

PUBLIC NOTICE

Coulter City Council

OFFICIAL PROCEEDINGS CITY OF COULTER UNAPPROVED MINUTES APRIL 8, 2020

The regular session of the City of Coulter Council Meeting was called to order at 6:30 p.m., on April 8, 2020, by Mayor Joel Lohrbach. Mayor Lohrbach opened the meeting indicating anyone wishing to participate could access the meeting via Zoom Teleconference. The agenda for this meeting also displayed instructions for the public to call in and participate in this open meeting. Council members present were Lon Allan, Cristie Larsen, Machele Raska, Anthony J Stadtlander, and Dan Tilkes. Allan motioned to approve the Agenda, second by Larsen. All ayes, motion carried. No public participation. Representative from Franklin County Sheriff in attendance. Mayor Lohrbach called the Public Hearing on Resolution 2020-03 FY20 Budget Amendment to order at 6:35 p.m. No written or public comments received or presented. Tilkes motioned to close the public hearing, second by Stadtlander. All ayes, motion carried. Motion by Tilkes to approve Resolution 2020-03 FY20 Budget Amendment, second by Raska. All ayes, motion carried. Mayor Lohrbach welcomed Scott Bahr with Tri-County Services to discuss the 2020-21 City of Coulter insurance quote. Motion by Tilkes to approve Tri-County Services coverage, second by Stadtlander. All ayes, motion carried. Coverage to begin May 1, 2020. Jaspersen Insurance coverage will be for the month of April, 2020. Fire Chief Kevin Erickson joined the meeting via Zoom. Erickson updated the progress at 217 Taft stating the burn probably couldn't be completed until June. Erickson also asked questions regarding the use of an outside firm in regards to the building of the new fire station. City Clerk will contact City Attorney. Also discussed were future Fire Department purchases. Next up were mowing bids received for the 2020 season. All bids were reviewed by Council and the decisions were made to enter into contracts with Barker Lawn Care of Sheffield, IA for the mowing of the City of Coulter properties and Nole Erickson of Coulter, IA for the mowing of

the Cemetery. Motion by Raska to approve, second by Larsen. All ayes, motion carried. City Clerk advised the Council that a grant in the amount of \$3,000 has been awarded to the City of Coulter from the Community Foundation of Northeast Iowa. This grant is for sidewalk repair and the addition of handicap access, both at City Hall. Tilkes motioned to approve renewal of the Water Utility CD with First Citizens Bank of Latimer, second by Stadtlander. Four ayes with Raska abstaining, motion carried. Request for a dumpster at 317 Marston. Stadtlander motioned to approve, second by Allan. Four ayes with Raska abstaining, motion carried. Motion by Stadtlander to protest an Unemployment Claim submitted by Madison Thomas, second by Tilkes. All ayes, motion carried. Other items discussed: Utility Billing will continue as usual. Whether or not to estimate meter reads for April usage will be determined by the Water Technician. Due to misuse at the tree dump and damage to the gate, the tree dump will remain locked. Discussion on repairing/replacing the gate has been tabled until cost is established. Motion by Larsen with a second by Allan to approve the March 3, 2020 Special Meeting minutes as written. Tilkes and Raska abstained. Three ayes, motion carried. Motion by Tilkes with a second by Larsen to approve the March 11, 2020 Regular Meeting minutes as written. All ayes, motion carried. Motion by Tilkes with a second by Stadtlander to approve bills presented for payment totaling \$17,536.02. All ayes, motion carried. Tilkes motioned and Allan seconded to adjourn the meeting. Meeting adjourned at 8:20 p.m. The following bills are approved for payment:

EXPENDITURES

AgSource, Water Testing.....	49.00
Alliant Energy, Utilities.....	2,176.11
Bergo Environmental, Asbestos Removal.....	1,800.00
City of Latimer, Lagoon/Road Patch	446.28
The Computer Guy, Windows 10 Install.	150.00
D & L Sanitation, Garbage & Recycling .	1,742.25
Employee Wages, March 2020	1,093.62

First Bank Hampton, Storm Sewer Loan	545.82
Frontier, Phone & Internet	157.58
Janet Hanson, City Hall/Envelopes.....	9.24
Jaspersen Insurance, April 2020	1,064.59
Joel's Diesel & Ag, Snow Removal/Plow Trucks	1,233.00
Virgil Larsen, Tire Disposal	70.00
Menards, City Shed/Fire Station	301.32
Mid-America Pub, Legals/Ad.....	361.96
Mort's Water, Storm Sewer/304 Grant.....	857.68
Staples, City Hall/Toner.....	44.24
Tri-County Services, VFIS/Fire Dept Insurance.....	2,746.00
Westaby Tree Service, Ash Tree Removal	1,815.00
Karen Zander, CH Cleaning/Mar & Apr.....	30.00
IA Dept of Revenue, Sales Tax....	106.00
IA Dept of Revenue, Water Service Excise Tax.....	248.00
IA Dept of Revenue, Withholding Tax	24.00
IPERS, Retirement	211.05
IRS, Federal Payroll Tax.....	253.28
TOTAL.....	17,536.02

MARCH RECEIPTS

Road Use Fund	1,513.50
General Fund	2,863.47
Water Utility Fund	1,765.22
Sewer Utility Fund.....	1,897.51
Sanitation Fund.....	1,937.29
Storm Sewer Fund.....	579.08
Debt Service Fund.....	301.37
Deposit Fund.....	218.79
Unapplied fund.....	128.37
TOTAL.....	11,204.60

APRIL EXPENSES

General Fund	12,488.42
Sanitation Fund.....	1,742.25
Sewer Fund.....	816.85
Storm Sewer Fund.....	1,419.40
Water Fund.....	1,069.10
TOTAL.....	17,536.02

ATTEST:
Joel Lohrbach, Mayor
Janet Hanson, City Clerk

Published in the Hampton Chronicle on
April 22, 2020.

PUBLIC NOTICE

Foreclosure Petition

ORIGINAL NOTICE NOTICE OF PETITION OF FORECLOSURE

STATE OF IOWA
IOWA DISTRICT COURT
EQUITY NO.: EQCV501749
FRANKLIN COUNTY

United States of America acting through
Rural Housing Service, United States
Department of Agriculture, Plaintiff
vs.

Joshua Alan Koehler, spouse of Joshua
Alan Koehler, Parties in Possession,
Defendant(s).

TO THE ABOVE-NAMED DEFENDANT(S):

You are notified that a petition has been
filed in the office of the clerk of this court
naming you as the defendant(s) in this
action, for foreclosure of the property legally
described as:

Lot Two (2) Block Four (4) in Harriman's
Second Addition to Latimer, Franklin
County, Iowa.

108 S Reynolds St., Latimer, IA 50452
due to a default in making contractual
payments on a Promissory Note' for
judgment in rem against the mortgaged
premises for the principal amount of
\$52,203.51 plus interest as provided in
the Note and as may have been subsequently
adjusted thereafter, fees, costs,
and attorney's fees, for a declaration of
the sum due as a lien on the premises,
a declaration that the mortgage is prior
and superior to all of the other liens on
the property, for a special execution to issue
for sale of the Mortgaged Premises
at sheriff's sale, for the issuance of a writ
of possession, for an appointment of a receiver
upon plaintiff's application, and for
such further relief the court deems just
and equitable.

FOR FURTHER PARTICULARS SEE
THE PETITION NOW CONTAINED IN
THE COURT FILE.

NOTICE

THE PLAINTIFF HAS ELECTED FORECLOSURE
WITHOUT REDEMPTION. THIS MEANS THAT
THE SALE OF THE MORTGAGED PROPERTY
WILL OCCUR PROMPTLY AFTER ENTRY OF
JUDGMENT UNLESS YOU FILE WITH THE
COURT A WRITTEN DEMAND TO DELAY
THE SALE. IF YOU FILE A WRITTEN
DEMAND, THE SALE WILL

BE DELAYED UNTIL SIX MONTHS FROM
THE ENTRY OF JUDGMENT IF THE
MORTGAGED PROPERTY IS YOUR RESIDENCE
AND IS A ONE-FAMILY OR TWO-FAMILY
DWELLING OR UNTIL TWO MONTHS FROM
ENTRY OF JUDGMENT IF THE MORTGAGED
PROPERTY IS NOT YOUR RESIDENCE OR IS
YOUR RESIDENCE BUT NOT A ONE-FAMILY
OR TWO-FAMILY DWELLING. YOU WILL
HAVE NO RIGHT OF REDEMPTION AFTER
THE SALE. THE PURCHASER AT THE SALE
WILL BE ENTITLED TO IMMEDIATE
POSSESSION OF THE MORTGAGED
PROPERTY. YOU MAY PURCHASE AT THE
SALE.

You are further notified that the above
case has been filed in a county that
utilizes electronic filing. Unless, within
20 days after service of this original
notice upon you, you serve, and within
a reasonable time thereafter file a motion
or answer, in the Iowa District Court
for Polk County, at the courthouse in
Des Moines, Iowa, judgment by default
will be rendered against you for the relief
demanded in the petition. Please see
Iowa Court Rules Chapter 16 for information
on electronic filing and Iowa Court Rules
Chapter 16, division VI regarding the
protection of personal information in
court filings.

If you require the assistance of auxiliary
aids or services to participate in court
because of a disability, immediately call
your district ADA coordinator at (641)
684-6502. (If you are hearing impaired,
call Relay Iowa TTY at 1-800-735-2942)

THIS NOTICE IS NOT AN ATTEMPT
TO COLLECT A DEBT IF YOU ARE
CURRENTLY IN BANKRUPTCY OR YOU
DISCHARGED THIS DEBT IN A BANKRUPTCY,
THE SERVICER IS NOT ATTEMPTING TO
COLLECT OR RECOVER THE DEBT AS YOUR
PERSONAL LIABILITY.

IMPORTANT
YOU ARE ADVISED TO SEE
LEGAL ADVICE AT ONCE
TO PROTECT YOUR INTERESTS.

Date of third publication 6th day of May,
2020.

Published in the Hampton Chronicle on
April 22, 29, and May 6, 2020.

PUBLIC NOTICE

Foreclosure Petition

ORIGINAL NOTICE NOTICE OF PETITION OF FORECLOSURE

STATE OF IOWA
IOWA DISTRICT COURT
EQUITY NO.: EQCV501752
FRANKLIN COUNTY

United States of America acting through
Rural Housing Service, United States
Department of Agriculture, Plaintiff
vs.

Ernest Knute Paulsen Jr., Conservator,
and Guardian of Helen M. Paulsen,
Spouse of Helen M. Paulsen, Parties In
Possession, Defendant(s)

TO THE ABOVE-NAMED DEFENDANT(S):

You are notified that a petition has been filed in the office of the clerk of this court naming you as the defendant(s) in this action, for foreclosure of the property legally described as:

Lot One (1) Block Three (3) in Clock's Addition to Latimer, Franklin County, Iowa.

102 S. Van Kirk, Latimer, IA 50452 due to a default in making contractual payments on a Promissory Note' for judgment in rem against the mortgaged premises for the principal amount of \$77,853.27 plus interest as provided in the Note and as may have been subsequently adjusted thereafter, fees, costs, and attorney's fees, for a declaration of the sum due as a lien on the premises, a declaration that the mortgage is prior and superior to all of the other liens on the property, for a special execution to issue for sale of the Mortgaged Premises at sheriff's sale, for the issuance of a writ of possession, for an appointment of a receiver upon plaintiff's application, and for such further relief the court deems just and equitable.

FOR FURTHER PARTICULARS SEE THE PETITION NOW CONTAINED IN THE COURT FILE.

NOTICE

THE PLAINTIFF HAS ELECTED FORECLOSURE WITHOUT REDEMPTION. THIS MEANS THAT THE SALE OF THE MORTGAGED PROPERTY WILL OCCUR PROMPTLY AFTER ENTRY OF JUDGMENT UNLESS YOU FILE WITH THE COURT A WRITTEN DEMAND TO DELAY THE SALE. IF YOU FILE A WRITTEN DEMAND, THE SALE WILL

BE DELAYED UNTIL SIX MONTHS FROM THE ENTRY OF JUDGMENT IF THE MORTGAGED PROPERTY IS YOUR RESIDENCE AND IS A ONE-FAMILY OR TWO-FAMILY DWELLING OR UNTIL TWO MONTHS FROM ENTRY OF JUDGMENT IF THE MORTGAGED PROPERTY IS NOT YOUR RESIDENCE OR IS YOUR RESIDENCE BUT NOT A ONE-FAMILY OR TWO-FAMILY DWELLING. YOU WILL HAVE NO RIGHT OF REDEMPTION AFTER THE SALE. THE PURCHASER AT THE SALE WILL BE ENTITLED TO IMMEDIATE POSSESSION OF THE MORTGAGED PROPERTY. YOU MAY PURCHASE AT THE SALE.

You are further notified that the above case has been filed in a county that utilizes electronic filing. Unless, within 20 days after service of this original notice upon you, you serve, and within a reasonable time thereafter file a motion or answer, in the Iowa District Court for Franklin County, at the courthouse in Hampton, Iowa, judgment by default will be rendered against you for the relief demanded in the petition. Please see Iowa Court Rules Chapter 16 for information on electronic filing and Iowa Court Rules Chapter 16, division VI regarding the protection of personal information in court filings.

If you require the assistance of auxiliary aids or services to participate in court because of a disability, immediately call your district ADA coordinator at (641) 684-6502. (If you are hearing impaired, call Relay Iowa TTY at 1-800-735-2942)

THIS NOTICE IS NOT AN ATTEMPT TO COLLECT A DEBT IF YOU ARE CURRENTLY IN BANKRUPTCY OR YOU DISCHARGED THIS DEBT IN A BANKRUPTCY, THE SERVICER IS NOT ATTEMPTING TO COLLECT OR RECOVER THE DEBT AS YOUR PERSONAL LIABILITY.

IMPORTANT
YOU ARE ADVISED TO SEE
LEGAL ADVICE AT ONCE
TO PROTECT YOUR INTERESTS.

Date of third publication 22nd day of April, 2020.

Published in the Hampton Chronicle on
April 8, 15, and 22, 2020.

PUBLIC NOTICE

Probate

NOTICE OF PROBATE OF WILL, OF APPOINTMENT OF EXECUTORS, AND NOTICE TO CREDITORS PROBATE NO. ESPR501563

THE IOWA DISTRICT COURT FRANKLIN COUNTY

IN THE MATTER OF THE ESTATE OF PAUL AITE HENSEL, Deceased.

To All Persons Interested in the Estate of Paul Aite Hensel, Deceased, who died on or about Feb. 4, 2020:

You are hereby notified that on the 25th day of February, 2020, the last will and testament of Paul Aite Hensel, deceased, bearing date of the 4th day of August, 2017, was admitted to probate in the above named court and that Andrew Paul Hensel and Christie Michelle Henning were appointed executors of the estate. Any action to set aside the will must be brought in the district court of said county within the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice to all heirs of the decedent and devisees under the will whose identities are reasonably ascertainable, or thereafter be forever barred.

Notice is further given that all persons indebted to the estate are requested to make immediate payment to the undersigned, and creditors having claims against the estate shall file them with the clerk of the above named district court, as provided by law, duly authenticated, for allowance, and unless so filed by the later to occur of four months from the second publication of this notice or one month from the date of mailing of this notice (unless otherwise allowed or paid) a claim is thereafter forever barred.

Dated this 9th day of April, 2020.

Andrew Paul Hensel
2762 NW 153rd St.,
Clive, IA 50325

Christie Michelle Henning
308 Aspen Drive, NW
Bondurant, IA 50035
Executors Of Estate

G.A. Cady III, ICIS PIN No: AT0001386
Attorney for Executors
Cady & Rosenberg Law Firm, PLC
9 First St. SW, P.O. Box 456
Hampton, IA 50441
641-456-2555

Date of second publication 22nd day of April, 2020.

Published in the Hampton Chronicle on
April 15 and 22, 2020.

PUBLIC NOTICE

Probate

NOTICE OF APPOINTMENT OF ADMINISTRATORS, AND NOTICE TO CREDITORS PROBATE NO. ESPR501571

THE IOWA DISTRICT COURT FRANKLIN COUNTY

IN THE MATTER OF THE ESTATE OF GENE MARVIN STOCK, Deceased.

To All Persons Interested in the Estate of Gene Marvin Stock, Deceased, who died on or about March 29, 2020:

You are hereby notified that on the 2nd day of April, 2020, the undersigned were appointed administrators of the estate.

Notice is hereby given that all persons indebted to the estate are requested to make immediate payment to the undersigned, and creditors having claims against the estate shall file them with the clerk of the above named district court, as provided by law, duly authenticated, for allowance, and unless so filed by the later to occur of four months from the second publication of this notice or one month from the date of mailing of this notice (unless otherwise allowed or paid) a claim is thereafter forever barred.

Dated this 3rd day of April, 2020.

Roger A. Stock and Jerry L. Stock
316 Maple St.

Sheffield, IA 50475

Administrators of Estate

Randy D. Johansen

ICIS PIN No.: AT0003864

Attorney for Administrators

1562 200th St.

Sheffield, Iowa 50475

Date of second publication 22nd day of April, 2020.

Published in the Hampton Chronicle on
April 15 and 22, 2020.

PUBLIC NOTICE

Probate

NOTICE OF PROBATE OF WILL, OF APPOINTMENT OF EXECUTORS, AND NOTICE TO CREDITORS CASE NO. ESPR501572

THE IOWA DISTRICT COURT FRANKLIN COUNTY

IN THE MATTER OF THE ESTATE OF RAYMOND EDWARD SILVER, Deceased.

To All Persons Interested in the Estate of Raymond Edward Silver, Deceased, who died on or about March 18, 2020:

You are hereby notified that on the 3rd day of April, 2020, the last will and testament of Raymond Edward Silver, deceased, bearing the date of the 11th day of March, 1999, was admitted to probate in the above named court and that Lynn E. Silver and Kal R. Silver were appointed executors of the estate. Any action to set aside the will must be brought in the district court of said county within the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice to all heirs of the decedent and devisees under the will whose identities are reasonably ascertainable, or thereafter be forever barred.

Notice is further given that all persons indebted to the estate are requested to make immediate payment to the undersigned, and creditors having claims against the estate shall file them with the clerk of the above named district court, as provided by law, duly authenticated, for allowance, and unless so filed by the later to occur of four months from the second publication of this notice or one month from the date of mailing of this notice (unless otherwise allowed or paid) a claim is thereafter forever barred.

Dated this 3rd day of April, 2020.

Lynn E. Silver and Kal R. Silver
1342 Nichols Ave. and 2120 Linden Ave., Albion, IA 50005
Executors of Estate

Richard A. Allbee, ICIS PIN No.: 0122
Attorney for Executors
1320 Fourth St. NE
Hampton, IA 50441

Date of second publication 22nd day of April, 2020.

Published in the Hampton Chronicle on
April 15 and 22, 2020.

PUBLIC NOTICE

Probate

NOTICE OF PROBATE OF WILL, OF APPOINTMENT OF EXECUTOR, AND NOTICE TO CREDITORS PROBATE NO. ESPR501573

THE IOWA DISTRICT COURT FRANKLIN COUNTY

IN THE MATTER OF THE ESTATE OF SUSAN M. JOHANSEN, Deceased.

To All Persons Interested in the Estate of SUSAN M. JOHANSEN, Deceased, who died on or about May 3, 2018:

You are hereby notified that on the 7th day of April, 2020, the last will and testament of Susan M. Johansen, deceased, bearing date of the 30th day of April, 2018, was admitted to probate in the above named court and that Janet L. Stratmann was appointed executor of the estate. Any action to set aside the will must be brought in the district court of said county within the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice to all heirs of the decedent and devisees under the will whose identities are reasonably ascertainable, or thereafter be forever barred.

Notice is further given that all persons indebted to the estate are requested to make immediate payment to the undersigned, and creditors having claims against the estate shall file them with the clerk of the above named district court, as provided by law, duly authenticated, for allowance, and unless so filed by the later to occur of four months from the second publication of this notice or one month from the date of mailing of this notice (unless otherwise allowed or paid) a claim is thereafter forever barred.

Dated this 8th day of April, 2020.

Janet L. Stratmann

P.O. Box 524

Latimer, IA 50452

Executor of Estate

G.A. Cady III, ICIS PIN No: AT0001386
Attorney for Executor
Cady & Rosenberg Law Firm, PLC
9 First St. SW, P.O. Box 456
Hampton, IA 50441
641-456-2555

Date of second publication 22nd day of April, 2020.

Published in the Hampton Chronicle on
April 15 and 22, 2020.

PUBLIC NOTICE

Board of Supervisors

OFFICIAL PROCEEDINGS FRANKLIN COUNTY BOARD OF SUPERVISORS UNAPPROVED MINUTES APRIL 13, 2020

Be it duly noted these minutes of April 13, 2020 are UNOFFICIAL minutes.

The Board of Supervisors met in regular session at 9:30 a.m., with Board members Michael Nolte-Chairman and Gary McVicker present and Corey Eberling present via Zoom.

Chairman Nolte led the Pledge of Allegiance.

Motion by McVicker, seconded by Eberling, approves the Agenda as presented with two additions: 1) Dan Tilkes regarding 2020 Contract between Franklin County and Shaun Koenen, Contractor, for weed and brush control in County roadside and bridge rails; 2) Discussion of Community Resource and CICS Regional CEO job descriptions and timelines for budgets. All ayes. Motion carried.

Motion by Eberling, seconded by McVicker, approves the Minutes of April 6, 2020. All ayes. Motion carried.

Committee reports: Conservation

Motion by McVicker, seconded by Eberling, approves an Application for Approval of Construction of Subdrain within Franklin County Secondary Road Right-of-Way for Jake Butson to cross 80th Street between Mallard and Lemon Avenues. All ayes, motion carried.

Motion by McVicker, seconded by Eberling, approves an Application to Perform Work Within Franklin County Highway Right of Way for Mike Pralle to hook to a tile within road right of way along Mallard Avenue between 110th Street and 120th Street. All ayes, motion carried.

Motion by Eberling, seconded by McVicker, approves a Consulting Engineering Contract with Calhoun Burns and Associates, Inc., West Des Moines, Iowa, to inspect deck repairs on four Farm to Market bridges: 1) #157481 near cor W ¼ SW ¼ 4-92-20; 2) #147680 near cor W ¼ SW ¼ 28-92-20; 3) #147800 near N ¼ cor NW ¼ 12-92-21; 4) #158400 near N ¼ cor NE ¼ 31-93-20. All ayes, motion carried.

At 10:30 AM a Departmental Meeting was held via Zoom regarding COVID-19.

Dan Tilkes (via Zoom) presented a brush and weed control contract.

Motion by McVicker, seconded by Eberling, approves a 2020 Contract between Franklin County and Shaun Koenen, Contractor, to eradicate weeds and brush in the County's roadside and bridge rails in locations designated by the Franklin County Weed Commissioner for the period from April 1, 2020 and completed on or before the first hard frost of 2020. All ayes, motion carried.

Motion by McVicker, seconded by Eberling, adopts Resolution 2020-25: Families First Coronavirus Response Policy regarding COVID-19 and based on Federal policies. Said Resolution reads as follows:

Families First Coronavirus Response Policy

In response to the coronavirus (COVID-19) pandemic, on March 18, 2020, Congress enacted a bill providing various forms of relief. The two laws are the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act.

The Families First Coronavirus Response Policy will be in effect beginning April 1, 2020 through December 31, 2020.

Emergency Paid Sick Leave

All full-time employees, regardless of

the length of time they have worked for Franklin County, are entitled up to eighty (80) hours of paid sick leave, available for immediate use starting on April 1, 2020. All part-time employees, regardless of the length of time they have worked for Franklin County, are entitled to an amount of paid sick leave equal to the average number of hours they work over a two-week period. This paid sick time is mandated by federal law and will not result in depletion of an employee's current paid leave banks.

Emergency Paid Sick Leave may be taken when the employee:

Is subject to a federal, state or local quarantine or isolation order related to COVID-19

Has been advised by a health care provider to self-quarantine due to concerns related to COVID-19

Is experiencing symptoms of COVID-19 and is seeking a medical diagnosis

Is caring for an individual who is subject to a federal, state or local quarantine or isolation order related to COVID-19, or who has been advised by a health care provider to self-quarantine

Is caring for their minor child if the child's school or place of care has closed, or the child's care provider is unavailable, because of COVID-19 precautions

Is experiencing another substantially similar condition specified by the Secretary of Health and Human Services (HHS)

Employees who are taking leave for a reason related to their own symptoms of COVID-19 or exposure to the illness (reasons 1-3 in the list above); will be compensated at their regular rate of pay up to \$511 per day and \$5,110 total over the course of the leave. Employees who are taking leave to care for family members or for a substantially similar condition specified by HHS (reasons 4-6 in the list above), will be compensated at two-thirds (2/3) of their regular rate of pay, based on the number of hours the employee would otherwise normally be scheduled to work in a work week, up to \$200 per day, and \$2,000 total over the course of the leave. Employees may supplement their Emergency Paid Sick Leave benefits with any earned but unused paid time-off hours to receive a full pay-check.

The sick leave granted under this policy will not be carried over from year to year. This leave will not be paid out to an employee who terminates employment with Franklin County for any reason.

If an employee cannot return to work after this leave is exhausted and no other leave provisions apply, an employee may use his or her applicable paid leave banks for continuation of pay and benefits.

Requesting use of Emergency Paid Sick Leave: Employees have the responsibility to report to their supervisor and Human Resources as far in advance as possible prior to requesting the use of emergency paid sick leave. In the event of an unexpected absence, you must notify your immediate supervisor prior to the start of your work shift. Any request for leave must be made to your supervisor and Human Resources. Requests should be in writing or documented by the supervisor or Human Resources. After receiving a request, an employee will receive a written response from Human Resources.

If you are classified as an emergency responder, you may be required to continue to work as directed by your Department Head.

Returning to Work

After returning from Emergency Paid

Sick leave, employees are entitled to be reinstated to their same job or to an equivalent position with the same pay, benefits and working conditions, as provided by the law.

If an employee is out of work under any County policy due to personal illness, they are not allowed to return to work until:

They have had no fever for at least 72 hours (that is three full days of no fever without the use of medicine that reduces fevers)

AND other symptoms have improved (for example, when your cough or shortness of breath have improved)

AND at least seven days have passed since your symptoms first appeared.

Emergency Family and Medical Leave Expansion

The Emergency Family and Medical Leave Expansion Act (FML Expansion) amends the current Family and Medical Leave Act (FMLA), allowing additional job protected and paid leave for eligible employees who can't work (or telework) because their minor child's school or childcare service is closed due to a COVID-19 emergency declared by a federal, state or local authority.

To be eligible for the FML Expansion leave employees must be employed by the County for at least 30 calendar days.

Eligible employees may have two weeks of paid leave under the Emergency Paid Sick Leave outlined above and may take up to an additional 10 weeks of FML Expansion leave if they are unable to work (or telework) because they must care for a son or daughter under 18 years of age. The need for leave must be caused by the closing of the child's elementary school, high school, place of care, or the unavailability of the child's childcare provider, due to a declared COVID-19 public health emergency.

The FML Expansion does not apply to an employee's own serious health condition or the serious health conditions of immediate family members. If leave is needed for an employee's own serious health condition or the serious health conditions of immediate family members, the employee may be eligible for benefits under the County's FMLA policies or the Emergency Paid Sick Leave policies listed above. For more information regarding FMLA, please see policy 4.9 Family and Medical Leave in the employee handbook or contact the Human Resources office. Emergency Paid Sick Leave policies are outlined above and HR may also provide guidance on this policy.

FML Expansion Definitions:

Work Week: One regularly scheduled work week or the equivalent in hours

Childcare provider: a provider who receives compensation for providing childcare services on a regular basis.

FML Expansion Paid/Unpaid Leave: The first ten days of leave will be paid in accordance with the County's Emergency Paid Sick Leave policy outlined above. After the first ten days of leave, the County will compensate the remaining FML Expansion leave at a rate of two-thirds (2/3) of the employee's regular rate of pay, based on the number of hours the employee would otherwise normally be scheduled to work in a work week, up to a maximum of \$200 per day, or \$10,000 total. Employees may supplement their FML Expanded Leave benefits with any earned but unused paid time-off hours.

Medical Benefits While on an FML Expansion Leave: Employee's medical benefits will be maintained during a leave.

Holiday During Leave: If a holiday falls during a period of paid leave, employees will be paid for that holiday at a rate of two-thirds (2/3) of the employee's regular rate of pay, based on the number of hours the employee would otherwise normally be scheduled to work in a work week, up to a maximum of \$200 per day.

Requesting FML Expansion Leave: Requests for FML Expansion leave should be made directly to the HR office as soon as reasonably possible. Any request for leave must be made in writing confirming that the child's daycare or school is closed and the expected closure dates. An employee will receive a written response from the HR office approving or denying the leave request.

Intermittent Leave: Leave taken under Emergency Paid Sick Leave and FML Expansion Leave may be used intermittently only in the following instances:

If the employee's need for leave is due to school closures and/or lack of childcare due to COVID-19 reasons.

If the employee is experiencing any of the qualifying reasons for FFCRA leave other than the lack of childcare AND a telework (i.e. working from home) arrangement between the employee and the employee's Department exists. Intermittent leave cannot be allowed under Emergency Paid Sick Leave if no telework is available to prevent the spread of the COVID-19 virus to others.

Returning to Work/Expiration of Leave: During the 12 workweeks of approved FML Expansion leave, employees are entitled to be reinstated to their same job or to an equivalent position with the same pay, benefits and working conditions, as provided by the law.

If an employee cannot return to work after expiration of the FML Expansion leave, the employee will be entitled to use applicable paid leave banks (personal, vacation, compensatory leave) to continue to be paid. If all applicable leave banks are exhausted, the County shall review the status of employment to determine if any further leave or accommodations can be made.

Emergency Responders

This policy may not apply to emergency responders defined as Sheriff's deputies, jailers, dispatchers, and other emergency response personnel. Emergency responders are expected to report for work regardless of their situation unless they themselves exhibit symptoms. In this situation, the employee must immediately report their symptoms to their Department Head and await further instructions. Other leave requests by this group of employees will be handled on a case-by-case basis.

This policy is subject to change as additional information and direction is obtained regarding the COVID-19 virus.

Eberling-Aye, McVicker-Aye, Nolte-Aye. Resolution duly adopted

Bids received for repairs in JDD 4-118, Lateral 2 and the road crossing bid on Balsam will be discussed at the April 27, 2020 meeting. No action taken.

The Board acknowledged the Sheriff's Quarterly Report of Receipts through March 31, 2020 and Monthly Report of fees for March 2020.

Motion by Eberling, seconded by McVicker, adjourns at 12:02 p.m., until April 20, 2020. All ayes. Motion carried.

ATTEST:

Michael Nolte, Chairman
Michelle S. Giddings, Auditor