



# Linn County Road Department

*Providing safe and efficient transportation to  
citizens and visitors of Linn County.*

## *Memorandum*

**Date:** 3/26/2020

**To:** Linn County Board of Commissioners

**From:** Darrin Lane, Roadmaster 

**RE:** Background Information for Agenda Items – 3/31/2020

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The Road Department has the following items on the Board of Commissioners agenda for the weekly meeting on March 31, 2020. The following is a brief description of the items.

**Bid Opening - Hamilton Creek, Berlin Road Bridge Replacement Project**

This is a scheduled bid opening for the above referenced project.

**Resolution & Order 2020-071 – Construction Contract**

This is a Resolution & Order to approve the construction contract between Linn County and Brown contracting Inc. for the Old Salem Road Sidewalk Connectivity Project.

**Resolution & Order 2020-090 Vegetation Management Supervisor**

This is a Resolution & Order to approve changes to the Vegetation Management Supervisor classification in accordance with the memorandum previously provided to the Board.

We request your approval.



# Memo

To: Board of County Commissioners

From: Brian Carroll, Parks Director

Date: 3/26/2020

Re: Parks Grant Application Authorization R & O 2020-086\_\_\_ BOC Meeting  
Agenda Information

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## **Parks Grant Application Authorization R & O 2020-086**

- I am requesting the Board of County Commissioners (BOC) delegate authority to me, as Parks and Recreation Director, to apply for approximately \$150,000 in grant funding from the Oregon Parks & Recreation Department to replace a day use restroom building at Waterloo County Park. I am planning to apply for the grant this fiscal year; however, the project would not be completed until 2021. No General Fund funding will be used to complete the project.
- The Oregon Parks & Recreation Department has specifically requested a board order from the local government governing body stating that the applying agency has the authority to submit grant applications. This requirement is part of the grant application package.



# Linn County Department of Health Services

PO Box 100, Albany, OR 97321  
Toll Free (800) 304-7468 | TTY/Oregon (800) 735-2900  
[www.co.linn.or.us/health](http://www.co.linn.or.us/health)

*"Working together to promote the health and well-being of all Linn County residents"*

## Board Summaries for March 31, 2020

### R&O 2020-082

This is an Intergovernmental Agreement between Albany Partnership for Housing and Linn County for rental space at the Broadway House. Funding for this agreement is provided by a grant from Oregon Health Authority. Linn County agrees to pay \$1320 per month for rental space and additional money for beds that are not full with an amount not to exceed \$72,863.40. This contract is in effect from August 1, 2019 to December 31, 2020.

### R&O 2020-087

This is for the Appointment and Reappointing Members to the Linn County Solid Waste Advisory Committee.

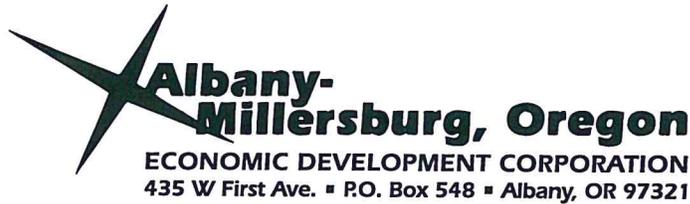
The following members are being appointed:

- Bill Kesselring – Position 6
- Frank Moore – Position 7

The following member is being reappointed:

- Scott McDowell – Position 4

<i>Administration</i>	<i>Alcohol &amp; Drug Treatment</i>	<i>Developmental Disabilities</i>	<i>Environmental Health</i>	<i>Mental Health</i>	<i>Public Health</i>
M(541) 967-3888	M(541) 967-3819	M(541) 967-3890	M(547) 967-3821	M(541) 967-3866	M(541) 967-3888
F(541) 924-6904	F(541) 967-7259	F(541) 924-6905	F(541) 926-2060	F(541) 928-3020	F(541) 926-2102
<a href="mailto:Tnoble@co.linn.or.us">Tnoble@co.linn.or.us</a>	<a href="mailto:thowell@co.linn.or.us">thowell@co.linn.or.us</a>	<a href="mailto:jsneddon@co.linn.or.us">jsneddon@co.linn.or.us</a>	<a href="mailto:ssanderson@co.linn.or.us">ssanderson@co.linn.or.us</a>	<a href="mailto:Tthompson@co.linn.or.us">Tthompson@co.linn.or.us</a>	<a href="mailto:ghughes@co.linn.or.us">ghughes@co.linn.or.us</a>



## Memo

Date: March 4, 2020

To: Linn County Enterprise Zone Co-Sponsors  
Roger Nyquist Linn County  
Kevin Kreitman City of Millersburg

From: John Pascone, President

Subject: Ti Squared Enterprise Zone Application  
And Extended Abatement Agreement

Ti Squared is planning on making an additional investment in Millersburg of \$3 million which includes building a new building for chem mill processing and installing new equipment. They plan on hiring 5 new employees. They have completed an Enterprise Zone Authorization Application dated January 6, 2020.

Under regular enterprise zone exemption rules the company is required to add 10% to their existing workforce in the zone which is 45, so they would need to hire 5 additional employees. The regular property tax exemption is for 3 years.

For companies that agree to hire and pay wages and benefits in excess of 150% of Linn County's Average Annual Wage, the firm can qualify for an additional 2 years. The current required number can be found in the agreement.

Attached is a draft resolution which needs to be passed by each co-sponsor. The zone manager (me) and the county assessor's representative (Mark Wilkinson) cannot officially approve the company's application until the extended resolution is approved by the co-sponsors.

Please contact me if you have any questions. When you have the matter scheduled let me know and I will attend to present it on behalf of the company.

Thank you,

John

## Agreement for Oregon Enterprise Zone Extended Abatement

### AGREEMENT WITH THE LINN COUNTY ENTERPRISE ZONE SPONSORS TO EXTEND PROPERTY TAX EXEMPTION TO FIVE CONSECUTIVE YEARS IN TOTAL FOR CAPITAL INVESTMENT BY Ti SQUARED, INC.

The sponsors of the Linn County Enterprise Zone comprising the governing bodies of the City of Millersburg and Linn County (hereinafter "The Zone Sponsor") and Ti Squared, Inc. (hereinafter "The Firm") do hereby enter into an agreement for extending the period of time in which The Firm shall receive an exemption from ad valorem taxes on its investment in qualified property in the Linn County Enterprise Zone contingent on certain special requirements, under ORS 285C.160.

The Zone Sponsor and The Firm jointly acknowledge that: subject to submission and approval of an application for authorization and the satisfaction of other requirements under ORS 285C.050 to 285C.250, The Firm is eligible for three years of complete exemption on its qualified property under ORS 285C.175(2)(a); nothing in this agreement shall modify or infringe on that three-year exemption or the requirements thereof, and, that this agreement becomes null and void if The Firm does not qualify for these three years of exemption on some such property.

The Zone Sponsor does hereby grant to The Firm an extension to that property tax abatement, as allowed under ORS.285C.175(2)(b), of an additional two years on the property that initially qualifies in the Linn County Enterprise Zone in the assessment year beginning on January 1, 2021 and, thus, sets a total period of exemption of five consecutive years in total, during which statutory requirements for the standard three-year enterprise zone exemption must also continue to be satisfied.

#### CONFIRMATION OF STATUTORY PROVISIONS

In order for qualified property to be exempt from ad valorem taxes for the additional two years of enterprise zone exemption as granted herein, The Firm agrees herewith that under 285C.160(3)(a)(A)(i) or (ii) and (b), in accordance with OAR 123-674-0060:

1. For each year of the entire exemption period, The Firm's new employees shall receive an average level of compensation equal to or greater than 150 percent of the county average annual wage, such that:

a. Compensation includes benefits such as employer provided insurance that can be monetized and do not arise from a payroll tax or similar government mandate.  
and

b. Except as revised under ORS 285C.160(4), the county wage is set at the time of authorization, accordingly, the 2018\* average wage for Linn County is \$43,882, for which 150% equals \$65,823.

\* Note: this is the year of the study, the rate applies until November 2020; it is published by the Oregon Employment Dept. as Average Annual Wage by County- 10/17/2019.

2. During the additional two years, the average annual wage received by The Firm's new employees shall also be equal to or greater than the current county average wage based on the most recent, final figure at the time.

3. The Firm's 'new employees' for the purposes of these requirements comprise only employees hired for and working full-time, year-round, non-temporary jobs that are created and filled for the first time after the date of application for authorization but on or before December 31 of the first full year of initial exemption, and that are performed within the current boundaries of the Linn County Enterprise Zone and engaged a majority of their time in The Firm's eligible operations according to ORS 285C.135 and 285C.200(7), regardless if any such employee is leased, contracted for or otherwise obtained through an external agent, provided that they are hired by and employed directly by The Firm.

#### LOCAL ADDITIONAL REQUIREMENTS

For The Firm to receive the additional two years of enterprise zone exemption granted herein, The City of Millersburg, a Zone Sponsor and The Firm agree that no additional requirements in addition to statutory requirements are being requested by The Zone Sponsor under ORS 285C.160(a)(B).

ACCEPTING FOR THE CITY MILLERSBURG, A ZONE SPONSOR OF  
THE LINN COUNTY ENTERPRISE ZONE:

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ACCEPTING FOR TISQUARED, INC.

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The other Zone Sponsor: Linn County approved this Agreement by passing a separate Resolution. Copies of which are attached.

## **March 31, 2020 Agenda Item**

To: Board of Commissioners  
From: Linn County Transportation Advisory Committee/  
Mark Volmert, Special/Rural Transportation Coordinator  
Subject: Special Transportation Fund 2020-2021 Allocations

### **Recommendations:**

The Linn County Transportation Advisory Committee recommends that the Board of Commissioners approve Resolution and Order No. 2020-089:

1. Allocating Special Transportation Fund money to 11 programs totaling \$283,822 and a contingency of \$9,636.
2. Authorizing the Special/Rural Transportation Coordinator and the County Attorney to prepare intergovernmental agreements and subrecipient agreements between the agencies and the County.

### **Background:**

Funding from the Oregon Special Transportation Fund (STF) Program is available to maintain or improve transportation services for seniors 60 years of age and older and/or persons of any age with disabilities.

Eligible applicants include public entities and public or private non-profit corporations. Eligible projects include maintenance of existing transportation programs and services for the elderly and people with disabilities; expansion or creation of such programs and services; transportation capital items; and planning and development of transportation services for the elderly and people with disabilities.

### **Coordinated Plan As a Guide:**

The Linn County Coordinated Public Transit-Human Services Transportation Plan was developed to guide the Transportation Advisory Committee, the Linn County Board of Commissioners and others in the investment of transportation resources. The Coordinated Plan, approved by the Board of Commissioners in September 2017, noted the projected very large increase in the senior population and a continued growth in the Americans with Disabilities Act (ADA) population.

The plan identified many transportation needs and potential opportunities to address the needs of Linn County residents and priorities included: (1) sustain current service; (2) support and increase the volunteer pool; (3) replace and maintain vehicles; (4) coordinate transportation efforts and provide technical assistance; (5) increase the coordination of medical and human services transportation; and (6) support regional partnerships.

In Linn County STF funds are leveraged by many programs as the source of local match required for federal and state grants (ranging from 45% local/55% federal to 10% local/90% federal). STF funds are also used to support transportation services provided by local volunteer-based programs.

### **State Funding of the STF Program:**

The program has long been funded through cigarette taxes (two cents of the current total tax of \$1.33 per pack), the sale of DMV identification cards and off-road fuel tax allocated to counties and transit districts on a population-based formula.

Beginning in 2009 the Legislative Assembly provided, through the state's General Fund, additional funds for the STF program. This funding has not been consistent. In 2009-2011 it was \$10 million; in 2011-2013 it was \$2 million; and in 2013-2015 it was \$2 million. In 2015-2017 and 2017-2019 the Legislative Assembly allocated \$10 million in general funds to the STF program.

In 2016 ODOT decided to authorize \$8 million in STF discretionary grants. This resulted in a 17% reduction in the 2017-2019 STF formula fund program.

### **STF Funding Available in 2019-2021:**

The combined 2019-2021 revenue from cigarette taxes, the sale of DMV identification cards and off-road fuel tax is approximately the same as 2017-2019. During its 2019 session the Legislative Assembly allocated \$10 million of STIF funds to the STF program to replace the \$10 million of state General Funds allocated in 2017-2019.

The 2019-2021 STF allocation to Linn County from ODOT is \$586,915, nearly identical to the 2017-2019 allocation of \$584,232. By comparison the 2015-2017 allocation was \$711,556.

### **2019-2020 Allocation Process and TAC Review:**

As in prior years, the Linn County Transportation Advisory Committee conducted a formal process, under state guidelines, to solicit, receive and review applications.

Applications were received from the 11 programs that currently receive STF funds. Nine of the programs requested the same amount of funds. Two programs requested additional funds: Volunteer Caregivers and Sunshine Industries Unlimited. The Special/Rural Transportation Coordinator provided TAC members with a written review and analysis of the applications. A copy of this report and the STF applications were transmitted to the Board of Commissioners on March 11.

## **Volunteer Caregivers**

Volunteer Caregivers is a shining example of a non-profit agency that leverages every dollar and tightly controls all expenses. It provides unique rides (particularly to very fragile residents who need to travel to locations, including Salem and Portland, that cannot be provided by other programs) using senior volunteers. It is an excellent example of what the Board of Commissioners requests: “good value to taxpayers”.

The number of lengthy rides has increased in the past two years; with a larger cost of gas reimbursement for volunteers who drive their own vehicles. Additionally, some small grants from private foundations will not be available in 2020-2021.

## **Sunshine Industries Unlimited**

Sunshine and WVCR-Lebanon are essentially the only I/DD vocational programs in Linn County. Sunshine has worked closely with the Senior Citizens of Sweet Home’s DD transportation program to transport Linn County residents from Albany, Lebanon and rural communities to its facility in Sweet Home; with Sunshine thereafter transporting the residents to employment sites.

Sunshine’s managers and Board of Directors have successfully worked with DHS to partner with the Employment First program. The number of full-time clients has increased from less than 60 to 82 in the past two years. Sunshine provides more than 33,000 annual rides.

Sunshine’s Board of Directors, in the past month, authorized the July 2020 opening of a small facility in Albany. Starting on a cautious and limited basis the facility will begin to address the challenges Albany I/DD residents have faced since the closure, several years ago, of the Co-Opportunity vocational facility in Albany. Sunshine requests an increase in STF funds to help support this effort.

## **Linn County TAC Recommendations:**

Each STF applicant provided a presentation about their program and their funding request to the Linn County TAC on March 10 and answered TAC questions.

Following a public hearing, the TAC made the following funding recommendations to the Board of Commissioners:

**2020-2021 STF Allocation Recommendations of Linn County  
Transportation Advisory Committee**

	<b>2019-2020 Allocation</b>	<b>2020-2021 Request</b>	<b>2020-2021 TAC Recommendations</b>
Lebanon Dial-A-Bus	\$43,082	\$43,082	\$43,082
SH Dial-A-Bus	\$23,500	\$23,500	\$23,500
Linn Shuttle	\$98,000	\$98,000	\$98,000
COG Sen/Dis Service	\$16,000	\$16,000	\$16,000
Volunteer Caregivers	\$21,329	\$31,240	\$31,240
OMRS	\$5,000	\$5,000	\$5,000
Sunshine Industries	\$5,000	\$10,000 *	\$10,000
Chamberlin House	\$5,000	\$5,000	\$5,000
Linn-Benton Loop	\$24,000	\$24,000	\$24,000
Albany Call-A-Ride	\$25,000	\$25,000	\$25,000
Benton County D-A-B	\$3,000	\$3,000 **	\$3,000
<b>All programs</b>	<b><u>\$268,911</u></b>	<b><u>\$283,822</u></b>	<b><u>\$283,822</u></b>
<b>Contingency</b>	<b>\$24,546</b>		<b>\$9,636</b>

\* Revised request, original application (before the decision to open a small facility in Albany) request was \$6,000

\*\* Revised request, original application (by a new program manager) request was \$19,263

Note: Similar to the past 15 years, 4% is deducted from each allocation for Linn County's administrative expenses

**Please see Marsha or Heather  
for a copy of the applications  
and the report from the Special/  
Rural Transportation  
Coordinator**

**COPY**

**TITLE 10**

**SPECIAL ORDINANCES, REGULATIONS, RULES, POLICIES, AND BARGAINING AGREEMENTS**

**SUBTITLE 5 – SPECIAL ORDERS**

**SPECIAL ORDER 8**

**Linn County Novel Coronavirus/COVID-19 Temporary Emergency Leave Policy**

In response to changes in federal law (the Families First Coronavirus Response Act and the Emergency Paid Sick Leave Act) and Oregon law (the Oregon Family Leave Act, per administrative regulation), Linn County issues the following temporary policy. This policy goes into effect April 1, 2020, and ends on December 31, 2020, unless specified below or unless Linn County announces a continuation of this policy in writing.

This policy does not replace Linn County's existing policies on FMLA, OFLA or sick leave, and should be read in conjunction with those policies (See LCP 20 Personnel Policy) and the collective bargaining agreement particular to an employee. Questions about this policy should be directed to the County Administrative Officer.

**Paid Sick Leave for COVID-19 Issues**

If an employee is unable to work or telework due a qualifying reason related to the COVID-19 pandemic, they will be eligible to take paid leave as described below. All employees are eligible for this type of leave with two exceptions that are identified below. This leave is in addition to paid leave employees accrue under Linn County's sick leave policy. Employees' accrued sick leave banks will not be withdrawn from for leave taken under this policy.

**Exceptions**

COVID-19 Paid Sick Leave is not available to health care providers or emergency responders.

**Qualifying Reasons for COVID-19 Paid Sick Leave**

- (1) *Quarantine* — to comply with a federal, Oregon or local quarantine or isolation order related to COVID-19. This does not include situations where a city or county orders its residents to "shelter in place".

- (2) *Self-Quarantine* — to self-quarantine, if the employee has been advised to do so by a local healthcare provider.
- (3) *Diagnosis or Treatment* — to obtain a medical diagnosis or treatment if the employee is experiencing symptoms of COVID-19.
- (4) *Care for a Quarantined Individual* — to care for an individual required to be quarantined or advised to be quarantined.
- (5) *Child Care* — to care for an employee's son or daughter if the son or daughter's school or child care provider has been closed or is unavailable due to COVID-19-related issues.
- (6) *Substantially Similar Care* — to care for a substantially similar condition, as determined by the secretary of health and human services.

"Son or daughter" – For purposes of this paid sick leave, a "son or daughter" is a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is either under 18 years of age or is 18 years of age or older and "incapable of self-care because of a mental or physical disability" at the time FMLA leave is to commence.

#### Accrual of and Requesting COVID-19 Paid Sick Leave

Full-time employees will receive 80 hours of COVID-19 Paid Sick Leave. The number of hours of COVID-19 Paid Sick Leave available to part-time employees depends on the number of hours the employee is scheduled to work during a two-week period, and may be calculated using the average number of hours worked in the six months leading up to the leave's start. As an example, if a part-time employee works, on average, 20 hours per week, the employee would be entitled to 40 hours of COVID-19 Paid Sick Leave.

Any unused COVID-19 Paid Sick Leave will not carry over into 2021. Employees will not be paid the value of any unused COVID-19 Paid Sick Leave if they quit, retire or are fired.

Although COVID-19 Paid Sick Leave is available to employees immediately, employees must follow Linn County's call in requirement for regular sick leave, under Linn County's call-in procedure in the Personal Policy or respective collective bargaining agreement.

Further, employees will be expected to provide verification of the need for COVID-19 Paid Sick Leave, as follows:

- (1) *Quarantine* — A copy of the order from a federal, Oregon or local government entity requiring quarantine or isolation relating to COVID-19. This order must include the Employee's name or other identifying

information sufficient to allow Linn County to conclude that the order affects a particular employee.

- (2) *Self-Quarantine* — Written verification of the need to self-quarantine from the employee's healthcare provider.
- (3) *Diagnosis or Treatment* — Written verification from of the employee's effort to receive a medical diagnosis for COVID-19 or treatment if the employee is experiencing symptoms of COVID-19.
- (4) *Care for a Quarantined Individual* — A copy of the order or other documentation from a federal, Oregon or local government regarding the individual's requirement to be quarantined that includes the individual's name, or written verification of the need to quarantine from the individual's health care provider.
- (5) *Child Care* — No verification required for school closures due to COVID-19 issues if evidence of closure is publicly available. Written verification from the child care provider about its/his/her unavailability to provide child care due to COVID-19-related issues.
- (6) *Substantially Similar Care* — Written verification of the employee's need to stay home from work from the employee's health care provider.

#### Caps on Value of COVID-19 Paid Sick Leave

For leave due to reasons (1), (2) or (3), above, an employee will earn the employee's regular rate of pay, capped at \$511 per day, for a maximum of \$5,110. For leave due to reasons (4), (5) or (6), above, an employee will earn 2/3 of the employee's regular rate of pay, capped at \$200 per day, for a maximum of \$2,000.

Employees who receive COVID-19 Paid Sick Leave may supplement this pay with accrued sick leave or vacation time to meet their full salary expectations, but they will not be paid from both COVID-19 Paid Sick Leave and vacation/sick leave for the same hours.

#### **Family Medical Leave Act and Oregon Family Leave Act Policy for School Closures**

Employees who have met the eligibility requirements below are eligible to receive unpaid time off when the employee is unable to work (or telework) due

to a need to care for a son or daughter if the school or place of care has been closed, or the child care provider of such son or daughter is unavailable, due to a public health emergency.

The leave of absences available under this policy, under FMLA and OFLA, will be referred to as "School Closure Leave", regardless of the terminology used in both laws. If not specifically addressed in this policy, all other provisions in Linn County's policies and collective bargaining agreements apply.

### Definitions

"Son or daughter" – For purposes of FMLA leave, a "son or daughter" is a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing *in loco parentis* who is either under 18 years of age or is 18 years of age or older and "incapable of self-care because of a mental or physical disability" at the time FMLA leave is to commence. For purposes of OFLA, "child" includes a biological, adopted, foster or stepchild, the child of a registered same-sex domestic partner or a child with whom the employee is in a relationship of *in loco parentis*. For purposes of OFLA, the "son or daughter" must be under the age of 18 or over 18 if incapable of self-care.

"Place of care" includes child care providers, and means a provider who receives compensation for providing child care services on a regular basis,

"School" means elementary or secondary school. Community college, university, college, or other post-secondary schools are not included.

### Eligibility Requirements

FMLA: Employees who have worked for Linn County in the 30 calendar days leading up to the start of the School Closure Leave.

OFLA: Employees who have been employed for at least 180 days and worked an average of at least 25 hours per week leading up to the start of the School Closure Leave.

### Length of Leave

FMLA: Up to 12 weeks of leave, to be taken any time during the period of April 2, 2020, and December 31, 2020. If a FMLA leave under this policy is started on December 1, 2020 (for example), the employee will not be allowed to continue the leave past December 31, even if the employee still has available FMLA

leave. An employee's ability to take FMLA leave for other purposes before or after School Closure Leave depends on the employee's "eligibility" under FMLA.

OFLA: Eligible employees may take up to 12 weeks of unpaid leave, to be taken any time during the period of March 18, 2020, to September 13, 2020. The 12 weeks of School Closure Leave must be used before September 13, 2020; no available School Closure Leave may be used after September 13, 2020.

School Closure Leave under these laws will run concurrently, where applicable. Linn County will apply the law that is most generous to the employee if the School Closure Leave runs concurrently.

### Notice and Verification

FMLA: Where the necessity for public health emergency leave is foreseeable, an employee shall provide the employer with as much notice as practicable.

OFLA: Employees must provide at least 30 days' notice before School Closure Leave is to begin if the reason for leave is foreseeable. If 30 days' notice is not foreseeable or practical, an employee must give verbal or written notice to Linn County within 24 hours of commencement of the leave.

Under both laws' School Closure Leave, no verification is required for school closures due to a public health emergency if evidence of closure is publicly available. Written verification from the "place of care" about its/his/her unavailability to provide child care due to a public health emergency is required.

### Benefits During Leave

FMLA: The first ten days of leave are unpaid; employees may, however, use COVID-19 Paid Sick Leave or any other accrued paid leave during this period. After the first ten days of School Closure Leave, and for each day thereafter, Linn County will provide paid leave calculated at two-thirds of an employee's regular rate of pay and the number of hours the employee would otherwise be normally be scheduled to work. Paid leave will not exceed \$200 per day, or \$10,000 in the aggregate.

Employees who receive School Closure Leave may supplement their pay with accrued COVID-19 Paid Sick Leave, or sick leave or vacation time under Linn County's policies, to meet their full salary expectations, but they will not be paid from both School Closure Leave and COVID-19/vacation/sick leave for the same hours.

OFLA: OFLA School Closure Leave is unpaid. Employees may, however, use any accrued paid leave during the period of OFLA School Closure Leave.

If an employee is on approved School Closure Leave under either or both laws, Linn County will continue the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. An employee wishing to maintain health insurance during a period of approved School Closure Leave will be responsible for bearing the cost of his/her share of group health plan premiums which had been paid by the employee prior to the School Closure Leave. Employees will not accrue vacation, sick leave or other benefits (other than health insurance) while the employee is on a School Closure Leave. The leave period, however, will be treated as continuous service (i.e., no break in service) for purposes of vesting and eligibility to participate in Linn County benefit plans.

#### Job Protection

FMLA and OFLA: Employees returning to work from School Closure Leave will be reinstated to their former position. If the position has been eliminated, the employee may be reassigned to an available equivalent position. Reinstatement is not guaranteed if the position has been eliminated under circumstances where the law does not require reinstatement.

Employees are expected to promptly return to work when the circumstances requiring School Closure Leave have been resolved, even if leave was originally approved for a longer period. If an employee does not return to work at the end of a designated School Closure Leave period, reinstatement may not be available unless the law requires otherwise.

#### **No-Retaliation**

Linn County will issue discipline, up to and including termination, to anyone who retaliates against an employee who asks about, requests or uses School Closure Leave or COVID-19 Paid Sick Leave.

# LINN COUNTY BOARD OF COMMISSIONERS



JOHN K. LINDSEY  
*Commissioner*

WILLIAM C. TUCKER  
*Commissioner*

ROGER NYQUIST  
*Commissioner*

*Linn County Courthouse  
P.O. Box 100, Albany, Oregon 97321  
(541) 967-3825 FAX: (541) 926-8228*

**RALPH E. WYATT**  
*Administrative Officer*

## PROCLAMATION

**April, 2020**

### **“Child Abuse Prevention and Awareness Month”**

**WHEREAS**, Children are valued in Linn County and should live in a safe, healthy home; and,

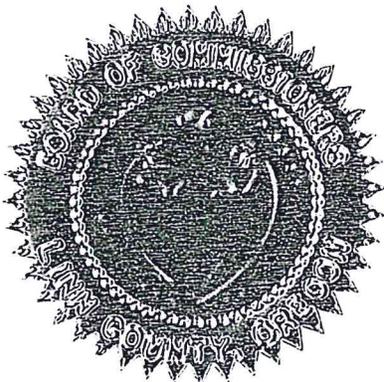
**WHEREAS**, Preventing child abuse and neglect is a community value that depends on the involvement of people community-wide in order to provide access to the resources needed for safe, healthy living; and,

**WHEREAS**, Child abuse and neglect not only directly harms children but also increases the likelihood of health problems, poor education performance, substance abuse and early pregnancy; these problems can compound themselves as the child becomes an adult. Abuse and neglect are far reaching with no social economic group immune and children of all races and ethnicities are victims. Child abuse is a total community problem affecting all levels of society; and,

**WHEREAS**, There were 410 substantiated cases of child abuse and neglect in Linn County during 2019; and,

**WHEREAS**, The prevention of child abuse needs to be addressed by the entire community; and now, therefore, the Linn County Board of Commissioners proclaim **April, 2020** as **“Child Abuse Prevention and Awareness Month”** throughout Linn County and calls upon all citizens, community agencies, religious organizations, medical facilities and businesses to increase their participation in efforts to support children and their families in living safe and healthy lives, therefore, preventing child abuse and neglect.

**IN WITNESS WHEREOF**, we have set our hands and caused the seal of Linn County to be affixed this 31st day of March, 2020.



**LINN COUNTY BOARD OF COMMISSIONERS**

\_\_\_\_\_  
Roger Nyquist, Chairman

\_\_\_\_\_  
John K. Lindsey, Commissioner

\_\_\_\_\_  
William C. Tucker, Commissioner