

**Perkins County Commission
Special Meeting**

Date: November 24, 2020

Present: Commissioners: Carmichael, Foster, Hopfinger, Henderson and Schweitzer (Zoom) and Finance Officer Chapman

Others Present: Cody Green, Corina Molnar, Karen Voller, Tori Voller and Beth Hulm (in person), and Mike Emery, Stacy Mongar, Brady, Lincoln Shuck, Shane Penfield (via Zoom)

Call to Order

Chairman Carmichael called the Special Meeting of the Perkins County Commission to order at 10:00 am.

Pledge of Allegiance

The Pledge of Allegiance was recited by those in attendance.

Health Insurance

Health insurance quotes were received by Farm Bureau, represented by Ida Sander and Farmers Union, represented by Voller Insurance. Discussion was held. Foster moved, Henderson seconded to stay with Farm Bureau Blue Cross Blue Shield, motion carried.

Life, Dental & Vision

A variety of insurance quotes were received from Farmers Union, represented by Voller Insurance and Risty Benefits, represented by Mike Emery. Following a lengthy discussion, it was suggested that the employees should have a vote in the decision. A vote will be taken, and approval of the insurance carriers will be approved at the next regular Commission meeting in December.

Excavator

Discussion was held on the purchase of the rental excavator that was damaged this past summer. The excavator is not eligible for the \$45,000 received from USDA Rural Development. Foster moved, Henderson seconded to not proceed with the purchase of the 2020 Volvo Excavator, motion carried.

COVID-19

Foster moved, Hopfinger seconded to designate all Perkins County employees as Essential Employees, motion carried.

Hopfinger moved, Henderson seconded to adopt the following COVID-19 Guidelines, motion carried.

Employee Leave

As the COVID-19 pandemic progresses, it may begin to have a significant impact on absenteeism. The Perkins County Board of Commissioners have temporarily approved a measure to help employees directly affected by COVID-19. Perkins County will give employees 80 hours of leave for the following reasons:

- To comply with a recommendation or order by a public official or health care provider to quarantine due to exposure or to symptoms of COVID-19.
- To care for a family member who is in quarantine based on a recommendation or order due to exposure to or symptoms of COVID-19.

The term “family member” with respect to the employee means any of the following:

- A parent of the employee
- A spouse of the employee
- A son or daughter, who is under 18 years of age, of the employee
- An individual who is a pregnant woman, senior citizen, individual with a disability, or has access or functional needs and who is:
 - A son or daughter of the employee
 - A grandparent or grandchild of the employee

The 80 hours also applies to employees who need to be absent to care for their child if the child's school or place of care has been closed, or the child-care provider is unavailable due to COVID-19.

After the 80 extra hours of leave have been used, employees will need to use their available balance of annual leave hours for absences. Once those leave balances have been exhausted, employees can then go on unpaid leave without penalty.

COVID Exposure

Foster moved, Henderson seconded that any employee that has had direct contact exposure with a person who is COVID-19 positive, be directed to wear a mask, maintain social distancing and have minimal contact with customers, all ayes, motion carried.

Adjournment

There being no further business to come before the Commission, Chairman Carmichael declared the meeting adjourned at 1:33 pm.

ATTEST:

APPROVED:

Sylvia Chapman, Finance Officer

Kyle Carmichael, Chairman