready to spring into action during emergency situations.

Over the last several weeks, executive staff has responded to the crises in the best interest of public health and safety. But there is also the concern for the many employees who support the operations of OC FEC. The Board of Directors, in solidarity with the CEO, wishes to express its desire to use all approved pay options for employees impacted by COVID-19 and event cancellations.

Currently, the civil service staff and essential core temporary staff are in a mostly work-from-home mode. All are focused on the critical mission of maintaining the fairgrounds property to be in a state of readiness for emergencies, and on business continuity related to our core business of year-round events and the annual OC Fair.

These are difficult times for many, and the Board and CEO are united in wanting to consider all State-approved pay options for employees impacted by COVID-19 and event cancellations. This reaffirms the Board's delegation to the CEO to seek all State-approved pay options for civil service employees:

- pay for essential work on-site to support ongoing operations
- pay for telework to support ongoing operations
- use of accrued paid time off, vacation and sick time if the employee requires
- use of paid Administrative Time Off as approved by Governor Newsom if on-site work or telework options are exhausted

In addition, it is the desire of the Board of Directors and CEO to have part-time, temporary support staff return to work as soon as operations allow.