

Resolution Number: 2020-06

**RESOLUTION OF THE BOARD OF COMMISSIONERS REGARDING
WAGE PAYMENTS DURING AN EMERGENCY OPERATIONS CLOSURE**

WHEREAS, the Board of Commissioners may close any or all non-essential offices or dismiss them early because of a pandemic prevailing in County offices/buildings or any other emergency in the interest of health and safety. The Board of Commissioners will take such action only after consultation with the appropriate agencies as necessitated by the circumstances. The Board of Commissioners shall promptly notify the County departments of a decision to implement such an emergency closure.

WHEREAS, the Board of Commissioners acknowledges that in case of a pandemic-related emergency closure, county employees may be instructed not to report for work. The Board of Commissioners concludes that a need exists to address the wages of those employees who are idled and instructed not to report to work during such a closure.

WHEREAS, employees who are instructed not to report to work may suffer a loss of pay. The Board of Commissioners concludes that continuing wage payments to employees, salaried and non-salaried, who suffer a loss in pay due to a pandemic-related emergency closure, serves the legitimate purposes of maintaining morale, reducing turnover, and ensuring continuity of staffing when County offices/buildings reopen.

NOW THEREFORE BE IT RESOLVED that, in case of a pandemic-related emergency closure, the Board of Commissioners authorizes continued wage payments to employees, salaried and non-salaried, who are instructed not to report to work at the direction of the Board of Commissioners. Such wage payments shall be limited to an employee's base pay and shall not include payments for other missed opportunities, such as overtime. Further, this resolution applies only to closures and does not apply, for example, to absences necessitated by an employee's own health condition or quarantine.

Approved this 23RD day of MARCH, 2020

THE BOARD OF COMMISSIONERS OF SHELBY COUNTY

Kevin Nigh
Kevin Nigh

Don Parker
Don Parker

Chris Ross
Chris Ross

ATTEST:
Amy Glackman

Amy Glackman, Shelby County Auditor