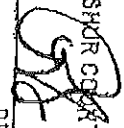




FILED
TERRI ROSS
COUNTY CLERK

2020 MAR 23 AM 11:41

BY 
UPSHUR COUNTY, TX.
DEPUTY

**IN THE COUNTY COURT
OF UPSHUR COUNTY, TEXAS
MARCH 23, 2020**

**ORDER OF THE UPSHUR COUNTY COMMISSIONERS COURT
RATIFYING THE DISASTER DECLARATION OF MARCH 17, 2020**

WHEREAS, on March 17, 2020, the Upshur County Judge Todd Tefteller, acting in accordance with the authority granted to him under Texas Government Code, Section 418.108(a), declared a local disaster due to the public health emergency posed by the COVID-19 virus for Upshur County;

WHEREAS, Texas Government Code, Section 418.108(b) provides that such a declaration of a disaster may not be continued for a period of more than seven (7) days except with the consent of the Upshur County Commissioners Court;

WHEREAS, the conditions necessitating the disaster declaration will continue to exist for a period of more than seven (7) days;

WHEREAS, the Upshur County Commissioners Court adopts and ratifies the disaster declaration signed by County Judge Todd Tefteller on March 17, 2020, and continues such declaration for a period of more than seven (7) days; and

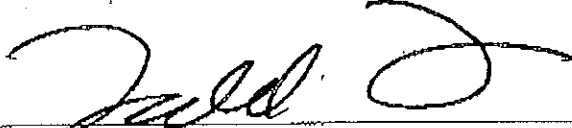
WHEREAS, the Upshur County Commissioners Court hereby establishes a criminal offense against any person who violates any written rule, order or directive emanating from the local Disaster Declaration dated March 17, 2020, or any other written rule, order or directive issued under the authority thereof, including Directive No. 1 dated March 17, 2020, or any further written rules, orders or directives emanating from the Upshur County Judge of this Court, pursuant to the authority contained in Section 418.173 of the Texas Government Code.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED BY THE UPSHUR COUNTY COMMISSIONERS COURT THAT:

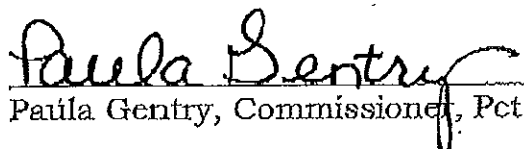
1. The Local Disaster Declaration for Upshur County, Texas signed by County Judge Todd Tefteller on March 17, 2020 is hereby ratified and confirmed;
2. The Directive No. 1 to the local Disaster Declaration signed by County Judge Todd Tefteller on March 17, 2020 is hereby ratified and confirmed;
3. The Local Disaster Declaration dated March 17, 2020 is continued in full force and effect for a period of more than seven (7) days;

4. County departments are authorized to provide any such mutual assistance to local government entities affected by the COVID-19 virus upon the request of the local government entity, in accordance with Texas Government Code Section 418.109;
5. This declaration of a local state of disaster activates the Upshur County Emergency Plan, pursuant to Section 418.108(b) of the Texas Government Code;
6. The County Judge of Upshur County, Texas has the authority of this Court to take any and all necessary and extraordinary measures to mitigate the effects of this public health emergency and to facilitate the efficient, rapid, and cooperative response to the emergency throughout Upshur County, Texas;
7. The Local Disaster Declaration dated March 17, 2020 takes effect immediately from and after its issuance and continues until such time as it is terminated by order of the Upshur County Judge or the Upshur County Commissioners Court; and
8. The failure of any person to comply with the Upshur County Emergency Plan or any written rule, order or directive contained in the Local Disaster Declaration dated March 17, 2020 or any directive issued there under by the County Judge of this Court shall constitute a criminal offense punishable by confinement in jail for a term that does not exceed 180 days and/or the imposition of a fine not in excess of \$1,000.00, which penalty being authorized by Section 418.173 of the Texas Government Code.

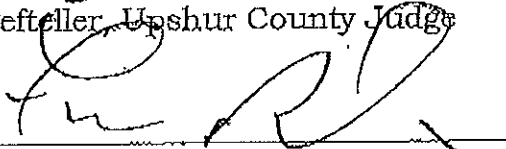
DONE and ORDERED on this the 23rd day of March, 2020.



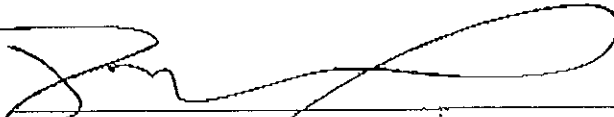
Todd Tefteller, Upshur County Judge



Paula Gentry, Commissioner, Pct. 1



Frank Berka, Commissioner Pct. 3



Dustin Nicholson, Commissioner, Pct. 2



Jay Miller, Commissioner, Pct. 4

ATTEST: Terri Ross
Terri Ross
Upshur County Clerk

This document shall be published in all media outlets and posted on Upshur County's website.

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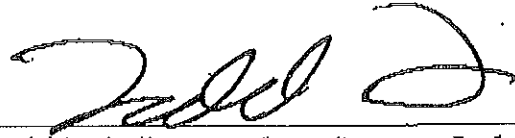
BY 
UPSHUR COUNTY, TX.
DEPUTY

COVID-19 VIRUS
TEMPORARY EMERGENCY PAID LEAVE

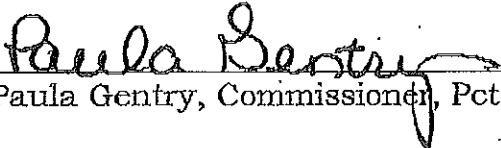
The following conditions or situations will prompt an emergency paid administrative leave, without use of sick or vacation time, unless otherwise written. This addendum to the Upshur County Employee Handbook will be in effect until further decision from Commissioner's Court.

- Those county employees that are age 60+ and/or have a chronic disease such as diabetes, heart disease, pulmonary disease, etc. or have a compromised immune system, pregnant, nursing, and/or a healthcare provider has directed you to request alternatives to your current work location, such employees shall be exempt from being at work. This is not mandatory but a voluntary decision based on the employee's needs.
- If the above conditions do not apply to the county employee then it is up to the elected official or department head to determine the validity of the reason for emergency paid administrative leave. This includes but not limited to having to stay home to care for young children due to school and daycare closings, a member of the employee's household is sick with COVID-19 related symptoms and the employee needs to provide care, the elected official or department head has directed the employee to stay home, the employee has received a confirmed exposure or diagnoses of COVID-19, or if the employee is feeling sick with any of the main COVID-19 symptoms. This will be determined by the elected official or department head on a case by case situation.
- Shall a county employee display symptoms of COVID-19 then they must seek medical attention and stay home for the number of days proscribed by the medical provider before returning to work.
- Shall any of the above conditions or situations exist, then the elected official or department head shall notify the Treasurer's office of those employees who will be taking emergency paid administrative leave.
- Regardless of all above, it is up to the elected official or department head to allow or direct county employees to work from home as applicable. Such time will be counted as hours worked and not emergency paid administrative leave.

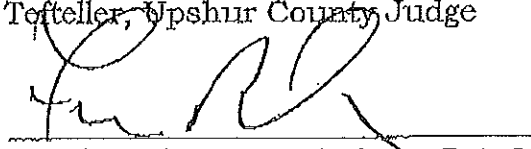
- This Emergency Paid Leave Policy effective March 23, 2020, shall remain in full force and effect pending termination by this Court.



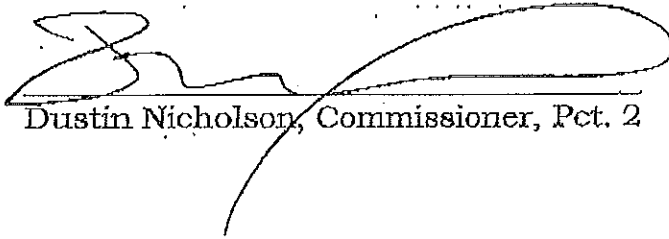
Todd Tefteller, Upshur County Judge



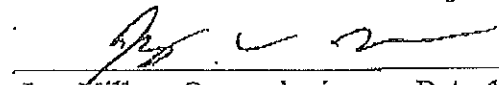
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