

TIME 11:50 FILED (AM/PM)

SEP 17 2021

CRYSTAL GRADY
BOONE COUNTY CLERK

BY [Signature] D.C.

ORDINANCE (1)

ORDINANCE NO. 2021- 42

BE IT ENACTED BY THE QUORUM COURT OF BOONE COUNTY, STATE OF ARKANSAS, AN ORDINANCE TO BE ENTITLED:

AN EMERGENCY ORDINANCE TO ADDRESS LEAVE POLICIES IN TIMES OF A PUBLIC-HEALTH EMERGENCY DECLARED BY THE GOVERNOR OF THE STATE OF ARKANSAS.

WHEREAS, Governor Asa Hutchinson has declared a public-health emergency due to the COVID-19 virus entering Arkansas;

WHEREAS, the quarantine is one of the recommended management tools by the CDC to prevent the spread of COVID-19;

WHEREAS, the quarantine period recommended by the CDC is fourteen days from the date of exposure;

WHEREAS, it is in the best interest of the County, its employees, and the public, that persons who have been exposed to COVID-19 or who have been diagnosed with COVID-19 be able to remain in quarantine for the full fourteen-day period;

WHEREAS, the County is attempting to ensure employees can remain in quarantine for the full fourteen-day period, or are able to remain in quarantine after having a confirmed case of COVID-19, without suffering undue hardship which may be created by limited availability of leave;

NOW THEREFORE, BE IT ORDAINED BY THE QUORUM COURT OF BOONE COUNTY, ARKANSAS, THAT:

Section 1. During the state of public health emergency declared by the Governor due to COVID-19, the following rules will be in place:

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Section 2. Employees who fall under one of the following categories will be eligible for administrative leave (to receive an amount, but not to exceed two weeks of pay for their regularly scheduled hours or salary; or in the number of days recommended by a health care provider or Arkansas Department of Health written recommendation) until they are permitted to resume normal activities per current CDC or ADH guidelines at the time leave is needed. Written recommendations from an employee's doctor, regardless of the employee's vaccination status, may also affect quarantine period.

- a. There is a mandated quarantine by federal, state, or local government where the employee lives or works;
- b. An employee has been placed on self-quarantine by a health care provider, or by the Arkansas Department of Health, or is under an Order of quarantine by the Arkansas Department of Health, and the quarantine is related to the employee's possible exposure to COVID-19;
- c. An employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis;
- d. An elected official sends an employee home due to fever, or other objective concerns about possible exposure;
 - i. The elected official may use their discretion to identify an employee subject to quarantine based on identified risk factors as explained by the CDC or based on fact specific information related to travel locations, or high-risk transmission settings, or personal contact with a person infected with COVID-19.
- e. An employee has been diagnosed with COVID-19.

Section 3. Employees who do not qualify for Section 2's subparts a) – e) of this Ordinance, but who have a school-aged child who is under 12 years of age and attends an elementary school or secondary school, and who has experienced a school closing or mandatory quarantine, may choose to stay home with their child without being subject to discipline for attendance.

- a. Employees who choose to stay home under this option are required to use any accrued paid time off, including sick leave, vacation leave, compensatory time, and personal time off.
- b. Once all paid time off has been exhausted, the employee may choose to stay home with their child without pay to accommodate the school closing without being subject to discipline for attendance.

Section 4. Any employees who qualify for paid leave due to COVID-19 shall be required to provide the following documentation:

- a. Evidence of a positive COVID-19 test; or
- b. A written note from healthcare professional recommending quarantine or isolation due to positive COVID-19 test; and
- c. A written note from a healthcare professional releasing the employee to return to work after their isolation period has ended.

Section 5. Employees who qualify for paid leave due to quarantine based on close contact with a known positive shall be required to provide the following documentation:

- a. A written and signed statement with the following information:
 - i. The date of the close contact; and
 - ii. If the close contact lives in the same household; and
 - iii. The location the close contact occurred (i.e., work, home, church, etc.); and
 - iv. Written documentation from a healthcare professional regarding the quarantine period due to the close contact.

Section 6. Any employees who qualify for paid leave due to experiencing symptoms of COVID-19 and seeking a medical diagnosis shall not be permitted to return to work until a release from a healthcare professional is provided.

Section 7. Any employees who choose to take time off during this declared public-health emergency for any reason other than those listed above, are still subject to the regular leave provisions as outlined in the County Personnel Policy.

Section 8. SEVERABILITY CLAUSE: The provisions of this Ordinance are severable. If any provision hereof shall be held to be invalid or inapplicable to any person or circumstance, such holding, or invalidity shall not affect the validity or applicability of the remainder of the provisions hereof.

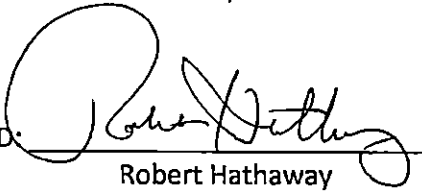
Section 9. EMERGENCY CLAUSE: There is significant risk to public health and safety posed by the spread of COVID-19. The Boone County Quorum Court has determined that this Ordinance is necessary to help prevent the spread of the illness within the county and to members of the public who may visit county offices. Therefore, an emergency hereby declared to exist, and this Ordinance, being necessary for the preservation of public health, safety, and welfare, shall be effective from and after its date of passage.

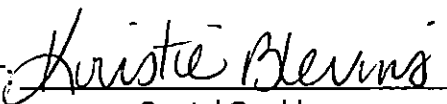
Section 10. All Boone County employees understand that they will be paid based on adequate documentation provided to account for their leave time.

DATE PASSED: 9/14/2021

SUBMITTED BY: Justice Bobby Woods

DATE APPROVED: 9/17/2021

APPROVED: 
Robert Hathaway
Boone County Judge

ATTEST: 
Crystal Graddy
Boone County Clerk
Deputy