

ECONOMIC SECURITY CORPORATION OF THE SOUTHWEST AREA

Executive, Finance, Audit Committee Meeting By Conference Call March 18, 2020

The Executive, Finance, Audit Committee of the Economic Security Corporation's Board of Directors met via conference call at 1:30 P.M. on Wednesday, March 18, 2020. The call was hosted in John Joines' office.

Present in person for the meeting were John Joines, Tony Wright, Jeff Goldammer, Stacie Bingham, and Brenda Huffhines. Jim Jackson called the meeting to order. Roll call was taken and those participating were Jim Jackson, Doris Fast, Joy Williams, David Holloway, Paula Carsel, and the Board's Early Childhood representative, Nikki Tappana. Sarah Alumbaugh was unable to participate. A quorum was present.

The agenda for this meeting was amended prior to the meeting time to add a second item.

John stated that if the Board approved item A on the agenda, he would send our plan for operating during the Covid-19 pandemic to the employees. This plan will remain in force unless and until we hear further from the deciding sources.

The first item on the agenda was authorization for John to temporarily amend the Personnel Policies concerning employee leave during the Coronavirus Covid-19 Pandemic. All part and full time employees who have been employed by the agency for at least 30 days would be eligible to use any and all paid leaves, including sick leave, vacation, and E-Day, as well as FMLA or Leave of Absence. Jim made a motion to authorize John to temporarily amend the personnel policies concerning employee leave during the Coronavirus Covid-19 Pandemic. The motion was seconded by Paula Carsel. A roll call vote was taken and was as follows:

David – aye, Doris – aye, Joy – aye, Jim – aye, Nikki – aye, Paula – aye. Motion carried.

Item B was authorization for John to close ESC's facility(ies) based on recommendations from funding or legislative sources, such as health, state, or federal sources. Jasper County Superintendents were voting this day on whether to close all public schools through April 3. If they do so, we would extend our Spring Break and close the Head Start/Early Head Start classrooms through April 3 as well.

Our directors have reached out to our funding sources. Head Start and Housing and Urban Development have asked staff to continue working and they will be paid. Classroom staff will work at things such as delivering meals to our families. The other directors are also asking their funding sources if they will do the same. In this way, we can keep about 98% of our staff working.

The House of Representatives has passed HB82601. It is now in the Senate. This bill would allow us, if an employee comes to work showing a symptom, to send them home. Or, the employee can call in and not come to the office at all. Employees would take paid leave first. If they do not have enough leave to cover the time, this bill would immediately give the employee seven days of paid sick leave. President Trump has said that if an employee is required to self-quarantine for fourteen days, the employee will be paid. However, there is no news yet on how that will happen. That bill will probably go to committee next, to work out the items the House and Senate do not agree on. Then it would return to the House and Senate to be voted on again in its amended form, then sent to the President for signing. That is the best case scenario.

We realize that there will probably be some people who abuse the policy. There are to be penalties regarding this in the bill.

Jim made the motion to authorize John to close ESC's facility(ies) based on recommendations from funding or legislative sources, such as health, state, or federal sources. The motion was seconded by Paula, and a roll call vote was as follows:

Doris – aye, Joy – aye, Jim – aye, David – aye, Paula – aye, Nikki – aye. Motion carried.

Whether our partner sites decide to close or not is up to them. However, they will still receive our payments regardless of whether they are open. It was suggested that we ask for payroll information from those sites, so we know the money we send will be going to pay the staff. Also, if appropriate, a number of our people will be allowed to work from home. We have suspended all travel for training, and meetings of groups greater than ten persons. We will conduct the April meeting electronically, and there will probably be no committee meetings. Employees will be allowed to take unpaid leave if they prefer, rather than paid leave.

Paula made a motion to adjourn, seconded by Joy. The vote was as follows and motion was passed.

Doris – aye, Joy – aye, Jim – aye, David – aye, Paula – aye, Nikki – aye.

Meeting adjourned at 1:55 P.M.

Jim Jackson, Chairman

Nikki Tappana, Secretary