

ST. CLAIR COUNTY COMMISSION MEETING MARCH 18, 2020

The St. Clair County Commission met in Emergency session on March 18, 2020 in the St. Clair County Commission Chambers of the St. Clair County Courthouse Annex #1 (Administrative Center) in Ashville, Alabama.

Members Present: Paul Manning, Chairman  
Jeff Brown, Commissioner District One  
Ricky Parker, Commissioner District Two  
Tommy Bowers, Commissioner District Three

Members Absent: Jimmy Roberts, Commissioner District Four

Others Present: Tina Morgan, Administrator  
Donna Wood, CFO  
Dan Dahlke, Engineer  
James Hill, County Attorney  
Billy Murray, Sheriff  
Mike Bowling, Probate Judge  
Ken Crowe, Revenue Commissioner  
Lynn Crow, Maintenance Supervisor  
Marcus Fincher, Maintenance  
Patrice Kurzejeski, EMA Director  
Glenn Morgan, IT Director  
John Myers, IT  
Aislinn Campbell, Mapping  
Gary Hanner, License Inspector  
Bryan Price, GIS  
David Atchison, St. Clair Times

**CALL TO ORDER**

The Chairman declared a quorum present at 11:37a.m. and called the meeting to order.

**APPROVAL OF AGENDA**

On a motion by Commissioner Bowers, seconded by Commissioner Brown, with all voting aye, it was

RESOLVED, that the Agenda be approved as presented.

**NEW BUSINESS**

The Chairman stated that the purpose of the meeting was to consider approving Resolution 2020-17 to amend the St. Clair County Handbook related to personnel due to Covid-19. James Hill, County Attorney, stated that the county has Emergency Procedures in place in our handbook, however, the handbook does not cover this particular situation regarding illness (Covid-19). Mr. Hill stressed that the county currently and will continue to advise our county employees who are sick to stay home so that the employee doesn't expose other employees or the public to the illness (Covid-19). However, the employee will not be in jeopardy of losing their job. The employee will be placed on FMLA (Family

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Medical Leave Act) and will be able to accrue leave. The message that this Commission wants to continue to send their employees is that employee jobs are not in jeopardy during this situation with the current condition (Covid-19). Mr. Hill stated that the situation from the handbook perspective is that the Commission wants to send employees home because we want to work as skeleton crew. This decision will come from the Department Heads, Administrators and Elected Official Level. Mr. Hill recommends to create an Emergency Sick Leave Concept where the Commission would allow the Supervisors, Administrators, Department Heads and Elected Officials, at their discretion, to send home employees for the well-being of the office and to do that with pay. Mr. Hill also stated that he would recommend that the Commission put certain parameters, for example, an additional ten (10) days. Judge Mike Bowling, stated, he would like to work skeleton crews in different groups in case someone was exposed or infected with the Coronavirus then the opposite group of employees would be able to work that were not exposed. Chairman Paul Manning, stated he needed some clarification on the ten (10) days, as to how to amend the handbook? Mr. Hill, recommended the Commission on creating a window of time on the situation. Commissioner Tommy Bowers asked if this was an additional ten (10) days in any specific order, in terms of how the ten days are taken during this emergency. Mr. Hill, stated that he believed that congress intends it to be additional days. Mr. Hill also clarified that if an employee is working from home, which is considered a normal work day, as if the employee is at work. Judge Bowling, asked the Commission to consider letting employees to still be able to accrue leave because they will be either working from home or on a skeleton crew. Dan Dahlke, Engineer, stated that some of his employees that are not in the office and four to five to a truck on road crews, patching holes and etc. Dan asked how to proceed? Chairman, Paul Manning, stated the employees could ride together in several different vehicles to be able to get their work done on the roads. Chairman Manning stated that this is something that is very serious and we as a County have never faced before and the Commission will have to continue to come up with ideas and solutions to these issues. Additions to the website with detailed information and with social media has decreased the number of calls coming in. Patrice stated that if her situation changed she would ask for help from other departments. Administrator, Tina Morgan, stated that Revenue Commissioner, Ken Crowe, if needed would allow some of some his employees to work with Patrice at EMA. Commissioner, Jeff Brown, asked Dan Dahlke, Engineer to come up with a plan for his employees at the road department in case of infection or exposure. Dan stated that he has two (2) different groups right now. On a motion by Commissioner Parker, seconded by Commissioner Bowers, with all voting aye, it was

RESOLVED, that Resolution 2020-17 amending the handbook for Emergency Sick Leave is approved. (Resolution to be made a part of these minutes as Attachment #1&1A)

There being no further business, the meeting adjourned, subject to call, at approximately 12:03 p.m. On a motion by Commissioner Brown, seconded by Commissioner Parker, with all voting aye.

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Paul Manning, Chairman

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Jeff Brown, Commissioner

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Ricky Parker, Commissioner

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Tommy Bowers, Commissioner

\_\_\_ ABSENT \_\_\_\_\_  
Jimmy Roberts, Commissioner