



OFFICE OF HUMAN RESOURCES

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County Executive

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MEMORANDUM  
Wednesday, June 30, 2021

TO: Executive Branch Department and Office Directors  
FROM: Berke Attila, Director, Office of Human Resources  
Michael Coveyou, Director, Department of Finance  
SUBJECT: Timekeeping Guidance: COVID-19 Event June 20 - July 3, 2021

This guidance is being provided to all Directors, ASCs or equivalent, and all HR Liaisons and Mctime Liaisons to address timekeeping for the pay period referenced below.

Departmental Mctime SMEs should assist employees in applying timekeeping information by highlighting information that is most relevant to the department and providing the first level of troubleshooting for any questions. For your convenience, changes from the previous memo are highlighted in yellow. There are no significant changes to the previous pay period timekeeping guidance. Per the May 24, 2021, OHR Memorandum to Directors and in conjunction with final negotiations between the County and unions, the COVID-19 Administrative Leave program is discontinued for all County employees. Examples have been renumbered, due to the deletion of the At Risk Employees or Family Members/Employees with Disabilities example.

Status	Beginning	Ending
County Open with Situational Telework for County Employees	Sunday, June 20, 2021 at 12: 00 a.m.	Saturday, July 03, 2021 at 11: 59 p.m.

It is imperative that employees record time accurately. Employees are strongly encouraged to record hours worked into the Mctime application daily and approve their timecard on the employee’s last scheduled day of the pay period. Employees can work a combination of onsite and remote work on any given day. Time should be recorded based on the hours actually worked at each location.

Managers are obligated to review and apply this guidance to ensure the accuracy of timecard entries for proper financial controls. Managers are expected to review, edit as necessary, and approve employee timecards prior to noon on Tuesday, following the last day of the pay period (or other departmental established deadlines). Additionally, Departmental

Mctime SMEs should also review timecards for employee and manager approvals and review the Pay Period Close checklist for compliance and accuracy.

## Project Code for Reimbursement

A project code has been established for the purposes of cost accumulation for **excess hours** or OEMHS designated tasks that may qualify for Federal FEMA/State MEMA reimbursements for personnel costs. Where employees **have been assigned tasks directly related to COVID-19 Event**, that may potentially be eligible for Federal FEMA/State MEMA reimbursements for personnel costs, OEMHS will provide authorization through the departmental EMG Coordinator to the employee's supervisor, if the codes should be applied to **regular** and/or **excess** (overtime) hours. In most cases the guidance will only require event transfer codes to be applied to excess hours.

- Use this crosswalk to determine codes to use on the timecard:  
[COVID 19 Special Event Crosswalk Jun 1 2021](#)  
**Note:** The filter arrows in the header row will narrow the search to one department.
- Link to timecard guidance for transfers:  
[Guidance for Recording Event Related Project/Task Codes](#)
  - **Note 1:** Do not cut/paste the "PTAEO" code directly into the Mctime transfer field. Both the Project Task and the Expenditure Org must be **searched and selected**. If a Reason Code is required, it should also be **searched and selected** before clicking "OK."
  - **Note 2:** Project/Task begins with the leading letters PT[space]#####\* where the # represents project numbers from the crosswalk under your name and the asterisk (\*) represents the wildcard to search for the remaining string. Typically, items are selected from the drop-down options. All Project Tasks require an Employee Specific Expenditure Org, which can be found on the crosswalk.
  - **Note 3:** See also [Technical Issues - Compatibility Checks](#) or contact the IT Help desk at 240-777-2828.

## COVID Timekeeping Guidance

This document and Timekeeping Guidance for prior pay periods is available on the [Mctime Informational Website](#), under the Resources Tab, Events Section. COVID-19. (<https://www.montgomerycountymd.gov/mctime/resources.html#Events>.) Employees may work different combinations of the examples below, depending on the circumstances of each day.

**Specific Examples:**

**County Employees Working:**

Working Regular Job and Regular Duties Example 1  
Employees authorized to Telework Example 2

Working Excess Hours on Tasks Specific to COVID-19 Event Example 3  
**Note:** Review Crosswalk for proper Project/Task and Expenditure Org

MLS and Question A - Time Reporting on Unpaid Time on tasks related to the COVID-19 Event Example 4

Employees Detailed to another Department Example 5

Employees redeployed from Regular Job to tasks Directly related to Supporting the COVID-19 Event Example 6

**County Employees Not Working:**

**Eligible Administrative Leave:**

Employees in positions not eligible for Telework/No work provided Example 7

Employee with absence related to COVID-19 or Healthcare provider directed Quarantine Example 8

**Use of Personal Leave Types:** Example 9

- 9a) Employees with absence not related to COVID-19.
- 9b) Self-Directed Quarantine (no supporting documentation) or post Travel Quarantine.
- 9c) Employees who decline available work (Onsite or Telework).
- 9d) Employees unable to work due to School Closings/  
Employees impacted by child/family or school/daycare closures.
- 9e) Employees unable to work due to post-vaccine effects.
- 9f) Employees who receives vaccine, other than at a County Clinic.

Public Safety Management - Time Reporting Example 10

Employees with work-related Contacts with or Diagnosis of COVID-19 Example 11

Temporary Employees Example 12

Employees being Tested for COVID-19 Example 13

Employees acting as COVID-19 Test Site Coordinators Example 14

Employees obtaining a Vaccination for COVID-19 Example 15

Employees acting as COVID-19 Vaccination Site Coordinators Example 16

Other Situations Example 17

**County Employees Working:**

**1) Working Regular Job and Regular Duties- On Site:**

Full-time or Part-time employees required to work onsite at a County location should code their timecard using the pay code: **Hours Worked** and apply any required transfer codes. To record hours worked remotely, see **Example 2) Employees authorized to Telework.**

Add Row	Pay Code	Transfer	
	Hours Worked	<input type="text"/>	8.0
			0.0

**2) Employees authorized to Telework**

Effective Sunday, June 6, 2021, the County will begin fully restoring services and operations. While departments work to restore all operations, existing situational telework arrangements may need to be modified to fully restore all County services. However, telework will continue at a high level County-wide. Department directors will send department specific information to employees. Teleworking employees must continue to be available to report to their main worksite as required by operational and service delivery needs. Effective June 6, 2021, employees may not use telework as a substitute for child care or elder care, see **Example 10d) Employees unable to work due to School Closings/ Employees impacted by child/family or school/daycare closures.**

Employees who teleworked **any** hours should code their timecard using the pay code: **Hours Worked** and they must use the Telework reason code: **TELECOVD**. If some time is worked on site at a County location, see **Example 1) Working Regular Job and Regular Duties – On Site.**

Add Row	Pay Code	Transfer	
	Hours Worked	////TELECOVD//	8.0
			8.0

For a review of how to select a Reason Code Transfer. See:

- [How to Add the Telework Reason Code to Your Timecard \(HTML\)](#)
  - (employees, who can view their own timecard only) or
- [How to Add the Telework Reason Code to Your Timecard \(JAVA\)](#)
  - (managers, who can also view other employee timecards)

Due to periodic software upgrades on computers, functionality issues sometimes occur. If the program is not allowing you to select an item, it is most likely a compatibility or trusted sites issue. A Job Aid: [Technical Issues - Compatibility Checks](#) is available to provide guidance, or if you prefer, you may call the IT HELP Desk (240-777-2828) for assistance.

**3) Working Excess Hours on Tasks Specific to COVID-19 Event**

Some Regular, Full-time or Part-time employees were required to work to perform tasks specifically related to the COVID-19 Event. Employees who work more than their scheduled hours should code their timecard using the pay code: **Hours Worked** and must use the posted Crosswalk for the pay period to determine their individual/personal Project/Task Expenditure Org transfer codes.

This guidance regarding the application of Project/Task Expenditure Org applies only to excess hours (overtime or compensatory leave earned), but not to regular hours. To determine the proper transfer codes, find your department, then name on the current [COVID 19 Special Event Crosswalk Jun 1 2021](#) and see: [Guidance for Recording Event Related Project/Task Codes](#) for instructions on how to **search and select**.

Employees who work more than their scheduled hours, on tasks specifically related to the COVID-19 Event, should record the **excess** hours as a separate row, with the appropriate Project/Task Expenditure Org. If excess hours are **not** on tasks related to the COVID-19 Event, just record as normal, by increasing the hours worked on the regular hour line, or a separate line, to comply with departmental coding requirements.

Add Row	Pay Code	Transfer	Sun 2/21	Mon 2/22	Tue 2/23
	Hours Worked			8.0	8.0
	Hours Worked <b>Excess</b>	//PT 2003872-GEN00 <b>Search PT &amp; Exp Org</b>	5.0	1.0	2.0
			5.0	9.0	10.0

**Note A:** If managers need to change the excess hours default form of compensation (compensatory leave to overtime pay), see: [Pay Code Move Job Aid](#), (Java only) being sure to **search and select** the transfer codes in the Pay Code Move.

Employees required to perform tasks specifically related to the COVID-19 event remotely, who worked more than their scheduled hours, should code their timecard using the pay code: **Hours Worked** and must use the posted Crosswalk for the pay period to find the Project/Task and the EMPLOYEE SPECIFIC Expenditure Org. This guidance regarding the Full application of Project/Task Expenditure Org applies only to excess hours (overtime or compensatory leave earned), but not to regular hours. See: **Example 2) Employees authorized to Telework** also **search and select** the reason code: **TELECOVID** to the transfer.

Save		Comments	Primary Account	Totals Summary	Refresh	Select an Action	Sun 3/29	Mon 3/30	Tue 3/31
	Hours Worked							1.0	2.0
	Hours Worked		//TELECOVID//					8.0	8.0
							0.0	9.0	10.0

For Excess Hours → Search PT & Exp Org & Reason Code: TELECOVID

**4) MLS and Question A- Time Reporting on Unpaid Time on tasks related to the COVID-19 Event**

MLS and Question A employees should record *all hours actually worked*. For all regularly paid, Hours Worked, the MLS and Question A employee working remotely should **search and select** the reason code: **TELECOVD**. For all regularly paid, Hours Worked, by MLS and Question A employees not working remotely should record hours without a reason code. All MLS and Question A employees working excess hours (unpaid) on tasks directly related to COVID-19 Event, on tasks resulting from the COVID-19 Event, or on critical core mission tasks, as designated by Department Directors, should be recorded with the reason code: **MLSCOVID**. Only Hours Worked beyond an MLS and Question A employee’s regularly scheduled hours should **search and select** to add the reason code: **MLSCOVID**.

Save		Comments →		Primary Account		Totals Summary		Refresh		Select an Action ▼	
Add Row	Pay Code	Transfer	Sun 3/15	Mon 3/16	Tue 3/17						
+	Hours Worked ▼	<input type="text"/>			8.0						
+	Hours Worked ▼	////MLSCOVID// 🔍	3.25	0.5	3.0						
+	Hours Worked ▼	////TELECOVD// 🔍	4.0	8.0							
			7.25	8.5	11.0						

**5) Employees Detailed to Another Department**

Where possible, many employees in departments that the County Executive has closed to the public have been redeployed to duties to support the department’s core mission, **Example 1) Working Regular Job and Regular Duties – On Site** or employees have been authorized to complete specific duties while working remotely, via Telework, **Example 2) Employees authorized to Telework**. A reason code: **DETAIL** has been created if the home department wishes to track hours.

Employees detailed to another department will most likely continue to have their time charged to their home department. Since managers in the detailed department will not have access to timecards in the employee’s home department, the employee should complete a [Manual Time Tracking Form](#), submit to the detailed manager for approval signature. The detailed manager should transmit the timecard to the employee’s home manager for entry and approval.

**6) Employees redeployed from Regular Job to tasks Directly related to supporting the COVID-19 Event**

Where employees have been redeployed to tasks directly related to COVID-19 Event, that may potentially be eligible for Federal FEMA/State MEMA reimbursements for personnel costs, OEMHS will provide authorization through the departmental EMG Coordinator. The supervisor will provide direction to the employee to record regular Hours Worked with transfer codes found on the posted Crosswalk for the pay period for the Project/Task and the **EMPLOYEE SPECIFIC** Expenditure Org. See: **Example 3 Working Excess Hours on Tasks Specific to COVID-19 Event**. Only OEMHS will authorize transfer codes to be applied to an employee’s regular and/or excess (overtime) hours.

**County Employees Not Working – Eligible Administrative Leave**

**7) Employees in positions not eligible for Telework/No work provided**

Departments that placed employees on temporary alternative assignments due to either being High-Risk or not having on-site work available (i.e. alternative telework assignment inside the department, detailed to telework in another department) can return these employees to their original onsite duties starting June 6, 2021.

Where administrative leave is revoked for employees that are high-risk or reside with a high-risk family member but there is no available work for the employee to perform, the department should work with the employee to place them on an administrative leave status until work is available, using the paycode **Admin Leave – Cnty Facility Clsd**.

Eligible employees may enter the pay code: **Admin Leave - Cnty Facility Clsd** on the timecard for all regular scheduled (full or part time) hours for which they have been excused from work. Administrative Leave should be only used to bring an employee’s weekly hours to 40 (for FLSA non-exempt and FLSA Exempt, Under Grade 25). Administrative Leave should not be used to cause an employee to earn excess (overtime) hours. Employees on Admin Leave – County Facility Closed must remain ready to work.

Add Row	Pay Code	Transfer	Sun 3/29	Mon 3/30	Tue 3/31
	Admin Leave - Cnty Facility Clsd		0.0	8.0	8.0

**Note B:** HR Liaisons should consult with OHR regarding moving Temporary Employees to the Oracle assignment status: **COVID LWOP**.

**8) Employee with absence related to COVID-19 or Healthcare provider directed Quarantine\***

If an employee is unable to return to onsite work due to an ADA or medical reason, the employee must email Occupational Medical Services (OMS), [MedicalInfo.OMS@montgomerycountymd.gov](mailto:MedicalInfo.OMS@montgomerycountymd.gov) immediately, but no later than 5 business days prior to their scheduled return date. Employees may also request to use their personal leave, LWOP, FMLA, sick leave or other available leave in accordance with the Collective Bargaining Agreements and Personnel Regulations.

**Note C: Vaccine** – Generally, no Administrative Leave may be provided for post vaccine effects, even with a health care provider note. IAFF represented employees shall follow departmental procedures for requesting leave following a vaccination, if necessary. For Vaccination, See Examples **15**, **9e**, and **9f**.



**Healthcare Directed Absence**

All Employees (Regular or Temporary), who have been directed by a healthcare provider to quarantine or self-isolate, due to symptoms, exposure, or awaiting or receiving a positive COVID-19 test result will be provided administrative leave for the mandated self-isolation/self-quarantine period. Employees who believe they may have had community contact or are experiencing symptoms should contact **DHHS Disease Control** at 240-777-1755 and follow their guidance. If advised to leave work, employee must notify their supervisor. They will be triaged to determine if additional health screening is needed. The healthcare provider’s written quarantine notice must be provided to Occupational Medical Services, OMS. OMS will provide clearance for return to work. Employees will be placed on administrative leave or may continue to telework, if approved See: **Example 2) Employees authorized to Telework.**

Eligible employees should enter the pay code: **Admin Leave - Other** and **search and select** the reason code: **ADMCVID** on the timecard for all regular scheduled (full or part time) hours for which they have been excused from work. Administrative Leave should be only used to bring an employee’s weekly hours to 40 (for FLSA non-exempt and FLSA Exempt, Under Grade 25). Administrative Leave should not be used to cause an employee to earn excess (overtime hours).

Add Row	Pay Code	Transfer	
+	Admin Leave - Other	ADMCVID	8.0
			8.0

**Travel**

\*Quarantine due to travel, see **Example 10b.**

Per the 5/10/2021: [Revised OHR Travel and Leave Guidance](#), if an employee is engaging in self-quarantine due to **travel**, and until COVID-19 test results are received, the employee may telework with the approval of the supervisor. Employees are encouraged to utilize telework, if possible. If the employee is unable to telework, employee should use a personal leave type after return from travel, while engaging in self quarantine, until the COVID-19 test result is received. Generally, no Administrative Leave may be provided for travel related quarantine, even with a health care provider note. IAFF represented employees required to travel for work will follow departmental guidance.



## **9) Use of Personal Leave Types**

### **9a) Employees with absence not related to COVID-19**

Employees unable to work due to reasons other than related to the COVID-19 Event, must use their own personal leave types, subject to manager approval.

### **9b) Self-Directed Quarantine or post Travel Quarantine**

#### ***Self-Directed Absence***

Any employee who has not been directed by a healthcare provider to quarantine/isolate, due to symptoms, or exposure, or has no quarantine documentation should use their own leave. The employee should notify their supervisor that they will quarantine due to travel or that they are sick and will be staying home until they are symptom-free. During the COVID-19 response, employees may utilize any personal leave type (sick leave, annual leave, compensatory leave, comp leave supp, sick and safe leave, personal days or PTO-Paid Time Off) for quarantine.

The employee should remain in contact with their healthcare provider if their symptoms change. If their healthcare provider decides to send the employee for COVID-19 testing, the employee should notify their supervisor.

#### ***Travel Related Absence***

Per the 5/10/2021: [Revised OHR Travel and Leave Guidance](#), if an employee is engaging in self-quarantine due to travel, and until COVID-19 test results are received, the employee may telework with the approval of the supervisor. Employees are encouraged to utilize telework, if possible. If the employee is unable to telework employee should use a personal leave type after return from travel, while engaging in self quarantine, until the COVID-19 test result is received. Generally, no Administrative Leave may be provided for travel related quarantine, even with a health care provider note. IAFF represented employees required to travel for work will follow departmental guidance.

If the COVID-19 test is positive, the results must be provided to Occupational Medical Services, OMS. OMS will provide clearance for return to work. If employee receives a positive test result from the COVID-19 test, the personal leave type that was used to self-quarantine will be converted to administrative leave, in accordance with the union-negotiated agreements. **Upon notification of the positive test, the manager is responsible to convert the leave via the timecard correction process.**

### **9c) Employees who decline available work (Onsite or Telework).**

Employees who decline available work due (Onsite or Telework) must use their own personal leave types, subject to manager approval.

**9d) Employees unable to work due to School Closings/Employees impacted by child/family or school/daycare closures.**

Effective June 6, 2021, employees may not use telework as a substitute for child care or elder care. During the COVID-19 Event, employees may utilize any personal leave type: annual leave, compensatory leave, comp leave supp, sick leave, personal days or PTO-Paid Time Off, subject to manager approval.

**9e) Employees unable to work due to vaccine\* or post-vaccine effects.**

**\*Employees who receive vaccines – See Example 15**

Similar to the annual flu vaccination program, Employees who are unable to work due to post-vaccine effects should record a personal leave type. Administrative Leave is not authorized for post vaccine effects, even with a health care provider note. During the COVID-19 Event, employees may utilize any personal leave type: sick leave, PTO-Paid Time Off, Sick and Safe Leave, or other available leave types: annual leave, compensatory leave, and comp leave supp, subject to manager approval. Generally, no Administrative Leave may be provided for post vaccine effects, even with a health care provider note. IAFF represented employees shall follow departmental procedures for requesting leave following a vaccination. For Vaccination, See Examples 15, 9e, and 9f.

**9f) Employees who receives vaccine, other than at a County Clinic.**

**\*Employees who receive vaccines at County Run Clinic - See Example 15**

Similar to the annual flu vaccination program **Employees who receive vaccines at clinics run by other organizations** (Veterans Affairs (VA) Medical Center, Hospitals, Pharmacies, Maryland mass vaccination sites, etc.) must use a personal leave type or schedule appointments outside of their regularly scheduled hours. During the COVID-19 Event, employees may utilize any personal leave type: sick leave, PTO-Paid Time Off, Sick and Safe Leave, or other available leave types: annual leave, compensatory leave, and comp leave supp, subject to manager approval.

**10) Public Safety Management - Time Reporting**

Public Safety Management employees who are required to work at their normal work location doing their normal duties should code their timecard as normal, using the pay code: **Hours Worked**, leave used, or with time punches and appropriate transfer codes.

**Note D:** When Public Safety Management employees work remotely, see **Example 2)** **Employees authorized to Telework** to search and select the reason code: **TELECOVID**.

**11) Employees with work-related Contacts with or Diagnosis of COVID-19**

During the COVID-19 Event, and for contacts with COVID-19 only, until a reported CorVel Claim has been investigated, timekeeping should follow the most appropriate example(s) above. If the CorVel claim is accepted, follow Workers' Compensation timekeeping for accepted claims See: [Workers Compensation Leave Administration Chart](#).

## **12) Temporary Employees**

Department Directors who do not have available work for Temporary employees should consult with OHR to move Temporary Employees to the Oracle assignment status: COVID LWOP.

## **13) Employees being Tested for COVID-19**

The County will test employees who are working in County Facilities (owned or leased), including field workers. Employees who do on-site and telework are being tested.

The pay code **Hours Worked** with the reason code **COVIDTST** should be used for travel time from a County work site to the appointment and back to the County work site, appointment time and any appointment wait time should be captured. Travel time from home to the appointment and returning home is considered normal work commute and should not be recorded. An Employee Job Aid can be found on the Mctime Informational Website, under the Resources Tab, Topic: [Events](#).

## **14) Employees acting as COVID-19 Test Site Coordinators**

Some County employees will be designated as COVID-19 Site Test Coordinators. The pay code **Hours Worked** with the reason code **C19STCOR** should be used. Refer to the **C19STCOR** Reason Code Job aid to determine if the COVID project code should be applied. An Employee Job Aid can be found on the Mctime Informational Website, under the Resources Tab, Topic: [Events](#).

## **15) Employees obtaining a Vaccination for COVID-19 at a County Clinic or Other site**

### ***County Run Clinics***

Like the annual flu vaccination program Effective March 14, 2021, employees who obtain a COVID-19 Vaccination (Shot #1 or Shot #2) during the employee's scheduled working hours at a **Montgomery County, MD Run Clinic** should use the pay code **Hours Worked** with the reason code **COVIDVAX** for travel time from a County work site to the vaccine appointment in Montgomery County and back to the County work site; appointment time and any appointment wait time should be captured. Travel time from home to the appointment and returning home is considered normal work commute and should not be recorded. Overtime is not approved for the purposes of obtaining a vaccine. Managers should proactively allow a schedule adjustment to avoid excess hours. An Employee Job Aid can be found on the Mctime Informational Website, under the Resources Tab, Topic: [Events](#).

### ***Non-County Run Clinics***

#### **\*Employees who receive vaccines other than at a County Clinic - See Example 9f**

Like the annual flu vaccination program, **employees who receive vaccines at clinics run by other organizations** (Veterans Affairs (VA) Medical Center, Hospitals, Pharmacies, Maryland mass vaccination sites, etc.) must use a personal leave type or schedule appointments outside of their regularly scheduled hours. During the COVID-19 Event, employees may utilize any personal leave type: sick leave, PTO-Paid Time Off, Sick and Safe Leave, or other available leave types: annual leave, compensatory leave, and comp leave supp, subject to manager approval.

**Note E:** Unable to work due to post vaccine effects - See **Example 9e**

#### **16) Employees acting as COVID-19 Vaccination Site Coordinators**

Some County employees will be designated as COVID-19 Vaccination Site Coordinators. The pay code **Hours Worked** with the reason code **VAXSTCOR** should be used. Refer to the VAXSTCOR Reason Code Job aid to determine if the COVID project code should be applied. An Employee Job Aid can be found on the Mctime Informational Website, under the Resources Tab, Topic: [Events](#)

#### **17) Other Situations**

- Employees currently in another type of Administrative Leave status (Disciplinary, Military, Workers Compensation) are **not** impacted and remain in their previous status as authorized.
- Employees in a Leave Without Pay (LWOP) status, the previous scheduled day, or in an Absent Without Leave (AWOL) status, or other inactive status, are **not** impacted and will remain in that status, until they report to work again.

#### **Questions?**

- **OHR Compensation:** [OHR.Compensation2@montgomerycountymd.gov](mailto:OHR.Compensation2@montgomerycountymd.gov)
- **Finance, Mctime:** [Mctime@montgomerycountymd.gov](mailto:Mctime@montgomerycountymd.gov)

cc: Administrative Services Managers and functional equivalents  
Finance, Payroll  
Finance, Mctime  
Dept HR Liaisons  
MLS Managers  
Managers, Public Safety  
Mctime POC's