

Guidance for Managing COVID-19 Exposure

The County continues to provide information, updates and guidance to ensure a collaborative approach toward maintaining County operations while protecting the health and safety of employees and the public. It is important we remain alert to the changing scenarios presented by COVID-19 and be ready to adapt our Orange County Government practices quickly.

Regardless of vaccination status, employees should isolate from others when they have COVID-19. Employees should also isolate if they are sick and suspect that they have COVID-19 but do not yet have test results. If an employee's COVID-19 results are positive, they are expected to follow the isolation status guidance below. If an employee's COVID-19 results are negative, they may work as normal.

- **Isolation Status:** Employees with a positive COVID-19 test must isolate for 5 calendar days based on their symptom status as outlined below:

If asymptomatic: Day 0 of isolation is the day the employee was tested (not the day they received their positive test result). **Note:** If symptoms develop within 10 days of when tested, the clock restarts at day 0 on the day of symptom onset.

If symptomatic: Day 0 of isolation is the day of symptom onset, regardless of when the employee tested positive.

- **Return to work (onsite) Status:** Employees may return to onsite work when released by their healthcare provider *or* after 5 calendar days from the onset of symptoms (or if no symptoms, from date of positive test), and if asymptomatic or symptoms are resolving (without fever for 24 hours).

After ending isolation, employees are expected to wear a face covering through day 10 when around others to minimize the risk of infecting people they encounter. **Note:** The face covering is not required if an employee has received two sequential negative tests 48 hours apart, following their positive test.

Work from home/Leave Status: Employees may be authorized by management to work from home. Employees who are unable to “effectively” work from home, may utilize their applicable leave balances (term, sick, personal, vacation, etc.).

Note to Department Directors: It is important to maintain consistency in our response; therefore, it is recommended unique concerns regarding these guidelines be escalated to your respective Deputy County Administrator.