

## Request for Board Action Details

**File #:** 2020-612

**Type:** Administrative Item      **Status:** Passed

**In control:** Board of Commissioners

**On agenda:** 12/22/2020      **Final action:** 12/22/2020

**Title:** Countywide Unclassified Limited Duration Appointments for COVID-19 Response

**Sponsors:** Human Resources

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution

Date	Ver.	Action By	Action	Result
12/22/2020	1	Board of Commissioners	approved	Pass

**Sponsor:** Human Resources

**Title**

Countywide Unclassified Limited Duration Appointments for COVID-19 Response

**Recommendation**

Approve continuation of any unclassified limited duration positions for the COVID-19 response previously approved by the Ramsey County Board of Commissioners as long as a 1) a business need exists to do so, 2) funding is available, and 3) until such time the County Board declares Ramsey County's current emergency response is concluded.

**Background and Rationale**

In March 2020 Ramsey County began responding to community needs resulting from the COVID-19 pandemic. Since the pandemic response began the County has received \$96 million in Coronavirus Aid, Relief and Economic Security (CARES) funding to assist with its response efforts.

Multiple departments utilized CARES dollars to increase staffing in order to expand operations to meet the needs of the community, including Public Health, Workforce Solutions, Financial Assistance Services, the Ramsey County Care Center and Finance to respond to homelessness.

These staff were authorized through County Board Resolution B2020-133 and Board Resolution B2020-169. Resolution B2020-133 authorized up to 130 Full Time Equivalent (FTE) unclassified limited duration positions and Resolution B2020-169 authorized up to 91 FTE unclassified limited duration positions for a total of 221 limited duration appointments. All positions were authorized through December 30, 2020 when CARES funding ends. These actions were allowed under Minn Statute 383A.286, Subd (I).

Without the limited duration positions in 2020 the County would have been unable to adequately respond and appropriately care for or serve residents during the COVID-19 pandemic. Although CARES funding will cease at year end, the pandemic has not been resolved nor has the community's need for assistance. Ramsey County will continue its response efforts into 2021.

To ensure continuity of operations and community response to COVID-19 in 2021, the County Manager recommends that the 221 unclassified limited duration positions be extended until such time that the Ramsey County Board of Commissioners declares the County's current emergency response has concluded as long as there is a business need and funding is available.

**County Goals** (Check those advanced by Action)

☒ Well-being      ☐ Prosperity      ☐ Opportunity      ☒ Accountability

**Racial Equity Impact**

Approving the continuation of the COVID-19 response unclassified limited duration appointments will enable the County to maintain staffing levels and continuity of operations necessary to continue its pandemic response. While the need for assistance spans all races, genders, economic, and age groups, the pandemic continues to disparately impact racially and ethnically diverse communities. This action upholds the County's values of people, equity, community, leadership, and integrity.

**Community Participation Level and Impact**

While there was not a formal community engagement process when these positions were initially authorized, this action comes in response to concerns raised by departments regarding the ability to continue to meet the needs of the community in 2021. Failure to meet needs has the potential to have negative health impacts for Ramsey County residents and clients

☒ Inform      ☐ Consult      ☐ Involve      ☐ Collaborate      ☐ Empower

**Fiscal Impact**

The County Board approved dedicated funding for homelessness. There may be dedicated funding through the county, state or federal for COVID-19 response operations. Each department will work with Finance to identify funding available to continue the limited duration appointments on an as needed basis to continue to serve in the response to COVID-19.

**County Manager Comments**

County Board approval is required to extend the use of unclassified limited duration FTEs to ensure continuity of operations for the County's pandemic response.

**Last Previous Action**

On June 16, 2020 the County Board approved up to 130 unclassified limited duration full-time equivalents through December 30, 2020 for Ramsey County's COVID-19 Respite and Hotel operations in accordance with Minn. Stat. 383A.286, subd.2 (l) (Resolution B2020-133).

On September 1, 2020 the County Board approved up to 91 unclassified limited duration full-time equivalent positions through December 30, 2020 for Ramsey County's COVID-19 response in accordance with Minn. Stat. 383A.286, Subd. 2 (l) (Resolution B2020-169.)

**Attachments**

1.None