

RESOLUTION NO 20-03-31-001

**A RESOLUTION REGARDING COUNTY EMPLOYEE PAY RELATING
TO THE COVID-19 PUBLIC HEALTH EMERGENCY CLOSURE IN THE
EVENT THAT THE SAME IS EXTENDED**

WHEREAS, on March 6, 2020, Eric J. Holcomb, the Governor of the State of Indiana, issued Executive Order 20-02, which declared the existence of a public health emergency throughout the State of Indiana due to the coronavirus disease 2019 (COVID-19); and

WHEREAS, on March 23, 2020, Eric J. Holcomb, the Governor of the State of Indiana, issued Executive Order 20-08, which generally directed Hoosiers to stay at home until 11:59 PM on April 6, 2020; and

WHEREAS, on March 25, 2020, the Kosciusko County Board of Commissioners enacted Resolution No. 20-03-25-002 (A Resolution Regarding Matters Related to the COVID-19 Public Health Emergency) with the purpose of providing guidance regarding public access to the Old Courthouse and to the Justice Building, personnel matters, public meetings, and continuity of governmental operations, which resolution is currently in effect until 11:59 PM on April 6, 2020; and

WHEREAS, on March 25, 2020, the Kosciusko County Board of Commissioners also enacted Ordinance No. 20-03-25-001 (An Ordinance Amending the County of Kosciusko County, Indiana Personnel Policies Handbook), which ordinance adopted an addition to the County Personnel Policy, which addition made various provisions regarding employee pay during a health pandemic emergency closing; and

WHEREAS, the intent of the Kosciusko County Board of Commissioners was to cause the said addition to the County Personnel Policy to be effective until 11:59 PM on April 6, 2020, but that it is not known at this time whether or not it may be necessary to extend the period of time during which the Old Courthouse and the Justice Building are closed to the public and to non-essential personnel (the "COVID-19 Public Health Emergency Closure"); and

WHEREAS, the purpose of this Resolution is to supersede the aforementioned addition to the County Personnel Policy and to set out the manner in which County employees will be paid in the event that the COVID-19 Public Health Emergency Closure continues beyond 11:59 PM on April 6, 2020.

NOW, THEREFORE, BE IT RESOLVED THAT:

Section 1. Duration. In the event that the COVID-19 Public Health Emergency Closure continues beyond 11:59 PM on April 6, 2020, then this Resolution shall be effective beginning April 7, 2020 and shall continue for a period of ten (10) weeks thereafter (expiring at 11:59 PM on June 15, 2020) or until the COVID-19 Public Health Emergency Closure has ended, whichever occurs earlier, unless rescinded, modified, or

extended. Should the COVID-19 Public Health Emergency Closure continue beyond June 15, 2020, the Kosciusko County Board of Commissioners will revisit this issue and determine how best to proceed at that time.

Section 2. County Employee Pay During Extended COVID-19 Closure. While this Resolution is in effect, full-time County employees who are not working due to the COVID-19 Public Health Emergency Closure will receive pay in the amount of two-thirds (2/3) of their regular pay and part-time County employees who are not working due to the COVID-19 health emergency will receive pay in the amount of two-thirds (2/3) of their regular pay rate for hours regularly scheduled. To the extent that any given County employee is able to work (either in-person or by way of telecommuting) while this Resolution is in effect, then any such employee will be paid for hours actually worked at his or her regular rate of pay; however, pay received for hours actually worked will be in lieu of and not in addition to pay received in the preceding sentence above.

Section 3. Accruals. Accruals for benefit calculations, such as vacation, sick leave, or holiday benefits, shall continue to accrue while this Resolution is in effect.

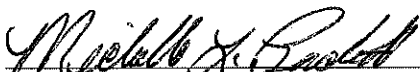
Section 4. Vacation, Sick Leave, and FMLA. Employees on vacation while this Resolution is in effect will be charged with their vacation time as previously scheduled. Employees on sick leave or FMLA leave (not associated with COVID-19) while this Resolution is in effect will be charged with sick leave or FMLA leave as previously requested. Employees on sick leave or FMLA leave (not associated with COVID-19) will be eligible to receive pay pursuant to this Resolution at the end of such sick leave or FMLA leave contingent upon providing the County with a medical release from the employee's medical provider.

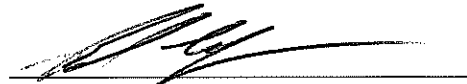
Section 5. Rescission and Repeal of Prior Conflicting Terms. Any previously enacted ordinances or resolutions of this Board containing provisions materially conflicting or inconsistent with the terms of this Resolution are hereby rescinded and repealed to the extent of any such conflict or inconsistency.

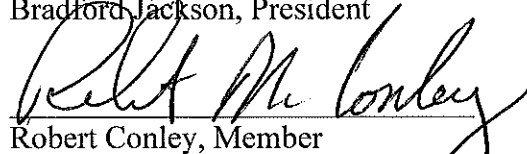
Passed and adopted by the Board of Commissioners of the County of Kosciusko this 31st day of March, 2020.

ATTEST:

BOARD OF COMMISSIONERS,
KOSCIUSKO COUNTY

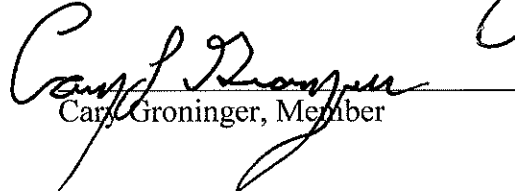

Michelle Puckett, Auditor


Bradford Jackson, President


Robert Conley, Member

I affirm, under the penalties for perjury,
that I have taken reasonable care to redact
each Social Security number in this
document, unless required by law.


Leona Pence


Carl Groninger, Member