RESOLUTION

WHEREAS, the President of the United States declared a national emergency on March 13, 2020 due to the COVID-19 Coronavirus epidemic; and

WHEREAS, the Governor of Alabama States declared a state of emergency on March 13, 2020 due to the COVID-19 Coronavirus epidemic; and

WHEREAS, County Commissions have the power and authority to provide for the health and safety of persons, which includes county personnel;

NOW, THEREFORE, BE IT RESOLVED BY THE LEE COUNTY COMMISSION, that the following Temporary Personnel Policies for the COVID-19 Pandemic are hereby adopted for those persons subject to the personnel policies of the Lee County Commission:

• All personnel who are considered to be in the CDC high risk category (which is currently people 60 or over with underlying health issues like heart disease, lung disease, diabetes, or any other type of illness that weakens the immune system) should remain at home for the next 14 days. You will be compensated your scheduled shifts.

• All personnel who are exposed to a known case of COVID-19 shall report such to their appointing authority immediately and shall go home to self-isolate for 14 days. They must send a negative COVID-19 test result to their appointing authority and be approved before returning to work. (This may change based on the CDC guidance and will be evaluated on a case by case basis). You will be compensated your scheduled shifts.

• All personnel who test positive for a case of COVID-19 shall report such to their appointing authority immediately. You must have a negative COVID-19 test to return to work. You will be compensated for your scheduled shifts. (This may change based on the CDC guidance and will be evaluated on a case by case basis)

• In order to help keep the hospital and doctors’ offices from being overwhelmed, the policy 7.3.2 “Utilization of Sick Leave” requirement for a
signed physician’s certificate after missing three consecutive days (shifts) is hereby suspended.

- Due to the very changing nature of the pandemic, the Chairman or Chief Administrative Officer are authorized to temporarily modify personnel policies based on the CDC guidance in consultation with the other appointing authorities as deemed necessary.

These policies remain in effect as long as there is a declared national emergency regarding the COVID-19 Pandemic.