

FARIBAULT COUNTY  
BOARD OF COMMISSIONERS  
OFFICIAL PROCEEDINGS  
MARCH 27, 2020

The Faribault County Board of Commissioners met in emergency session at the Courthouse in the City of Blue Earth at 10:00 a.m. on March 27, 2020. The following members were present via telephone: Bill Groskreutz, Tom Loveall, Tom Warmka, and Greg Young, Commissioners; Veteran Services Officer Jenna Schmidtke, Assessor Gertrude Paschke, and Sheriff Mike Gormley. The following were present at the Courthouse: Commissioner Roper, County Attorney Kathryn Karjala, Auditor/Treasurer/Coordinator Darren Esser, Central Services Director Lexi Scholten, Acting Clerk to the Board Clara Vereide, Public Works Director Mark Daly, Recorder Sherry Asmus, and Court Security Officer Tom Elmer

Also present via telephone was Faribault County Register reporter Kevin Mertens

The meeting was called to order by Chair Warmka.

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Public Works Director Mark Daly, Central Services Director Lexi Scholten, Assessor Gertrude Paschke, Sheriff Mike Gormley, and Recorder Sherry Asmus spoke during public comment regarding their department situations.

Young/Loveall motion carried unanimously to adopt Resolution 20-CB-32 to approve the payment of employees impacted by Stay at Home Executive Order 20-20. Commissioners Groskreutz, Loveall, Roper, Warmka, and Young voted yes.

**R E S O L U T I O N**

**WHEREAS,** the United States and State of Minnesota are under state and federal emergency declarations due to the COVID-19 pandemic; and

**WHEREAS,** a stay at home directive, per Emergency Executive Order 20-20 and beginning on Friday, March 27, 2020 at 11:59 p.m. through Friday, April 10, 2020 at 5:00 p.m., has been imposed by the State of Minnesota, to help slow the spread of the COVID-19 virus; and

**WHEREAS,** Faribault County has a combination of employees who meet the Critical Sectors Exemptions contained in Emergency Executive Order 20-20; and

**WHEREAS,** in order to comply with Emergency Executive Order 20-20 there will be varying ability of Faribault County employees to work which can best be determined and managed by County Department Heads in consultation with the County Coordinator, Central Services Director and County Attorney; and

**WHEREAS,** every attempt will be made to have all employees do County work from home to the extent technologically available, task appropriate and permitted by law; and

**WHEREAS,** Faribault County has already budgeted the salaries and benefits for all its employees for Fiscal Year 2020; and

**WHEREAS,** the Faribault County Board values the well-being of its staff and their families during this pandemic. Additionally, the Faribault County Board believes that employees should retain their paid time off that they have accrued to the extent possible so that employees will be encouraged and able to take time off as necessary as the COVID-19 virus continues to spread over the upcoming months.

**NOW, THEREFORE, BE IT RESOLVED,** that the Faribault County Board of Commissioners directs all department heads to assess which employees meet the definitions of the Critical Sectors Exemptions contained in the Emergency Executive Order 20-20 Directing Minnesotans to Stay at Home. Department heads shall direct all other employees to comply with the Stay at Home order subject to working from home to the extent possible (on both critical and non-critical tasks), and being called in to work to perform duties contained in the Critical Sectors Exemptions as determined by the Department Heads. If employees are called into work to perform critical tasks, they shall attempt to stagger appearances to limit individuals in close contact; and

**BE IT FURTHER RESOLVED** that the Faribault County Board of Commissioners authorizes the full payment of salaries and benefits to employees who are directed to stay at home, working from home as deemed feasible, per compliance with Emergency Executive Order 20-20; and

**BE IT FURTHER RESOLVED** employees who have work hours reduced due to Emergency Executive Order 20-20 do not need to use paid leave time to receive their full salaries and benefits during the time period contained in Emergency Executive Order 20-20 as long as the employee performs work (either from home or in office) as directed by their department head or the department head's designee even if the directed work does not reach their typical hours per week; and

**BE IT FURTHER RESOLVED,** this resolution shall be in effect beginning on Friday, March 27, 2020 at 11:59 p.m. through Friday, April 10, 2020 at 5:00 p.m.

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Central Services Lexi Scholten met regarding temporary telecommuting policy. Public Works Director Mark Daly spoke regarding the policy.

Groskreutz/Roper motion carried to adopt Resolution 30-CB-33 to approve temporary telecommuting policy. Commissioners Groskreutz, Loveall, Roper, Warmka, and Young voted yes.

## **RESOLUTION**

**WHEREAS,** during a health pandemic and/or emergency declaration, employees may be forced to be away from work for an extended period to protect themselves and others or to care for others; and

**WHEREAS,** select Faribault County employees may benefit the employer by working solely or partially from outside of their normal work setting during said period.

**THEREFORE, BE IT RESOLVED,** that the Temporary Telecommuting Policy is now approved and available to qualifying employees during health pandemic and/or emergency declarations per Chapter 12 of Minnesota State Statute.

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**BE IT FURTHER RESOLVED**, that the Temporary Telecommuting Policy supersedes the Alternative Work Arrangement Policy.

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The emergency meeting was adjourned.

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Tom Warmka, Chair

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Clara Vereide, Acting Clerk to the Board