

FILED

MAR 24 2020

RESOLUTION NO 2020-3

KADE HOLLIDAY
COUNTY & PROBATE COURT CLERK

A RESOLUTION TO ADDRESS CRAIGHEAD COUNTY 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, quarantine is one of the recommended management tools by the CDC to prevent the spread of COVID-19 and the quarantine period recommended by the CDC is fourteen days from the date of exposure;

WHEREAS, the Craighead County Quorum Court cares about the employees of Craighead County and recognizes the seriousness of the virus and potential for spreading;

WHEREAS, it is in the best interest of Craighead 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, Craighead 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;

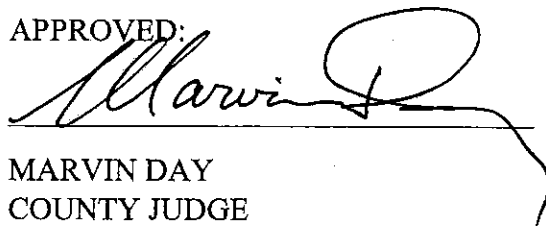
- 1) During the state of public health emergency declared by the Governor due to COVID-19, the following rules will be in place:
- 2) At the recommendation of the Association of Arkansas Counties (AAC), Craighead County is currently restricting access to the Craighead County Courthouse, Courthouse Annex, Lake City Courthouse, Craighead County Sheriff and Detention Center and Craighead County Highway Department to anyone with a temperature higher than the recommended CDC guidelines to ensure public safety.
- 3) According to CDC guidance on March 17, 2020, if an employee comes to work with a fever or exhibiting symptoms of acute respiratory illness (i.e. cough, shortness of breath), those individuals should be separated from others and sent home immediately. For those employees, the policy is to enact a fourteen day quarantine from the office, or give the employee the option to seek an evaluation by the Arkansas Department of Health or a medical provider of their choice to clear them to return to work before the fourteen day period expires.

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- 4) Employees who are concerned that they or an immediate family member have been exposed to COVID-19 or have symptoms of fever or dry cough are encouraged to contact the Arkansas Department of Health during normal business hours (8:00am – 4:30pm), urgent and non-urgent calls, please call 1-800-803-7847. After normal business hours, urgent calls needing immediate responses, please call 501-661-2136.
- 5) If employees or employee family members are placed on a quarantine period of fourteen days or less, by a medical provider, the Quorum Court recognizes this may create an undue hardship for the employee and leaves open the possibility for implementing additional leave policies as the situation unfolds.
- 6) 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.
- 7) Employees who have a school-aged child, who has experienced a school closing or mandatory quarantine, may choose to stay home with their child without being subject to discipline for attendance. Employees who choose to stay home under this option are required to use any accrued paid time off, including vacation leave, comp time, and personal time off.
- 8) 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 Craighead County Personnel Policy.


Dated this 23rd day of March 2020.

APPROVED:



MARVIN DAY
COUNTY JUDGE

ATTEST:



KADE HOLLIDAY
COUNTY CLERK