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August 2020 • Volume IV Issue 3

COUNTY In focus

Learning, living, and leading...together.



Covid-19 Safe Workplace Training>>>



All County staff (full-time and part-time) must successfully complete this self-guided training and read its correlating materials (i.e. the DOL 16VAC 25-220 Standard and the Campbell County Policy/Response Plan for COVID-19) by **August 28, 2020.**

To take the training, please click [here](#).

- As this is an online training, the materials can take a few moments to load from the website.
- Managers who have staff who may not have easy access to a computer may print the presentation, signature form, County Policy, Response Plan, and DOL Standard for hard copy distribution, which are available on the County portal.

The signature form and quiz may be scanned by the supervisor and returned to PER@campbellcountyva.gov or placed in the interoffice mail to be delivered to PER.

A Passion for the Planet

Local Student, Mikayla Rypkema, Works to Install Recycling Bins at Timbrook Park

All it took for local student, Mikayla Rypkema, to come up with an idea for a service project was a simple glance at the Timbrook Park playground and trail system.

The Brookville High School senior was enjoying some time at the park when she noticed some plastic water bottles and bits of cardboard scattered on the ground.

Some simple recyclable items that people had failed to properly dispose of suddenly sparked an inspiration for the teen - to provide the park with much needed recycling bins.

"My planet is my passion," notes Rypkema, the 2020 Miss Brookville. So much so, she soon launched a social media page (<https://www.facebook.com/missbrookvillebins/>) dedicated to her goal.

"At first, I thought I could use the social media site to spread aware-

ness of the importance of recycling, and share my fundraising campaigns. The next thing I knew, the page became an outlet for sharing of recipes and crafts that help our environment."

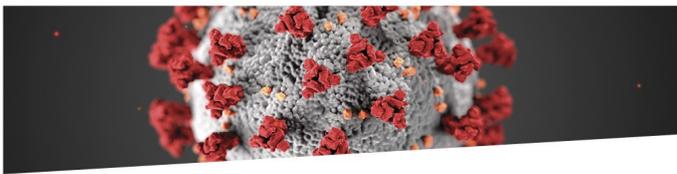
Once the project gained some footing, Rypkema approached Mary Pascale, Director of Campbell County Recreation Department, to discuss the placement of the bright blue bins.

"Mikayla is a definite future leader," said Pascale. "I was truly impressed by her research, diligence and desire to give back to her home community. Our parks will certainly benefit from her hard work

and efforts."

It is the hope of Rypkema and Pascale that the bins will help bring awareness to the community about recycling as well as acting as a first step to helping Campbell County become a more sustainable community in the future.





COVID-19/CORONAVIRUS

BENEFIT OPTIONS

As COVID-19/Coronavirus cases around us increase, employees may need to navigate various benefit options. The Department of Management Services would like to extend their services to help you.

Darlene Cowart, our Benefits and HR Coordinator, is well-versed in the Families First Coronavirus Response Act (FFCRA), which became effective April 1, 2020. As criteria is varied, please contact Darlene, and she will assist on a case-by-case basis for the best outcome for you and your family.

Just to reiterate, the FFCRA requires employers to provide their employees – both full and part time – with paid sick leave or expanded Family and Medical Leave (FMLA) for specified reasons related to COVID-19/Coronavirus. The **Department of Labor's Wage and Hour Division (WHD)** administers and enforces these requirements, and these provisions will apply from the effective date of **April 1, 2020** through **December 31, 2020**.

For transparency, we are including hyperlinks to several resources; however, please know your situation may not be 'textbook,' so it is best to consult with Darlene should you have questions.

- **[DEPARTMENT OF LABOR FFCRA EMPLOYEE RIGHTS POSTER](#)**
- **[FFCRA Fact Sheet: Employee Paid Leave Rights](#)**
- **[Quick Tip Poster: How much leave can employees take?](#)**
- **[FFCRA-Frequently Asked Questions](#)**
- **[Online Tool: Determine Your FFCRA Eligibility](#)**- Please note: Campbell County chose to **include** Emergency Responders in FFCRA eligibility

Eligible County employees should contact Darlene Cowart at **hr@co.campbell.va.us**, (434) 332-9794 to request paid sick leave or expanded FMLA leave.

Eligible Department of Social Services (DSS) employees, please contact Lisa Linthicum, **lisa.linthicum@dss.virginia.gov**, (434) 332-9771 to submit your request.

Please find attached the **[Campbell County Emergency Paid Leave Request Form.pdf](#)**, which must be submitted in order to claim paid sick leave/or expanded Family and Medical Leave (FMLA).

If an employee is out of work due to any of the qualifying reasons for leave related to COVID, it is important that either the Manager or the employee contact Darlene Cowart to discuss eligibility for benefits under FFCRA (paid sick leave or expanded family medical leave) and determine possible interaction with other forms of leave such as Workers Compensation, Short term disability (for eligible employees), or traditional **FMLA**.

We are here for you. If you need help, or just want to further understand your benefit options, contact Darlene Cowart, **hr@co.campbell.va.us**, or at extension 9794.

Stay safe!

OPTIMA EAP

Work/ Life Services



MAKE TIME FOR WHAT MATTERS MOST

Access a wide range of online resources for work and life topics on one website. Peace of mind and assistance your family can trust are just one click away.

- search databases for children, older adults, or pet care providers and more
- learn new skills by taking online classes
- find discounts for up to 25% off of hundreds of name brand items
- review our encyclopedia of medical and legal terms
- read from our extensive library of articles for help with issues like: aging, balancing, living, parenting and thriving

To access this information and more, sign in at OptimaEAP.com

Enter your username: CampbellCounty

Click on the *Work-Life* tile
Select *Access Enhanced Online Resources*

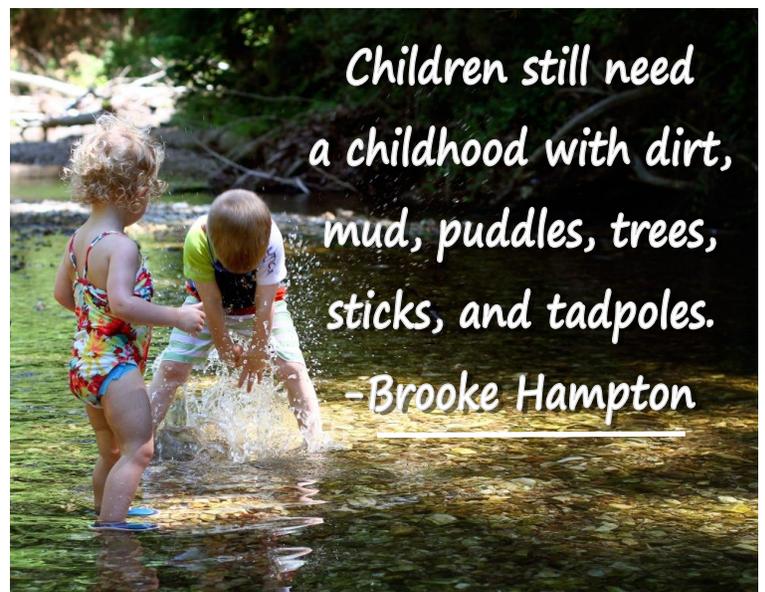
For more assistance, call Optima EAP
757-363-6777 or 1-800-899-8174

Optima Health
Employee Assistance Program

NOW OFFERING: INTER-DEPARTMENTAL DELIVERY



Did you know that CCPLS will deliver books and materials to county employees via interoffice mail? Place your books on hold, and let the library know!



around the square>>>

>Beth Worth (Public and Employee Relations), and husband, Joe celebrated their 25th anniversary on August 5, 2020.

>Kristen Moore (Social Services) and husband, Jacob, welcomed their son, Hunter Robert on August 7, 2020. Big sister, Sophia, couldn't wait to welcome her brother home!

>Scott Campbell (Public Safety) and wife, Heather, welcomed their son, Liam Allen to their family on August 11, 2020. Liam was born in the wee hours of the day (3:27 a.m.), measuring 21 inches long and weighing 8 pounds even. He's a keeper!

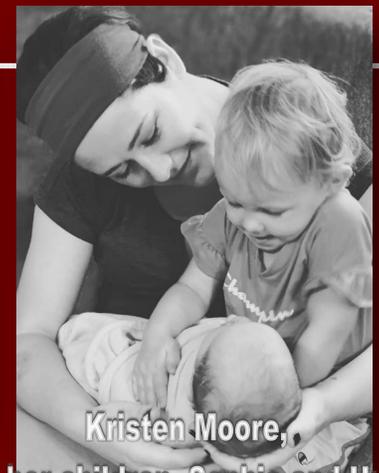
Congratulations, Campbell Families!

We are excited to share in your happiness!



Joe and Beth

Worth



Kristen Moore,

with her children, Sophia and Hunter



Liam Allen Campbell

Son of Scott and Heather Campbell



CAMPBELL COUNTY SHERIFF'S OFFICE HOSTS K-9 UNIT

MEET AND GREET

The Campbell County Sheriff's Office has welcomed three furry faces to its force.

On Wednesday, August 19, three dogs were introduced as part of their new K-9 unit; a unit devised to assist with tracking missing people and performing arrests.

Deeks, Dyson, and Ranger, along with their handlers, demonstrated their talents for those in attendance at the meet and greet.

"Training for these animals was rather extensive and took three to six weeks, depending on their attentiveness," said Captain Sam Green.

Bringing a K-9 program to the department was one of Sheriff Whit Clark's goals during his campaign, and since January, when he was sworn in as sheriff he has been working to make it a reality.

"To have our own units out on the street, where we can utilize them quickly, is invaluable," Clark said. "If one of our K-9s saves one life, then the program has paid for itself time and time over."

covid-19 operations policy and return to work guidance>>>

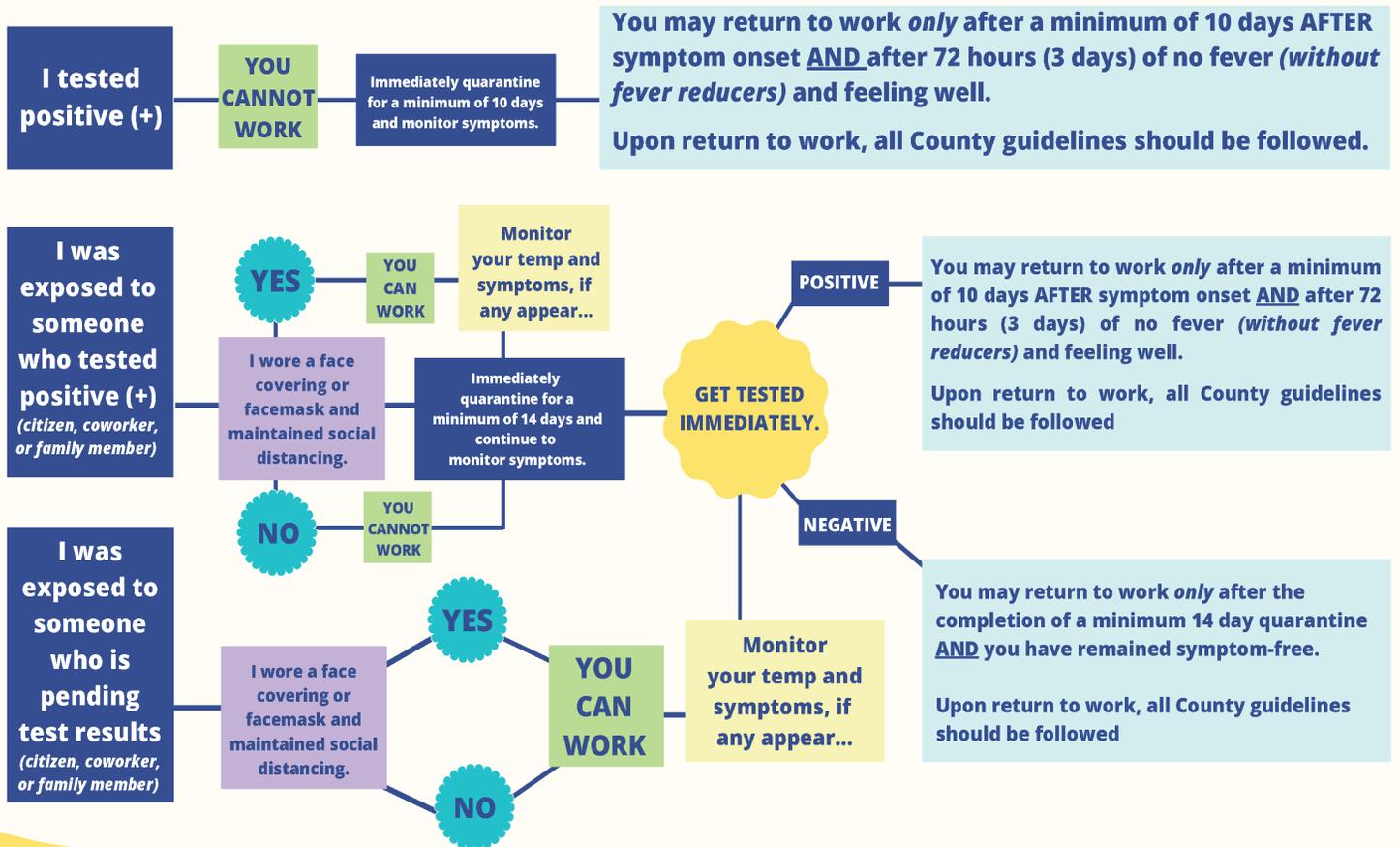
Campbell County's COVID 19 operations policy is now in effect and can be found on the [Public and Employee Relations portal site](#), or by clicking [here](#).

These policies are aligned with the COVID-19 emergency temporary standards adopted by the Virginia Department of Labor earlier this month. Please be aware that this policy is dynamic and may change in guidance and scope in the days ahead.

Managers, please follow the operations policy for complete guidelines on reporting suspected exposures. To simplify this process, case reporting to the Department of Management Services may be done by using the [Quarantine or Exposure Reporting Form](#). *NOTE: Employee medical information is confidential and will remain private. Reporting is done solely to inform our benefits staff of any needed assistance, and so that we may notify any direct-contacts of the quarantined and/or exposed employee who may need to be tested. The names of any individuals will not be disclosed.*

As a general guideline, the [flowchart](#) shown below may be helpful in determining the suitable course of action regarding COVID 19 exposure and any need to quarantine or closely monitor symptoms.

SHOULD I RETURN TO WORK? SAFE ACTIONS FOR EMPLOYEE RETURN POST-COVID-19 EXPOSURE



BE SAFE.

NOTE: If you develop symptoms, or have been exposed to anyone who has tested to positive, or is pending test results, please contact your supervisor immediately. Supervisors will be provided with guidance.



county spotlight >>> long mountain park

Campbell County Recreation Department maintains a variety of park sites throughout the locality. This month, we'd like to highlight the amenities of Long Mountain Park, located in Rustburg.

Long Mountain Park, located off of State Route 24 on Bear Creek Road in Rustburg, has several rustic trails for natural enjoyment. The site also features three Scout projects - an antique apple orchard, a remembrance garden, and just added in 2018,

a new youth playground.

Former Rustburg High School students, Ryan and Sydney Nolley, and Bradley Wiggs each dedicated countless hours to raising funds and installing their service projects.

"We are grateful for our partnerships with community youth," said Director, Mary Pascale. "Those who use our parks will benefit from their efforts for years to come."

Final *thoughts*

"Confidence is the necessary spark before everything that follows," says educator and activist Brittany Packnett.

In this inspiring Ted talk, she shares three ways to crack the code of confidence — and her dream for a world where revolutionary confidence helps turn our most ambitious dreams into reality.



Please click on the start button above; make sure your speakers are on.



upcoming meetings>>>

**Campbell County Planning Commission
Regular Meeting**

Haberer Building

Monday, August 24, 2020

7:00 p.m.

**Campbell County Board of Supervisors
Regular Meeting**

Haberer Building

Tuesday, September 1, 2020

6:00 p.m.

Agendas, once published, may be viewed online at the Agenda Center, www.campbellcountyva.gov.

pet of the month >>>

The **Campbell County Friends of Animal Control** assists our local animal shelter by helping to find homes for animals in need.

This month's pet of the month is Wrangler, a shy but sweet almost-70 pound one-year old! He is fine with other dogs, (not so much with cats) and he has a very unique look about him. Applications can be found here: **Friendsofcampbell-county.org**.

