

ORDINANCE NO. O-20-12

**BE IT ORDAINED BY THE QUORUM COURT OF GARLAND COUNTY, ARKANSAS,
AN ORDINANCE TO BE ENTITLED:**

**AN EMERGENCY ORDINANCE TO ADDRESS LEAVE POLICIES IN TIMES OF A
DECLARED PUBLIC-HEALTH EMERGENCY.**

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

WHEREAS, Garland County Judge Darryl Mahoney has declared a public-health emergency due to the COVID-19 virus entering Garland County;

WHEREAS, 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, it's 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 are able to 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;

- 1) During the state of public health emergency declared by the Governor due to COVID-19, the following rules will be in place:
- 2) Employees who are placed on a quarantine period of fourteen days or less, either by their physician or by their elected official, shall be paid for the quarantine period, up to fourteen days. This paid time shall not be taken out of any leave bank of the employee. For physician-imposed quarantine, the employee must provide documentation from the doctor's office.
 - a. 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 presumptive case of COVID-19.

- 3) Employees who are diagnosed with COVID-19 shall not return to work for up to fourteen days from initial diagnosis. A medical release shall be required from the physician or physician's office who originally diagnosed the employee. An employee who has been diagnosed with COVID-19 shall be paid for up to fourteen days, from the date of diagnosis, or until they are released to return to work. This paid time shall not be taken out of any leave bank of the employee.
- 4) Employees who do not qualify for sections 2 or 3 of this Ordinance, but who have a school-aged child, defined as a child under age 18 enrolled in elementary or secondary school, 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, comp time, and personal time off.
 - b. Once paid time off has been exhausted, the employee will be on unpaid leave.
- 5) 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.
- 6) **EMERGENCY CLAUSE.** There is significant risk to public health and safety posed by the spread of COVID-19. The Garland 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 general public who may visit county offices. Therefore, an emergency is 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.
- 7) **Sunset Clause.** This ordinance shall expire and automatically terminate upon the effective date of the Families First Corona Virus Response Act.

APPROVED:



DARRYL MAHONEY
GARLAND COUNTY JUDGE

3/19/2020

DATE

ATTEST:




SARAH SMITH
GARLAND COUNTY CLERK

SPONSOR:



**MATT MCKEE
JUSTICE OF THE PEACE**

SPONSOR:



**DAVE REAGAN
JUSTICE OF THE PEACE**

SPONSOR:



**THOMAS ANDERSON
JUSTICE OF THE PEACE**