



ORDER OF THE COMMISSIONERS COURT LLANO COUNTY, TEXAS



FIRST AMENDED EMERGENCY HUMAN RESOURCES POLICY: Effective April 6, 2020

COMPENSATION OF COUNTY EMPLOYEES IN THE EVENT OF SUSPENSION OF LLANO COUNTY GOVERNMENT OPERATIONS DURING MARCH 2020 COVID-19 PUBLIC HEALTH EMERGENCY

Whereas, on March 13, 2020, a Declaration of State of Disaster was issued by Governor Abbott to take additional steps to prepare for, respond to, and mitigate the spread of COVID-19 to protect the health and welfare of Texans; and

Whereas, On March 16, 2020, President Donald J. Trump issued the President's Coronavirus Guidelines for America in accordance with the Centers for Disease Control and Prevention (CDC) recommendations to limit the risk of COVID-19 transmission; and

Whereas, On March 18, 2020, a Declaration of Local Disaster for Public Health Emergency was issued by Llano County Judge Ron Cunningham to allow Llano County to take measures to reduce the possibility of exposure to COVID-19 and promote the health and safety of Llano County residents; and

Whereas, On March 20, 2020, Llano County Judge, Ron Cunningham issued an Order effective March 20, 2020 at 11:59 PM and continuing until April 6, 2020 at 11:59 PM requiring Food Establishments, to include restaurants and bars, to provide only to-go, take out, delivery or drive-thru services as allowed by law, and closing nightclubs, lounges and taverns, and restricting private clubs; and

Whereas, On March 23rd, 2020, the Llano County Commissioners Court extended the Declaration of Local Disaster for Public Health Emergency issued by County Judge Ron Cunningham for Llano County through April 6, 2020; and

Whereas, On March 25, 2020 President Trump approved Governor Abbott's COVID-19 disaster declaration, federal assistance request for Texas; and

Whereas, On March 30, 2020 the Llano County Commissioners Court approved the Emergency Human Resources Policy; and

Whereas, On April 1, 2020 Llano County Judge issued the “Llano County Stay Home Stay Safe” Order wherein, among other activities, the Llano County government operations and buildings were suspended and closed except for COVID-19 emergency operation and “essential operations”; and

Whereas, On April 6, 2020 the Llano County Commissioners Court during an emergency meeting, voted to extend the Declaration of Local Disaster for Public Health Emergency until April 30, 2020; and

Whereas, On April 6, 2020 the Llano County Commissioners Court during an emergency meeting, voted to amend the March 30th Emergency Human Resources Policy to add part time non-exempt employees into the March 30th policy; and

Whereas, On April 13, 2020 the Llano County Commissioners Court during a regular meeting voted to further amend the Emergency Human Resources Policy to effectively end at 11:59 p.m. April 20, 2020 unless further modified by the Llano County Commissioners Court; and

Whereas, the COVID-19 virus is contagious and spreads through person-to-person contact, especially in group settings; and

Whereas, the Centers for Disease Control and Prevention ("CDC") recommends an “All of Community” approach focused on slowing the transmission of COVID-19 through social distancing to reduce illness and death, while minimizing social and economic impacts; and

Whereas, approximately 40% of Llano County’s population consists of citizens over the age of 65 years of age and the CDC indicates that older Americans, as well as those with other underlying medical conditions, are at a higher risk of contracting COVID-19; and

Whereas, Llano County has confirmed cases of COVID-19 within the county and the incidence of COVID-19 continues to rise within the State of Texas; and

Whereas, given the ongoing evaluation of circumstances related to the COVID-19 virus, the updated recommendations of the Centers for Disease Control and the Texas Department of State Health Services, and the substantial risks posed by the COVID-19 virus to Llano County residents and their property, extraordinary measures may need to be taken to protect the health and safety of Llano County employees as well as the public; and

Whereas, the emergent nature of this situation and its potential effect on the operation of the Llano County Government justifies the Commissioners Court taking action to establish an emergency compensation plan that is fiscally sound, appropriate, and fair for full-time and part-time non-exempt Llano County employees required to perform essential duties during a time in which County governmental operations are suspended.

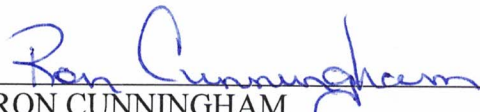
NOW, THEREFORE, BE IT ORDERED BY THE COMMISSIONERS COURT OF LLANO COUNTY, TEXAS THAT:

1. That the findings and recitations set out in the preamble to this Order are found to be true and correct and they are hereby adopted by the Llano County Commissioners Court and made a part hereof for all purposes.
2. The Commissioners Court finds that a public purpose of the County is served by the actions taken herein, being the enactment of a fiscally sound, appropriate and fair compensation policy for County full-time and part-time non-exempt employees performing essential tasks during a period of suspension of operations of Llano County government offices. Further, for the protection of Llano County employees and their families Llano County elected officials and department heads are hereby directed to use their utmost discretion when determining which of their employees are essential to the continuity of their office's operations during a suspension or closure of Llano County government.
3. This First Amended Emergency Human Resources Policy pertains solely to:
 - a) Non-exempt employees in a full-time and part-time position;
 - b) Employees designated as an "Essential Employee" by his/her elected office holder or department head, and;
 - c) Employees providing essential services during a period in which the President, Texas Governor or the Llano County Judge has issued an order (Stay Home Stay Safe) to suspend the activities of the Llano County Government.
4. The following First Amended Emergency Human Resources Policy is established:

Full-time and part-time non-exempt Llano County employees who are deemed necessary to ensure safety and business continuity of Llano County government are compensated at time and a half pay for all hours worked in the event that Llano County government operations are suspended or closed by a suspension or closure order issued by the President, Governor Abbott or the Llano County Judge. The term of this First Amended Emergency Human Resources Policy and compensation benefit will take effect at 12:01 a.m. April 6, 2020 and not extend past 11:59 p.m. April 20, 2020 unless otherwise modified by the Llano County Commissioners Court.
5. The elected official or department head must authorize and certify the employee's performance as an "essential function" provided during the COVID-19 emergency that was necessary to maintain Llano County business continuity or provide emergency response requirements for the county, and provide a short statement of the essential functions on the employee's timesheet detailing the nature of the activity.
6. To the extent this First Amended Emergency Human Resources Policy conflicts with the existing Llano County emergency pay policy, this First Amended

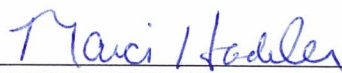
Emergency Human Resources Policy controls for the duration of this Order unless otherwise modified by the Llano County Commissioners' Court.

Passed this 13 day of April 2020.



RON CUNNINGHAM
LLANO COUNTY JUDGE

ATTEST:



MARCI HADELER
LLANO COUNTY CLERK