

**PLACENTIA LIBRARY DISTRICT OF ORANGE COUNTY
RESOLUTION NO. 19-07**

**A RESOLUTION OF THE BOARD OF TRUSTEES OF THE PLACENTIA
LIBRARY DISTRICT OF ORANGE COUNTY AUTHORIZING PAID
ADMINISTRATIVE LEAVE TO SPECIFIED EMPLOYEES DURING THE
STATE OF CALIFORNIA'S DECLARATION OF EMERGENCY**

WHEREAS, the novel coronavirus, COVID-19, is believed to be a highly contagious infectious disease resulting in symptoms such as fever, cough, and shortness of breath with outcomes that range from mild to severe illness, and, in some cases, death. The Center for Disease Control and Prevention (CDC) has indicated the virus is a significant public health threat; and

WHEREAS, on January 30, 2020, the World Health Organization (WHO) declared the outbreak a "public health emergency of international concern" and on March 11, 2020, the WHO elevated the public health emergency to the status of a pandemic. On January 31, 2020, United States Health and Human Services Secretary Alex M. Azar II declared a public health emergency for the United States to aid the nation's healthcare community in responding to COVID-19. On February 26, 2020, the County of Orange declared a local emergency and a local health emergency. On March 4, 2020, California Governor Gavin Newsom declared a State of Emergency in California. On March 13, 2020, the President of the United States declaration a National Emergency due to continued spread and effects of COVID-19; and

WHEREAS, on March 19, 2020 California Governor Gavin Newsom issued Executive Order N-33-20 directing all residents in the State of California to stay home except as needed to maintain critical infrastructure as defined in the Order; and

WHEREAS, during the course of the declarations and orders, the Placentia Library District has taken interim steps to protect the public health and safety by providing limited services to the general public, directing staff to follow health and safety protocols such as social distancing and washing of hands, reducing staff, and finally, on March 19, 2020, closing the library to both the general public and staff; and

WHEREAS, Congress passed, and the President of the United States signed into law, the Families First Coronavirus Response Act expanding requirements to pay government employees who are affected by COVID-19 in various ways, including, among other things, subject to a State isolation order, been advised by a health care provider to self-quarantine due to being in a high-risk category, experiencing COVID-19 symptoms themselves, or caring for an individual who fits this criteria; and

WHEREAS, due to COVID-19 and declarations of emergency, employees of the Placentia Library District have been directed to stay at home to protect the public health, safety and welfare; and

WHEREAS, the Board of Trustees desires to ensure that specified employees of the Placentia Library District are provided paid administrative leave during the pendency of Executive Order N-33-20 and other emergency declarations which prevent the Placentia Library District from opening for staff to the extent the employees are not provided additional paid administrative leave and/or other forms of compensation pursuant to other federal, state or local orders, laws and regulations adopted as a result of COVID-19 (“COVID-19 Orders”) and that doing so is in the public interest in that it furthers the public health and safety and Placentia Library District’s goal of providing safe and healthful working conditions.

NOW, THEREFORE, be it resolved by the Board of Trustees of the Placentia Library District of Orange County (the “Board of Trustees”) as follows:

Section 1. That the above recitals are true and correct.

Section 2. That 100% paid administrative leave shall be extended to all part-time and full-time employees, but not on-call employees, to the earlier of: (1) the rescission of this Resolution by the Board of Trustees; or (2) the date upon which any employee provided administrative leave hereunder is allowed to return to work due to termination of or modification of Executive Order N-33-20 or any other subsequent declaration, law or proclamation.

Section 3. Notwithstanding the above, all employees granted administrative leave hereunder shall be on-call until further notice and respond to inquiries and be able to perform work remotely as may otherwise be directed by the Library Director. Any employee desiring not to be on-call or who is not on-call due to vacation or illness or other reason shall notify the Library Director and utilize the appropriate leave time.

Section 4. The Library Director is directed and authorized to draft an administrative leave policy implementing this Resolution, that to the extent permitted by law, takes into account other monies and administrative leave that employees of the Placentia Library District may be entitled to as a result of COVID-19 Orders so that such other monies and administrative leave are exhausted prior to the use of administrative leave granted by this Resolution.

Section 5. This Resolution shall become effective immediately upon adoption and shall terminate by its own terms as provided in Section 2 herein, if not rescinded at an earlier time by the Board of Trustees.

The Board Secretary shall certify to the adoption of this Resolution.

PASSED, APPROVED AND ADOPTED on this 23rd day of March 2020

Gayle Carline, Board President

I, Al Shkoler, Board Secretary, hereby certify that the foregoing Resolution was duly and regularly adopted and passed by the Board of Trustees of the Placentia Library District of Orange County in a special teleconference meeting held on March 23rd, 2020, by the following vote:

AYES

NOES:

ABSENT:

IN WITNESS, WHEREOF, I have hereunto set my hand and affixed the seal of said Placentia Library District of Orange County this 23rd day of March 2020.

Al Shkoler, Board Secretary

Approved as to form:

David DeBerry, Legal Counsel