



**RESOLUTION # 20-14**  
**ADOPTING TEMPORARY POLICY FOR**  
**EMERGENCY PAID SICK LEAVE AND EXPANDED FMLA and**  
**DEFINING EMERGENCY RESPONDERS AND HEALTH CARE PROVIDERS**

**RUSK COUNTY**

ROLL CALL Board Members	AYE (Yes)	NAY (No)	Abstain / Excused
1. TERRY DUSELL			
2. JERRY BILLER			
3. ALAN RATHSACK			
4. TONY HAUSER			
5. KATHY VACHO			
6. ROBERT STOUT			
7. RANDY TATUR			
8. LYLE LIEFFRING			
9. BILL MCBAIN			
10. KEN PEDERSEN			
11. PHIL SCHNEIDER			
12. ROGER GIERKE			
13. MARK SCHMITT			
14. LISA DOBROWOLSKI			
15. TOM HANSON			
16. KATHY MAI			
17. DAVE WILLINGHAM			
18. MICHAEL HRABAN			
19. KEN BROWN			
TOTAL			

**BOARD ACTION**

Vote Required: Majority Vote of a Quorum

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Motion to Approve                      Adopted

1st \_\_\_\_\_ Defeated

2nd \_\_\_\_\_

No: \_\_\_\_\_ Yes: \_\_\_\_\_ Exc: \_\_\_\_\_

Reviewed by: \_\_\_\_\_, Corp. Counsel

Reviewed by: \_\_\_\_\_, Finance Director

**FISCAL IMPACT:** (Note if there is any fiscal impact or not)

**Certification:**

I, Loren Beebe, Clerk of Rusk County, hereby certify that the above is a true and correct copy of a resolution that was adopted on the \_\_\_\_\_ day of \_\_\_\_\_, 2020 by the Rusk County Board of Supervisors.

\_\_\_\_\_  
Loren Beebe  
County Clerk, Rusk County

TO THE RUSK COUNTY BOARD OF SUPERVISORS

1     **WHEREAS**, on January 3, 2020, the World Health Organization declared COVID-19 to  
2     be a Public Health Emergency of International Concern;  
3  
4     **WHEREAS**, on March 12, 2020, Governor Tony Evers declared a public health  
5     emergency to direct all resources needed to respond to and contain COVID-19 in  
6     Wisconsin;  
7  
8     **WHEREAS**, on March 13, 2020, President Donald Trump proclaimed a National  
9     Emergency concerning COVID- 19;  
10  
11    **WHEREAS**, on March 18, 2020, President Donald Trump signed the Families First  
12    Coronavirus Response Act (“FFCRA”), which expands the Family and Medical Leave  
13    Act (Emergency Family and Medical Leave Expansion Act), and creates a paid sick leave  
14    entitlement for certain eligible employees (Emergency Paid Sick Leave Act);  
15  
16    **WHEREAS**, the provisions of the FFCRA allows employers to exempt “emergency  
17    responders” and “health care provider” from provisions of the FFCRA;  
18  
19    **WHEREAS**, on March 24, 2020, the State of Wisconsin issued a Safer at Home  
20    Emergency Order, Emergency Order #12, in response to the emergency;  
21  
22    **WHEREAS**, Paragraphs 1 and 12 recognize that all services provided by local  
23    governments to ensure the continuing operation of the government body and provide and  
24    support the health, safety, and welfare of the public are considered “Essential  
25    Governmental Functions” that must continue during the duration of Emergency Order  
26    #12;  
27  
28    **WHEREAS**, Emergency Order #12 categorically exempts broad categories of local  
29    government employees from the restrictions contained therein and otherwise provides  
30    local governments with broad discretion to identify employees and contractors necessary  
31    for the performance of a local government’s “Essential Governmental Functions;” and  
32  
33    **WHEREAS**, the purpose of this Resolution is to adopt the temporary Emergency Paid  
34    Sick Leave and Expanded Family Medical Leave policy and for identifying employees,  
35    categories of employment, positions and/or departments that are “emergency responders”  
36    or “health care providers” under the FFCRA and, as a result, exempt from the provisions  
37    of the FFCRA.  
38  
39    **NOW, THEREFORE, BE IT RESOLVED:**  
40  
41    1.     The following positions in Rusk County are hereby designated as “emergency  
42     responder” for purposes of the application and implementation of the FFCRA:  
43     Emergency Responders and Health Care providers, such as Public Health  
44     Employees, Sheriff Department employees, Health and Human Service  
45     Employees, Emergency Management employees, and other employees as  
46     determined to support these operations.  
47  
48    2.     The following positions in Rusk County are hereby designated as “health care  
49     provider” for purposes of the application and implementation of the FFCRA: all  
50     employment positions associated with or related to those within the meaning of  
51     section 101 of the Family and Medical Leave Act of 1993 (29 U.S.C. 2611) and  
52     as further clarified by 29 CFR 825.124.  
53

- 1 3. It is the intent of this Resolution to define the terms “emergency responder” and  
2 “health care provider” in the broadest sense possible consistent with the law in  
3 an effort to ensure and continue our essential functions during this time of  
4 emergency. Final determinations regarding the definition of emergency  
5 responder and/or health care provider as applied to any employment position  
6 with Rusk County shall be determined by the Rusk County Board of Supervisors  
7 with such decision being final.  
8  
9 4. This Resolution is effective immediately.  
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**SUBMITTED BY:**

**Rusk County**

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**Dave Willingham, Chairman**

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