WHEREAS, Coronavirus disease 2019 (COVID-19) is a potentially severe acute respiratory infection caused by severe acute respiratory syndrome Coronavirus 2 (SARS-CoV-2), the virus was first identified as the cause of an outbreak of pneumonia of unknown cause in Wuhan City, Hubei Province, China in December 2019; and

WHEREAS, on February 25, 2020, the District established a Pandemic Preparedness and Response Team to address the Coronavirus 2019 (COVID-19) out of concern for the health and safety of our staff, their families, and the public; and

WHEREAS, on March 9, 2020, Governor J.B. Pritzker declared all counties in the State of Illinois as a disaster area; and

WHEREAS, on March 11, 2020 the World Health Organization characterized the COVID-19 outbreak as pandemic; and

WHEREAS, on March 11, 2020, McHenry County Board Chair Jack D. Franks proclaimed that a disaster emergency exists for the County of McHenry; and

WHEREAS, on March 13, 2020 President Donald J. Trump declared a national emergency concerning the novel Coronavirus disease 2019 (COVID-19) outbreak; and

WHEREAS, Governor Pritzker issued Executive Order 2020-04 (COVID-19) Executive Order No. 2) cancelling all public and private gatherings in the State of Illinois of 1,000 people or more to implement social distancing; and

WHEREAS, Governor Pritzker issued Executive Order 2020-05 and 2020-06 (COVID-19 Executive Order No. 3 and No. 4), closing all public and private schools through March 30, 2020; and

WHEREAS, Governor Pritzker issued Executive Order 2020-07 (COVID-19 Executive Order No. 5) suspending eat in services at bars and restaurants in the State of Illinois to the public through March 30, 2020 and limiting all public and private gatherings in the State of Illinois of 50 people or more to implement social distancing; and
WHEREAS, on March 18, 2020 President Trump signed the Families First Coronavirus Response Act ("FFCRA") into law after its passage in the US Senate. The bill was first passed in the U.S. House of Representatives on March 13, 2020 and was then revised on March 16, 2020. It contains sweeping emergency paid sick leave and paid FMLA requirements for employers with less than 500 employees, as well as government employers, in response to Coronavirus 2019 (COVID-19); and

WHEREAS, under Section 12 of the Conservation District Act, 70 ILCS 410/12 (The “Act”), a district is authorized and empowered “To adopt by-laws, adopt and use a common seal, to enter into contracts, acquire and hold real and personal estate and take such other actions as may be necessary for the proper conduct of its affairs”; and

WHEREAS, the District is authorized “to make and publish all ordinances, rules, and regulations necessary for the management and protection of its property and the conduct of its affairs”; and

WHEREAS, the District has determined that it is reasonable, necessary and desirable to set forth policies to clarify the organization and administration of the District; and

WHEREAS, the health and safety of District employees and the general public is of the utmost importance; and

WHEREAS, the Coronavirus Disease Pandemic (COVID-19) is an ever evolving and a changing situation; and

WHEREAS, developments occur rapidly whereby the District needs to be able to mitigate situations as they arrive, with the ultimate goal of keeping employees, their families and the public safe; and

WHEREAS, the District may find it necessary to declare an emergency and shut-down facilities/sites, provide opportunities for employees to work from home, take vehicles and equipment home or extend closures for a period of time due to the COVID-19 pandemic; and

WHEREAS, the District’s adopted Comprehensive Administrative Policies and General Use Ordinance may not adequately address unprecedented emergency situations during a national emergency/global health pandemic; and

WHEREAS, during times of crisis, the Board of Trustees may want to consider providing the Executive Director with the necessary latitude and discretion of administrative oversight to make effective and difficult policy decisions which are in the best interest of the District, including establishing a supplement to the approved paid sick leave policy and sick bank policy to ensure the health and well-being of our staff and the public; and
WHEREAS, while already inherently implied in the Board/Executive Director relationship, the COVID-19 pandemic is unprecedented and requires explicit authority in decision making.

NOW, THEREFORE, be it resolved by the President and the Board of Trustees of the McHenry County Conservation District that Executive Director be authorized to execute administrative discretion on emergency actions and policies for the continuity of operations for 90 Days during the COVID-19 pandemic including approving the Health Emergency Supplement to the Personnel Policy & Procedural Manual for 10.05 Sick Leave Policy and 11.12 Sick Bank Policy effective March 25, 2020 through December 31, 2020 to coincide with the Families First Coronavirus Response Act and Family Medical Leave Act Extension which is effective April 2, 2020 through December 31, 2020.

PASSED AND APPROVED by the President and Board of Trustees of the McHenry County Conservation District the 24th day of March, 2020.

Ayes: __7__
Nays: __0__
Absent: __0__
Abstain: __0__

Approved: Vernone M Scacci
VERNON SCACCI, PRESIDENT
BOARD OF TRUSTEES

Attest: Carolyn Campbell
CAROLYN CAMPBELL, SECRETARY
BOARD OF TRUSTEES
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