

The Board of Huron County Commissioners met this date in Regular Session. Roll being called found the following members present: Terry Boose, Joe Hintz and Bruce Wilde.

Pursuant to Ohio Revised Code Section 305.14 the Record of the Proceedings of the November 10, 2020 meeting(s) were presented to the Board. Terry Boose made the motion to waive the reading of the minutes of the November 10, 2020 meeting(s) and approve as presented. Bruce Wilde seconded the motion. Voting was as follows:

Aye – Terry Boose
Aye – Joe Hintz
Aye – Bruce Wilde

20-330

**IN THE MATTER OF APPROVING REQUESTS FOR EXPENDITURE OF OVER \$1,000.00
SUBMITTED TO THE BOARD DECEMBER 3, 2020**

Terry Boose moved the adoption of the following resolution:

WHEREAS, requests for expenditures of over \$1,000.00 have been submitted for approval by the Board of Huron County Commissioners as follows:

Buildings & Grounds

RJ Beck Protective Systems, Inc.	Replace aging smoke heads @ Office Building	\$4,949.00 now therefore
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BE IT RESOLVED, that the Board of Huron County Commissioners hereby approves of the requests for expenditure of over \$1,000.00 as listed above; and further

BE IT RESOLVED, that the foregoing resolution was adopted and all actions and deliberations of the Board of Commissioners of the County of Huron, Ohio relating thereto were conducted in meetings open to the public, in compliance with all applicable legal requirements, including Section 121.22 of the Ohio Revised Code.

Bruce Wilde seconded the motion.

***Discussion:** Mr. Boose stated that when RJ Beck was doing work in the Office Building they noticed the smoke heads needed to be replaced.

The roll being called upon its adoption, the vote resulted as follows:

Aye – Terry Boose
Aye – Joe Hintz
Aye – Bruce Wilde

20-331

IN THE MATTER OF ADOPTING THE HURON COUNTY COVID-19 HAZARD PAY POLICY

Terry Boose moved the adoption of the following resolution:

WHEREAS, the Director of the Ohio Department of Health issued a Stay at Home Order, effective March 23, 2020, to prevent the spread of COVID-19 into the State of Ohio, stating, in part, “all persons are to stay at home or their place of residence unless they are engaged in Essential Activities, Essential Governmental Functions, or to operate Essential Businesses and Operations as set forth in the Order;” and

WHEREAS, the Director of the Ohio Department of Health issued a Stay Safe Ohio Order on April 30, 2020, effective through May 29, 2020 ordering, in part, “all persons are to continue to stay at home or their place of residence unless they are engaged in Essential Activities, Essential Governmental Functions, or to operate Essential and Unrestricted Businesses and Operations as set forth in the Order;” and

WHEREAS, Huron County offices continued to operate during these Orders to serve the general public without disruption of its essential governmental functions and services, thereby requiring employers to deem their employees as essential workers to carry out essential governmental business and were substantially dedicated to the task of mitigating or responding to the COVID-19 public health emergency; and

WHEREAS, on or about, July 2, 2020, the County began receiving federal funds through the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act"); and

WHEREAS, the CARES Act permits the County to provide hazard pay to public employees performing hazardous duty or work involving physical hardship related to COVID-19; and

WHEREAS, the Board of Huron County Commissioners desires to create a Huron County COVID-19 Hazard Pay Policy to acknowledge the employees for the hazardous duties and physical hardships they were required to endure during the period of the Director's Stay at Home and Stay Safe Orders relative to the current coronavirus pandemic; and

WHEREAS, the Board defines employees who performed hazardous duties or endured physical hardships as employees that were required by their employer to report to their physical county building and/or to report as on duty and interacting with the public (not working from home or otherwise at home on administrative leave, etc.). Employee's paid with federal monies are not eligible for any COVID-19 hazard pay pursuant to the statutory language of the CARES Act; now therefore

BE IT RESOLVED, that the Board of Huron County Commissioners hereby adopts the Huron County COVID-19 Hazard Pay Policy, as attached hereto and expressly incorporated herein; and further

BE IT RESOLVED, the Board establishes the eligibility period of the Huron County COVID-19 Hazard Pay Policy as March 23, 2020 through May 30, 2020 for qualified employees who are on active pay status on the date of the enactment of this policy; and further

BE IT RESOLVED, the Board establishes the rate amount of COVID-19 Hazard Pay for eligible employees who worked 50 to 199 qualifying hours, a one-time COVID-19 hazard pay payment in the amount of \$600.00, and for eligible employees who worked 200 or more qualifying hours, a one-time COVID-19 hazard pay payment in the amount of \$1,200.00. Moreover, employees who worked less than 50 hours during the designated time periods of the above-referenced Stay Safe Ohio Orders, are not eligible for COVID-19 Hazard Pay pursuant to the within policy; and further

BE IT RESOLVED, the Board requests, authorizes and directs each Elected Official and Department Head of the various Governmental County Employers to submit a list of employees they deem eligible under the Huron County COVID-19 Hazard Pay Policy to the Board of Huron County Commissioners by 4:30 p.m. December 9, 2020; and further

BE IT RESOLVED, that the foregoing resolution was adopted and all actions and deliberations of the Board of Commissioners of the County of Huron, Ohio relating thereto were conducted in meetings open to the public, in compliance with all applicable legal requirements, including Section 121.22 of the Ohio Revised Code.

Bruce Wilde seconded the motion.

***Discussion:** Mr. Wilde thanked Ms. Ziemba. This had not been easy. A lot of work and a lot of thought had gone into this, trying to get it right, trying to get it exact, and trying to keep it simple. He liked the idea that each Elected Official/Department Head was making the determination of who should receive hazard pay in their department.

Mr. Boose thought it would be a good idea to require everybody to return the spreadsheet, regardless if they were requesting hazard pay or not. Mr. Strickler agreed, saying they could return it and indicate "none". Mr. Strickler expressed concern about payroll deductions. Mr. Boose did not think it was something they had to do. Mr. Strickler pointed out that the employees would still be responsible for paying taxes, even if they were not withheld. Mr. Boose did not want to complicate things by adding the extra step, since everybody's deductions are different and there was no way to be equal. Auditor Tkach had indicated the only two deductions that were required were PERS and Medicare. Mr. Boose suggested the possibility of including a note to make the employee aware that taxes had not been withheld and they may be required to pay them when they file their tax returns.

Mr. Wilde said we are leaving it up to the Elected Officials/Department Heads to deem who met the requirements in their office. The Board wants to give hazard pay to these employees, but they also have to consider the budget - even though it appears the money is flowing. It has been very difficult coming up with how to do this - and things continue to change daily. He was thrilled to do it, and many, many counties had not. This was as fair and the best they could do. A lot of time was spent on this and he really appreciated it. Mr. Boose explained they have been discussing this for over a month. Mr. Wilde agreed, saying probably more than a month. He appreciated everybody who worked on this and hopefully the employees will appreciate it.

Mr. Boose said this was probably the most difficult part of CARES Act money they have worked on so far. Everyone agreed. They did more research on this than they have done through any other CARES Act expenditure. There has also been more thought put in as to how to make it as fair as possible to all the employees in the County. Unfortunately, the CARES Act regulations do not allow hazard pay to be given to all employees. There are also certain restrictions, such as the County cannot give hazard pay if someone is paid with federal money. There are a lot of rules. It was important that they get it right and be as fair as possible. We know we are going to be audited. There are certain things we can and cannot do or it will end up costing us anyhow. They have had discussions with County Commissioners' Association. They had discussions with Auditor Tkach regarding the unbelievable quagmire of how to get these paid by the end of the year. There will be many resolutions coming through so that this can be done. Mr. Boose pointed out the County could have used this money for purposes that would have allowed the funds to come back to the County next year. But they decided to give hazard pay anyhow. A lot of time and thought went into this. The Board had help from the Prosecutor's office; Human Resources helped; and the Commissioner's office spent an unbelievable amount of time on this.

Mr. Boose wanted to apologize to the Department Heads and Elected Officials. The Board has requested information from them at least three times. But every time they collected data they would find out more about what could and could not be done. It needed to be made much simpler. Mr. Boose apologized again and thanked them for providing the requested data. The Board will have to request it one more time, but this time it will be finalized. Mr. Wilde again stressed that it has to be right. Mr. Hintz noted that time was running out as well. Mr. Boose agreed, saying time was crucial from here on out. They have asked Auditor Tkach to figure out what has to be done to move the money into the proper accounts. His staff will need time to get these things done. Mr. Tkach has assured us his staff can and will get this done. Mr. Boose would like to thank the Auditor's staff, acknowledging it is going to be a lot more work on their part. Mr. Boose stated this was not a decision made lightly or without thought. However, he feels it is an excellent decision, is fair, and yet abides by all the rules.

The roll being called upon its adoption, the vote resulted as follows:

Aye – Terry Boose

Aye – Joe Hintz

Aye – Bruce Wilde

COVID-19 HAZARD PAY POLICY

In recognition of the importance of our employee's health and safety while performing their duties during the current COVID-19/coronavirus public health crisis, the Huron County Commissioners are instituting an interim policy to provide COVID-19 Hazard Pay for employees who were required by their employer to report to their physical county building and/or to report as on duty and interacting with the public (not working from home or otherwise at home on administrative leave, etc.) to maintain the essential governmental functions of the operations of Huron County during the Director of the Ohio Department of Health's Stay at Home and Stay Safe Orders effective March 23, 2020 and April 30, 2020. Employee's paid with federal monies are not eligible for any COVID-19 hazard pay pursuant to the statutory language of the CARES Act. COVID-19 Hazard Pay is a temporary one-time lump sum pay subject to normal payroll withholding.

Hazard pay will be approved in accordance with the CARES Act, the within policy, and the guidelines provided by the Ohio Office of Budget and Management. The Huron County Board of Commissioners has determined that the time frame to be eligible to receive COVID-19 hazard pay is between March 23, 2020 and May 30, 2020 for employees who are on active pay status on the date of the enactment of this policy.

Eligibility for COVID-19 hazard pay will be based upon the number of "qualifying hours worked". "Qualifying hours worked" is defined as the number of hours worked between March 23 and May 30, 2020 where the employee was required by their employer to report to their physical county building and/or to report as on duty and interacting with the public (not working from home or otherwise at home on administrative leave, etc.).

The amount of COVID-19 hazard pay eligible employees will receive will be based upon the following:

- Employees who worked 50 to 199 qualifying hours of work, will receive a one-time COVID-19 hazard pay payment in the amount of \$600.00.
- Employees who worked 200 or more qualifying hours of work will receive a one-time COVID-19 hazard pay payment in the amount of \$1200.00.

The Elected Official and/or Department Head of each Huron County Agency must designate which, if any of their employees are eligible for COVID-19 hazard pay. Certification of eligibility is required to be submitted to the County Administrator, Vickie Ziemba, by 4:30 p.m. on December 9, 2020 on the Hazard Pay Calculator provided with the within policy and printed upon the elected official's or department head's letterhead.

At 9:27 a.m. Public comment – none.

At 9:30 a.m. Terry Boose moved to enter into Executive Session ORC 121.22 (G)(1) to consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official, or the investigation of charges or complaints against a public employee, official, licensee, or regulated individual. Bruce Wilde seconded the motion. The roll being called upon its adoption, the vote resulted as follows:

Aye – Terry Boose
Aye – Joe Hintz
Aye – Bruce Wilde

At 11:45 am. Terry Boose moved to end Executive Session ORC 121.22 (G)(1). Bruce Wilde seconded the motion. The roll being called upon its adoption, the vote resulted as follows:

Aye – Terry Boose
Aye – Joe Hintz
Aye – Bruce Wilde

**No Action taken from the Executive Session*

Mr. Boose said that last week in one of the Governor's press conferences a question was asked about rural counties not having the same ability to do Covid testing as the bigger counties. The Governor did not know what was meant by the question. The person that posed the questions stated the only way you can be tested was to have a doctor order it. The Governor indicated that all they had to do was ask. If you want access to testing in your County, ask the Governor's office and they will do it. Mr. Wilde and Mr. Strickler both agreed we should send a letter. Mr. Boose thought Mr. Hollinger was busy enough as it was, but he should be copied on the letter.

Terry Boose moved to send an email to Governor DeWine and Director of Ohio Department and Health, with a copy to Mr. Hollinger. The Governor indicated if we want access to Covid testing without a prescription we should just ask. We are asking. Bruce Wilde seconded the motion. The roll being called upon its adoption, the vote resulted as follows:

Aye – Terry Boose
Aye – Joe Hintz
Aye – Bruce Wilde

Budget discussion.

Budget has been updated with everyone's responses. Mr. Boose loves the new version of the budget for interim, but not for final budget. At least now there is a little money available to do some of the capital improvement projects that will need to be done next year. Not enough, but they may get something done. Mr. Boose anticipated that the Department Heads and Elected Officials had done a great job with their budgets this year and thinks the rollover will be good. He believes they will be able to make a lot of adjustments in the final budget. However, at this time he thinks it is a good budget to move forward on. He would like Ms. Ziemba to go ahead with the next step. Ms. Ziemba said she has already sent it to the Auditor. Ms. Bursley should have it ready so they can do the resolution for approval on Tuesday.

Mr. Boose wanted to thank Ms. Ziemba and Ms. Stebel for all the work they put in it. He also wanted to thank all the Elected Officials and Department Heads. They were asked to do one thing and then the Board asked them to do something different. They all did what was asked and the Board appreciated it.

OLD BUSINESS

Prevention coalition Zoom meeting yesterday.

Landbank meeting today at 2:00

Grants through HCDC. Mr. Wilde noted that the grants turned into a much bigger project than expected. There was a lot of work done behind the scenes. HCDC still has to finish up, which will entail collecting receipts and documentation from all of the grant recipients. Mr. Wilde would like to consider giving them additional administrative costs for what they are doing.

Terry Boose moved to give Ms. Ziemba the authority to amend the contract with Huron County Development Council to add \$10,000. Bruce Wilde seconded the motion. The roll being called upon its adoption, the vote resulted as follows:

REGULAR SESSION

THURSDAY

DECEMBER 3, 2020

*Aye – Terry Boose
Aye – Joe Hintz
Aye – Bruce Wilde*

Mr. Boose said Firelands Forward is meeting next week. They will hopefully be finalizing their Mission Statement/Values at that meeting.

Next week is CCAO winter conference.

There is also a full HCDC Board meeting next week. Also, there will be an Erie Basin Zoom meeting.

Next Monday is a Grant Review Committee meeting.

At 12:06 p.m. Terry Boose moved to adjourn. Bruce Wilde seconded the motion. The meeting stood adjourned.

IN THE MATTER OF CERTIFICATION

The Clerk to the Board does hereby attest that the foregoing is a true and correct record of all actions taken by the Board of Huron County Commissioners on December 3, 2020.

IN THE MATTER OF ADJOURNING

The meeting was called to order at 9:00 a.m. With no further business to come before the Board, the meeting was adjourned at 12:06 p. m.

Signatures on File