

Where upon Board Member _____ moved that the following resolution be adopted:

RESOLUTION NO. _____

RESOLUTION TO ADOPT EMERGENCY HEALTH LEAVE POLICY

WHEREAS, the United States President, the Governor of Iowa and the Hardin County Board of Supervisors have declared a health emergency due to COVID-19; and

WHEREAS, Federal and State health officials have prescribed quarantine and isolation recommendations to protect against the spread of COVID-19 while maintaining essential public services; and

WHEREAS, compliance with health and safety recommendations for quarantine and isolation in this health emergency requires adoption of special Hardin County employment policies;

NOW THEREFORE, BE IT RESOLVED by the Board of Supervisors of Hardin County, Iowa, that the Hardin County Board of Supervisors adopts the attached EMERGENCY HEALTH LEAVE POLICY which shall be effective immediately and prospectively.

The motion was seconded by Board Member _____ and after due consideration thereof, the roll was called and the following Board Members voted:

Ayes:
Nays:
Absent:
Abstain: none

Whereupon, the Chair of the Board of Supervisors declared said Resolution duly passed and adopted this _____ day of _____, 2020.

Lance Granzow, Chair
Board of Supervisors

Attest:

Hardin County Auditor

EMERGENCY HEALTH LEAVE POLICY

This emergency health leave policy shall automatically be invoked when the Board of Supervisors has declared a county-wide health emergency in Hardin County, and shall remain in effect until the declared emergency is lifted or the Board of Supervisors otherwise waives the application of this policy.

This emergency health leave policy applies to any Hardin County employee that meets any of the following criteria:

1. Travels outside of Iowa for any reason;
2. Travels to any city in Iowa that has a confirmed case of COVID-19;
3. Resides with anyone returning from travel outside of Iowa for any reason;
4. Resides with anyone returning from travel to any city in Iowa that has a confirmed case of COVID-19;
5. Tests positive for, or resides with someone who tests positive for COVID-19;
6. Provides care for someone with symptoms of COVID-19 or someone who tests positive for COVID-19, without using proper PPE

Any employee of Hardin County who elects to engage in the above activities shall be placed on a 14-day emergency leave from work from date of last possible exposure. For payroll purposes, the mandatory leave shall be accounted for in the following order:

1. Comp-time deduction;
2. Vacation time deduction;
3. Advance on future vacation time;

This policy is intended to discourage behaviors that increase the risk of spreading COVID-19. Nothing in this policy prevents a person from claiming sick leave or any other applicable employment benefit or right under law before, during or after being placed on the 14-day emergency leave under this policy.

Any employee that repeats the above-listed behavior shall be placed on unpaid, uncompensated leave.