

Le Sueur County Board of Commissioners Meeting



Le Sueur County Government Center, 88 South Park Avenue, Le Center, MN 56057

Commissioners: Steven Rohlfig, Chair; Dave Gliszinski, John King, Danny O'Keefe, Lance Wetzel

Tuesday, January 4, 2022 at 9 a.m. / Commissioner's Board Room

Meeting Agenda

1. WebEx Meeting Information - January 4, 2022

Documents:

[LE SUEUR COUNTY BOARD ROOM INVITES YOU TO JOIN THIS WEBEX MEETING 1-4-22.PDF](#)

2. 9:00 A.M. Call The Le Sueur County Board Of Commissioners Meeting To Order
3. 9:00 A.M. Board Reorganization (10 Min)
 1. Election of 2022 Board Chair
 2. Election of 2022 Board Vice-Chair
 3. 2022 Board Photos

Documents:

[BOARDREORGANIZATION_2022.PDF](#)

4. Pledge Of Allegiance
5. Agenda Review And Approval
6. Consent Agenda Review And Approval
 1. December 28, 2021 Board Minutes & Board Summary Minutes

Documents:

[DECEMBER 28, 2021 BOARD MINUTES.PDF](#)
[DECEMBER 28, 2021 BOARD SUMMARY MINUTES.PDF](#)

7. 9:12 A.M. Public Open Forum
Note: This opportunity is reserved for private citizens only - not employees, unions or other organized groups funded by or associated with Le Sueur County. There is a three minute time limit per person to discuss topics that are not already on the meeting agenda for the day. The Board will not take action at the time of the presentation, but will direct County staff to respond appropriately to issues raised by citizens.

8. 9:15 A.M. Claims (5 Min)
 1. Human Services Claims
 2. 2021 EOY Claims
9. 9:20 A.M. Shayne Bender, County Assessor (5 Min)
 1. 2021 Clerical Abatements and Additions to the Tax Rolls Annual Report
10. 9:25 A.M. Jeff Neisen, IT Director (10 Min)
 1. 2022 PC/Laptop Purchase
11. 9:35 A.M. Megan Kirby, Public Health Director (10 Min)
 1. COVID/Public Health Update

Documents:

[CERTIFICATE OF APPRECIATION JUDY LLYOD 12-29-21.PDF](#)

12. 9:45 A.M. Cindy Westerhouse, Human Resources Director (10 Min)

Documents:

[JAN 4 HR AGENDA.PDF](#)

13. 9:55 A.M. Joe Martin, County Administrator (20 Min)
 1. Set the 2022 Board of Appeal and Equalization meeting for Tuesday, June 14, 2022 starting at 6:30 p.m. The meeting may not adjourn before 7:00 p.m.
 2. Draft OSHA Policy
 3. Historical Society Funds Request

Documents:

[DRAFT OSHA POLICY FOR COUNTY.PDF](#)

14. 10:00 A.M. Open Bids For 2022 Legal Newspaper (5 Min)
15. Commissioner Committee Reports
16. Adjourn
17. 10:30 A.M. Broadband: Discussion On Funding Opportunities And RDOF With Senator Draheim
 1. What we know about federal funding that will come to States for broadband
 2. What we know about state funding that will be available to providers and counties
 3. RDOF challenges



Le Sueur County Board Room invites you to join this Webex meeting.

Tuesday, January 4, 2022

9:00 a.m. | (UTC-05:00) Central Time (US & Canada) | 2 hrs 30 mins

Please copy and paste this link into a web browser to connect to the meeting:

<https://lesueurcounty.webex.com/lesueurcounty/j.php?MTID=mbd3a7dc8ed1d22fca68bff729d3fa7c7>

Meeting number (access code): 2485 533 8914

Meeting password: 0104CountyBoard

Tap to join from a mobile device (attendees only)

[+1-408-418-9388,24855338914###](tel:+1-408-418-9388,24855338914###) United Toll States

Join by phone

+1-408-418-9388 United States Toll

[Global call-in numbers](#)

Join from a video system or application

Dial [24855338914@lesueurcounty.webex.com](tel:24855338914@lesueurcounty.webex.com)

You can also dial 173.243.2.68 and enter your meeting number.

Need help? Got to: <http://help.webex.com>

Le Sueur County Board Reorganization

Administrator Martin calls the 2022 Le Sueur County Board of Commissioners to Order.

Administrator Martin then calls for nominations for Chairman. (3 Times)

Commissioner _____, seconded by Commissioner _____
nominates Commissioner _____ for Chairman.

On motion by _____, seconded by _____ and unanimously
approved, nominations cease and the Secretary is instructed to cast a unanimous ballot for
_____, the 2022 Board Chair.

Administrator Martin hands over the gavel to the Board Chair.

The Board Chair then calls for nominations for Vice Chair. (3 Times)

Commissioner _____, seconded by Commissioner _____
nominates Commissioner _____ for Vice Chairman.

On motion by _____, seconded by _____ and unanimously
approved, nominations cease and the Secretary is instructed to cast a unanimous ballot for
_____, the 2022 Board Vice Chairman.

**Minutes of Le Sueur County Board of Commissioners Meeting
December 28, 2021**

The Le Sueur County Board of Commissioners met in regular session on Tuesday, December 28, 2021 at 9:00 a.m. in the Government Center at Le Center, Minnesota. Those members present were: Dave Gliszinski, Danny O’Keefe, Steve Rohlfing and Lance Wetzel. John King joined remotely. Also present were Joe Martin, Brent Christian and Pam Herrmann.

On motion by O’Keefe, seconded by Wetzel, and approved via roll call vote 5 to 0, the Board approved the agenda for the business of the day.

On motion by Wetzel, seconded by Gliszinski, and approved via roll call vote 5 to 0, the Board approved the consent agenda:

- December 21, 2021 Board Minutes and Board Summary Minutes

Aaron Stubbs, Planning and Zoning Administrator came before the Board with two items for approval.

On motion by O’Keefe, seconded by Gliszinski, and approved via roll call 5 to 0, the Board granted a Conditional Use Permit to **MALISSA RADANKE, PRIOR LAKE, MN, (APPLICANT); JEANETTE RADANKE, PRIOR LAKE, MN, (OWNER)** to allow grading, excavating and filling of approximately 5 cubic yards in the bluff to repair/replace existing stairs and walkways in a Recreational Residential “RR” District of Lake Jefferson, a Recreational Development “RD” lake. The subject property is located on Lots 22 & 23 of the Tomahawk Point subdivision, located in Section 4 of Washington Township. The application was approved as written.

On motion by Gliszinski, seconded by Wetzel, and approved via roll call 5 to 0, the Board granted a Conditional Use Permit to **DAVID WENDELSCHAFFER ETAL, CLEVELAND, MN, (APPLICANT\OWNER)** to allow the applicant to establish a 6-lot Preliminary Plat to be known as Lakeview Estates in a Recreational Residential “RR” Shoreland District and a Special Protection “SP” Shoreland District, Lake Jefferson, a Recreational Development “RD” lake. Property is located in Government Lots 2 & 3, Section 3, Cleveland Township and Government Lot 1, Section 34 Cleveland Township. The application was approved as written.

Jeff Neisen, IT Director came before the Board with several items.

On motion by Gliszinski, seconded by O’Keefe, and approved via roll call 5 to 0, the Board approved the Mitel Standard Software Assurance Renewal Agreement through Marco for \$4,580.10 from 12/31/21 – 12/30/22.

On motion by O’Keefe, seconded by Wetzel, and approved via roll call 5 to 0, the Board approved the SHI Veeam Support Virtual Backup & Replication Enterprise Agreement for 3 years at \$20,910.00.

On motion by Wetzel, seconded by King, and approved via roll call 5 to 0, the Board approved the KnowBe4 Security Awareness Training/Subscription with SHI for 3 years at \$14,382.00.

Dave Tiegs, County Engineer came before the Board with several items for approval.

On motion by Wetzel, seconded by O’Keefe, and approved via roll call 5 to 0, the Board approved the Municipal Maintenance Agreements for the Municipalities of Cleveland, Elysian, Kasota, Le Center, Le Sueur, Montgomery and Waterville. Municipal Maintenance Agreements pay each municipality \$7,310.72 per mile of County State Aid roadway maintained at a total cost of \$165,002.95.

On motion by O’Keefe, seconded by Wetzel, and approved via roll call 5 to 0, the Board approved the purchase of a 2023 Mack Tandem Axle Cab & Chassis from NUSS Truck & Equipment for \$129,971.00.

On motion by Wetzel, seconded by Gliszinski, and approved via roll call 5 to 0, the Board approved the purchase of a Towmaster Plow Body and Accessories for \$138,061.00 from Towmaster Truck Equipment.

On motion by O’Keefe, seconded by King, and approved via roll call 5 to 0, the Board approved the purchase of a 2023 GMC Sierra 2500 Pickup from North Country GM for \$35,623.55.

On motion by Wetzel, seconded by Gliszinski, and approved via roll call 5 to 0, the Board approved the purchase of an 84” Skid-Steer Rotary Mower and Forestry Door Kit from Bobcat of Mankato for \$17,273.15.

On motion by O’Keefe, seconded by King, and approved via roll call 5 to 0, the Board approved the Rental of CASE IH MAXXUM Tractor from Minnesota Ag Group of Northfield for \$14/hour rental rate.

Joe Martin, County Administrator came before the Board with several items for approval.

On motion by Wetzel, seconded by Gliszinski, and approved via roll call 5 to 0, the Board approved the Economic Development Contract with Region 9 from January 1, 2022 – June 30, 2022 for up to 16 hours of work on a weekly basis at no cost, but the County will provide compensation and expenses for travel reimbursement, registration fees, outside consultant time, and other expenses as approved by the County Administrator. These costs will not exceed \$25,000.

On motion by O’Keefe, seconded by Wetzel, and approved via roll call 5 to 0, the Board adopted the following resolution setting the 2022 mileage reimbursement rate:

BE IT RESOLVED: That the Le Sueur County Board of Commissioners hereby sets the mileage reimbursement for Le Sueur County Employees to be the Federal IRS mileage at 58.5 cents per mile and 2 cents per mile additional for those Water Patrol Officers while pulling a water patrol boat for the year 2022.

On motion by King, seconded by Gliszinski, and approved via roll call 5 to 0, the Board adopted the 2022 Per Diem Rate:

BE IT RESOLVED: That the Le Sueur County Board of Commissioners hereby sets the 2022 Per Diem at \$75.00 per half day and \$100.00 per full day, effective January 1, 2022 for all per diems.

On motion by O’Keefe, seconded by Wetzel, and approved via roll call 5 to 0, the Board set the 2022 Per Diem Eligible Committees as follows:

2022 PER DIEM ELIGIBLE COMMITTEES

1 Watershed 1 Plan, Airport Commissions, AMC & All AMC Policy Committees, Annual Township Meeting, Cannon River Matters, EMS Joint Powers, Extension, Fair Board, Family Services Collaborative, GBERBA, Historical Society, HRA & Multi-County HRA, Human Resources Committee, Immtrack Joint Powers Board, Labor Management, Law Library, LCDS Inc., Le Sueur-Blue Earth Joint Drainage Authorities, Le Sueur County Aging and Transit, Le Sueur-Rice Joint Drainage Authorities, Le

Sueur-Scott Joint Drainage Authorities, Le Sueur-Waseca Community Health Board, Le Sueur-Waseca Regional Library, Mental Health Advisory, Middle MN River Watershed, MSSA, MV River Watershed Committee, MVAC, MVCOG, NACO, Ney Foundation, Parks Board, Personnel Policy Committee, PIC, Planning & Zoning meetings, Public Health Advisory Committee, Public Health Emergency Preparedness Advisory Committee, Region 9, Regional Radio Board, Road & Bridge, Safety Committee, Scenic Byway Alliance, SHIP (Statewide Health Improvement Program), South Central Transit JPA, SCHSAC (State Community Health Services Advisory Committee, Transportation Alliance, Tri-County Solid Waste, TRUE Transit, Veterans Services Drivers, West Jefferson Sewer District and any other newly created committees recognized by the County Board in the year 2022.

On motion by King, seconded by O'Keefe, and approved via roll call 5 to 0, the following resolution was adopted:

BE IT RESOLVED: that all members of the County Board, the Human Services Director, the County Administrator, and the Public Health Director are hereby designated as Association of Minnesota Counties Delegates for Le Sueur County in 2022.

BE IT FURTHER RESOLVED: that all officials and their delegates are hereby authorized to attend all meetings called by their respective associations, regional and national, including regular meetings called during the year 2022, and

BE IT FURTHER RESOLVED: that all out-of-state meetings must be requested in person by the Department Head before the County Board.

On motion by Wetzel, seconded by Gliszinski, and approved via roll call 5 to 0, the Board established the 2022 annual base salary of the Le Sueur County Board of Commissioners to be \$32,179.65 plus cafeteria benefits as negotiated by the Union Contracts.

On motion by O'Keefe, seconded by Wetzel, and approved via roll call 4 to 0 with King absent, the Board established the 2022 salaries for the Le Sueur County elected officials.

County Attorney: \$121,000

County Sheriff: \$134,500

Chief Deputy Sheriff: \$107,576.20

County Recorder: \$85,000

On motion by O'Keefe, seconded by Gliszinski, and approved via roll call 4 to 0 with King absent, the Board adopted the following resolution setting the 2022 Le Sueur County hours of operation:

THEREFORE, BE IT RESOLVED: That all employees except for public safety and the county highway department employees shall have their normal work week at 39.5 hours in 2022.

BE IT FURTHER RESOLVED: That the normal hours of operation for the County Courthouse and Planning and Zoning Office shall be 8:00 a.m. to 4:30 p.m. on Mondays thru Thursday and 8:00 a.m. to 4:00 p.m. on Friday for 2022.

Joe also brought up two agenda items for the January 4th Board meeting. 1) Historical Society request of \$90,000. 2) OSHA rule must be acted on before 1/10/22.

Commissioner Committee Reports:

- Commissioner Gliszinski reported on Department Head meeting.

- Commissioner King had no report.
- Commissioner Wetzel had no report.
- Commissioner O’Keefe reported on Fairboard meeting, Work session with County Surveyor
- Commissioner Rohlfing reported on Work session with County Surveyor.

On motion by Wetzel, seconded by O’Keefe, and approved via roll call 5 to 0, the Board adjourned until January 4, 2022 at 9:00 a.m.

ATTEST: _____
Le Sueur County Administrator Le Sueur County Chairman

Summary Minutes of Le Sueur County Board of Commissioners Meeting - December 28, 2021

- This is only a summary publication per MN Statutes 375.12 and 331A.01 sub. 10. The complete minutes are on file in the Le Sueur County Administrator's Office at 88 S Park Ave. Le Center, MN and are available at www.co.le-sueur.mn.us.
- Approved the agenda for the business of the day. (O'Keefe/Wetzel)
- Approved the consent agenda: (Wetzel/Gliszinski)
 - December 21, 2021 Board Minutes and Board Summary Minutes
- Granted a Conditional Use Permit to MALISSA RADANKE, PRIOR LAKE, MN, (APPLICANT); JEANETTE RADANKE, PRIOR LAKE, MN, (OWNER) to allow grading, excavating and filling of approximately 5 cubic yards in the bluff to repair/replace existing stairs and walkways in a Recreational Residential "RR" District of Lake Jefferson, a Recreational Development "RD" lake. The subject property is located on Lots 22 & 23 of the Tomahawk Point subdivision, located in Section 4 of Washington Township. The application was approved as written. (O'Keefe/Gliszinski)
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- Approved the Mitel Standard Software Assurance Renewal Agreement through Marco for \$4,580.10 from 12/31/21 – 12/30/22. (Gliszinski/O'Keefe)
- Approved the SHI Veeam Support Virtual Backup & Replication Enterprise Agreement for 3 years at \$20,910.00. (O'Keefe/Wetzel)
- Approved the KnowBe4 Security Awareness Training/Subscription with SHI for 3 years at \$14,382.00. (Wetzel/King)
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- Approved the purchase of a 2023 Mack Tandem Axle Cab & Chassis from NUSS Truck & Equipment for \$129,971.00. (O'Keefe/Wetzel)
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- Approved the Economic Development Contract with Region 9 from January 1, 2022 – June 30, 2022 for up to 16 hours of work on a weekly basis at no cost, but the County will provide compensation and expenses for travel reimbursement, registration fees, outside consultant time, and other expenses as approved by the County Administrator. These costs will not exceed \$25,000. (Wetzel/Gliszinski)
- Adopted the following resolution setting the 2022 mileage reimbursement rate: (O'Keefe/Wetzel)
 - BE IT RESOLVED:** That the Le Sueur County Board of Commissioners hereby sets the mileage reimbursement for Le Sueur County Employees to be the Federal IRS mileage at

58.5 cents per mile and 2 cents per mile additional for those Water Patrol Officers while pulling a water patrol boat for the year 2022.

- Adopted the 2022 Per Diem Rate: (King/Gliszinski)
BE IT RESOLVED: That the Le Sueur County Board of Commissioners hereby sets the 2022 Per Diem at \$75.00 per half day and \$100.00 per full day, effective January 1, 2022 for all per diems.
- Set the 2022 Per Diem Eligible Committees as follows: (O'Keefe/Wetzel)

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- Adopted the following resolution: (King/O'Keefe)
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BE IT FURTHER RESOLVED: that all out-of-state meetings must be requested in person by the Department Head before the County Board.
- Established the 2022 annual base salary of the Le Sueur County Board of Commissioners to be \$32,179.65 plus cafeteria benefits as negotiated by the Union Contracts. (Wetzel/Gliszinski)
- Established the 2022 salaries for the Le Sueur County elected officials. (O'Keefe/Wetzel)
 - County Attorney: \$121,000
 - County Sheriff: \$134,500
 - Chief Deputy Sheriff: \$107,576.20
 - County Recorder: \$85,000
- Adopted the following resolution setting the 2022 Le Sueur County hours of operation: (O'Keefe/Gliszinski)
THEREFORE, BE IT RESOLVED: That all employees except for public safety and the county highway department employees shall have their normal work week at 39.5 hours in 2022.
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Commissioner Committee Reports:

- Commissioner Gliszinski reported on Department Head meeting.
- Commissioner King had no report.
- Commissioner Wetzel had no report.

- Commissioner O'Keefe reported on Fairboard meeting, Work session with County Surveyor
- Commissioner Rohlfing reported on Work session with County Surveyor.
- Adjourned until January 4, 2022 at 9:00 a.m. (Wetzel/O'Keefe)

ATTEST: **Le Sueur County Administrator** **Le Sueur County Chairman**

Certificate of Appreciation

Judy Lloyd

On behalf of Le Sueur County, we would like to recognize Judy Lloyd for **30** years of service as a member of the Public Health Advisory Committee.

Her commitment to the citizens of Le Sueur County was truly appreciated.

January 4, 2022

Commissioner Steve Rohlfig

Commissioner Lance Wetzel

Commissioner Danny O'Keefe

Commissioner John King

Commissioner David Gliszinski



Human Resources

88 SOUTH PARK AVENUE • LE CENTER, MINNESOTA 56057

Telephone: 507-357-8517 • Fax: 507-357-8607

Cindy Westerhouse – Human Resources Director

HUMAN RESOURCES AGENDA ITEMS January 4, 2022

The Le Sueur County Board of Commissioners and the Employee Recognition Committee would like to recognize the following employees on their significant length of service anniversary with Le Sueur County (4th quarter 2021).

30 Years	Kari Sowieja	Human Services
25 Years	Brent Christian	County Attorney' Office
20 Years	Judy Yokiell	Human Services
	Roxanne Braun Billings	Human Services
15 Years	Matt Shouler	Sheriff's Office
5 Years	Briana Bastyr	Public Health
	Robert Whipps	County Attorney's Office

Recommendation to grant regular status to Megan Block, full time Registered Nurse in Public Health, effective January 4, 2022.

Recommendation to grant regular status to Garrett Block, full time Highway Technician III in the Highway Department, January 4, 2022.

Recommendation to grant regular status to Scott O'Brien, full time Investigator in the Sheriff's Office, effective January 1, 2022.

Recommendation to grant Megan Kirby, Public Health Director, personal leave of absence, effective January 26 to April 11, 2022.



Human Resources

88 SOUTH PARK AVENUE • LE CENTER, MINNESOTA 56057

Telephone: 507-357-8517 • Fax: 507-357-8607

Cindy Westerhouse – Human Resources Director

Staffing Updates -

Hired Steven Erickson, part time Transportation Driver in Veteran Services, effective January 3, 2022.

Hired Alexi Martin, full time Correctional Officer in the Sheriff's Office, Grade 6, Step A, \$22.24 per hour, effective January 3, 2022.

Promoted Alesha Meyer from full time Correctional Officer, Grade 6, Step 11, \$29.05 per hour to full time Corporal in the Sheriff's Office, Grade 8, Step H, \$33.45 per hour, effective January 2, 2022.

Promoted Jordan Trnka from full time Correctional Officer, Grade 6, Step 5, \$22.49 per hour to full time Corporal in the Sheriff's Office, Grade 8, Step A, \$25.01 per hour, effective January 2, 2022.

Le Sueur County Vaccination, Testing, and Face Covering Policy

Effective Date of Policy

This policy will become effective upon the Minnesota Department of Labor and Industry Occupational Safety and Health Administration Office (MNOSHA) issuing the Emergency Temporary Standard (ETS) rule. Implementation of this policy may be effected by pending legal decisions.

Purpose:

Vaccination is a vital tool to reduce the presence and severity of COVID-19 cases in the workplace, in communities, and in the nation as a whole. Le Sueur County encourages all employees, elected officials and volunteers to receive a COVID-19 vaccination to protect themselves and others. However, should an employee or elected official choose not to be vaccinated, this policy's sections on testing and face coverings will apply. This policy complies with OSHA's Emergency Temporary Standard on Vaccination and Testing (29 CFR 1910.501).

Scope:

This COVID-19 Policy on vaccination, testing, and face covering use applies to all employees and elected officials of Le Sueur County, except for individuals who do not report to a workplace where other individuals (such as coworkers or customers) are present; employees while working from home; and employees who work exclusively outdoors.

- *Employees who report to the office at least one day per week are subject to weekly testing requirements if they are unvaccinated.*
- *Employees who do not regularly report to the office at least one day per week, are still subject to testing requirement, but not weekly, instead they are required to be tested within 7 days of coming to office.*

All employees are encouraged to be fully vaccinated. Employees are considered fully vaccinated two weeks after completing primary vaccination with a COVID-19 vaccine with, if applicable, at least the minimum recommended interval between doses. For example, this includes two weeks after a second dose in a two-dose series, such as the Pfizer or Moderna vaccines, two weeks after a single-dose vaccine, such as Johnson & Johnson's vaccine, or two weeks after the second dose of any combination of two doses of different COVID-19 vaccines as part of one primary vaccination series. Employees who are not fully vaccinated will be required to provide proof of weekly COVID-19 testing and wear a face covering at the workplace.

All employees are required to report their vaccination status and, if vaccinated, provide proof of vaccination. Employees must provide truthful and accurate information about their COVID-19 vaccination status, and, if not fully vaccinated, their testing results. Employees not in compliance with this policy will be subject to discipline. If employees choose not to divulge their vaccination status, they will be considered unvaccinated and subject to testing requirements.

Disciplinary Steps for Non-Compliance

Infraction #1: Employee will receive written warning and be directed to immediately address infraction.

Infraction #2: Suspension of two weeks without pay or benefits, employee will be responsible for paying all benefit costs during suspension period.

Infraction #3: Employment will be terminated.

Exemptions

Employees may be legally entitled to a reasonable accommodation if they cannot wear a face covering (as otherwise required by this policy) because of a disability, or if the provisions in this policy for wearing a face covering conflict with a sincerely held religious belief, practice, or observance. Requests for exceptions and reasonable accommodations must be initiated by the employee and delivered to the Human Resources Department. All such requests will be handled in accordance with applicable laws and regulations.

Procedures

Testing

Le Sueur County will start testing unvaccinated employees starting as early as the week of **January 31, 2022**.

Fully Vaccinated Definition

In general, people are considered fully vaccinated:

- Two weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or
- Two weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine

Vaccination

Any Le Sueur County employee that chooses to be vaccinated against COVID-19 must be fully vaccinated no later than **January 31, 2022**. Any employee not fully vaccinated by **January 31, 2022** will be subject to the regular testing and face covering requirements of the policy.

To be fully vaccinated by **January 31, 2022**, an employee must:

- Obtain the second dose of a two vaccine series no later than **January 17, 2022**; or
- Obtain one dose of a single dose vaccine no later than **January 17, 2022**.

Employees will be considered fully vaccinated two weeks after receiving the requisite number of doses of a COVID-19 vaccine as stated above. An employee will be considered partially vaccinated if they have received only one dose of a two dose vaccine.

Employees wishing to schedule a vaccination should reference the Minnesota Department of Health *Vaccine Connector* website to locate a facility offering vaccination, or may call Le Sueur County Public Health to inquire about vaccine availability.

Testing and Face Coverings

All employees who are not fully vaccinated as of **January 31, 2022** will be required to undergo regular COVID-19 testing and wear a face covering when in the workplace. Policies and procedures for testing and face coverings are described in the relevant sections of this policy.

All employees will be tested weekly, unless they choose to become vaccinated, once they become fully vaccinated, the weekly testing requirements will be lifted.

Vaccinated Employees

All vaccinated employees are required to provide proof of COVID-19 vaccination, regardless of where they received vaccination. Proof of vaccination status can be submitted to the HR Department.

Acceptable proof of vaccination status is:

1. The record of immunization from a health care provider or pharmacy;
2. A copy of the COVID-19 Vaccination Record Card;
3. A copy of medical records documenting the vaccination;
4. A copy of digital medical record downloaded and shared through the State of Minnesota's Docket App. For more information on how to obtain this (see attached fact sheet);
5. A copy of immunization records from a public health, state, or tribal immunization information system; or
6. A copy of any other official documentation that contains the type of vaccine administered, date(s) of administration, and the name of the health care professional(s) or clinic site(s) administering the vaccine(s).

Proof of vaccination generally should include the employee's name, the type of vaccine administered, the date(s) of administration, and the name of the health care professional(s) or clinic site(s) that administered the vaccine. In some cases, state immunization records may not include one or more of these data fields, such as clinic site; in those circumstances Le Sueur County will still accept the state immunization record as acceptable proof of vaccination.

If an employee is unable to produce one of these acceptable forms of proof of vaccination, despite attempts to do so (e.g., by trying to contact the vaccine administrator or state health department), the employee can provide a signed and dated statement attesting to their vaccination status (fully vaccinated or partially vaccinated); attesting that they have lost and are otherwise unable to produce one of the other forms of acceptable proof; and including the following language:

"I declare (or certify, verify, or state) that this statement about my vaccination status is true and accurate. I understand that knowingly providing false information regarding my vaccination status on this form may subject me to criminal penalties."

An employee who attests to their vaccination status in this way should to the best of their recollection, include in their attestation the type of vaccine administered, the date(s) of administration, and the name of the health care professional(s) or clinic site(s) administering the vaccine.

All Employees

All employees, both vaccinated and unvaccinated, must inform Le Sueur County of their vaccination status. The following table outlines the requirements for submitting vaccination status documentation. If employees refuse to respond to and affirm their vaccination status, they will be considered unvaccinated and subject to testing requirements.

<i>Vaccination Status</i>	<i>Instructions</i>	<i>Deadline(s)</i>
<i>Employees who are fully vaccinated.</i>	<i>Submit proof of vaccination that indicates full vaccination.</i>	<i>January 10, 2022</i>
<i>Employees who are not vaccinated.</i>	<i>Submit statement that you are unvaccinated, but are planning to receive a vaccination by the deadline.</i>	<i>December 28, 2021 if choosing two-dose Pfizer or January 17, 2022 if choosing one dose J&J</i>
	<i>Submit statement that you are unvaccinated and not planning to receive a vaccination.</i>	<i>January 10, 2022</i>

Supporting COVID-19 Vaccination

An employee may take up to four hours of duty time per dose to travel to the vaccination site, receive a vaccination, and return to work. This would mean a maximum of eight hours of duty time for employees receiving two doses. If an employee spends less time getting the vaccine, only the necessary amount of duty time will be granted. Employees who take longer than four hours to get the vaccine must send their supervisor an email documenting the reason for the additional time (e.g., they may need to travel long distances to get the vaccine). Any additional time requested will be granted, if reasonable, but will not be paid; in that situation, the employee can elect to use accrued leave, e.g., sick leave, to cover the additional time. If an employee is vaccinated outside of their approved duty time they will not be compensated.

Employees may utilize up to two workdays of sick leave immediately following each dose if they have side effects from the COVID-19 vaccination that prevent them from working. Employees who have no sick leave will be granted up to two days of additional sick leave immediately following each dose if necessary.

Employee Notification of COVID-19 and Removal from the Workplace

Le Sueur County will require employees to promptly notify their supervisor when they have tested positive for COVID-19 or have been diagnosed with COVID-19 by a licensed healthcare provider. Employees are also required to report any co-worker who they may have been in close contact with. Close contact is defined as spending a cumulative total of 15 minutes or more interacting within 6 feet. The starting period is two days before becoming symptomatic.

Medical Removal from the Workplace

Le Sueur County has also implemented a policy for keeping COVID-19 positive employees or those who have been in close contact with a COVID-positive employee from the workplace in certain circumstances. Le Sueur County will immediately remove an employee from the workplace if they have received a positive COVID-19 test or have been diagnosed with COVID-19 by a licensed healthcare provider. Le Sueur County may also remove an employee from the workplace if they have been in close contact with a COVID-positive employee.

SEE ATTACHED COVID-19 DECISION TREE AND SUPERVISOR PROCEDURE FOR HANDLING COVID

Return to Work Criteria

For any employee removed because they are COVID-19 positive, Le Sueur County will keep them removed from the workplace until they meet the attached return to work policy guidance developed by the Minnesota Department of Health.

COVID-19 Testing

All employees who are not fully vaccinated will be required to comply with this policy for testing.

Employees who report to the workplace at least once every seven days:

- (A) must be tested for COVID-19 at least once every seven days; and
- (B) must provide documentation of the most recent COVID-19 test result to the HR Department no later than the seventh day following the date on which the employee last provided a test result.

Any employee who does not report to the workplace during a period of seven or more days (e.g., if they were teleworking for two weeks prior to reporting to the workplace):

- (A) must be tested for COVID-19 within seven days prior to returning to the workplace; and
- (B) must provide documentation of that test result to [the supervisor] upon return to the workplace.

If an employee does not provide documentation of a COVID-19 test result as required by this policy, they will be removed from the workplace until they provide a test result.

Employees who have received a positive COVID-19 test, or have been diagnosed with COVID-19 by a licensed healthcare provider, are not required to undergo COVID-19 testing for 90 days following the date of their positive test or diagnosis.

Testing Protocols and Cost of Testing

The cost of testing and who pays for the testing is to be determined, but a portion or all of the cost associated with testing may be the responsibility of the employee.

Le Sueur County is still developing a final testing protocol and that protocol will be communicated to all employees when it is ready to be implemented.

Face Coverings

Le Sueur County will require all employees who are not fully vaccinated to wear a face covering. Face coverings must: (i) completely cover the nose and mouth; (ii) be made with two or more layers of a breathable fabric that is tightly woven (i.e., fabrics that do not let light pass through when held up to a light source); (iii) be secured to the head with ties, ear loops, or elastic bands that go behind the head. If gaiters are worn, they should have two layers of fabric or be folded to make two layers; (iv) fit snugly over the nose, mouth, and chin with no large gaps on the outside of the face; and (v) be a solid piece of material without slits, exhalation valves, visible holes, punctures, or other openings. Acceptable face coverings include clear face coverings or cloth face coverings with a clear plastic panel that, despite the non-cloth material allowing light to pass through, otherwise meet these criteria and which may be used to facilitate communication with people who are deaf or hard-of-hearing or others who need to see a speaker's mouth or facial expressions to understand speech or sign language respectively.

Employees who are not fully vaccinated must wear face coverings over the nose and mouth when indoors and when occupying a vehicle with another person for work purposes. Policies and procedures for face coverings will be implemented, along with the other provisions required by OSHA's COVID-19 Vaccination and Testing ETS, as part of a multi-layered infection control approach for unvaccinated workers.

The following are exceptions to Le Sueur County's requirements for face coverings:

1. When an employee is alone in a room with floor to ceiling walls and a closed door.
2. For a limited time, while an employee is eating or drinking at the workplace or for identification purposes in compliance with safety and security requirements.
3. When an employee is wearing a respirator or facemask.
4. Where Le Sueur County has determined that the use of face coverings is infeasible or creates a greater hazard (e.g., when it is important to see the employee's mouth for reasons related to their job duties, when the work requires the use of the employee's uncovered mouth, or when the use of a face covering presents a risk of serious injury or death to the employee).

New Hires

All new employees are required to comply with the vaccination, testing, and face covering requirements outlined in this policy as soon as practicable and as a condition of employment. Potential candidates for employment will be notified of the requirements of this policy prior to the start of employment.

Confidentiality and Privacy

All medical information collected from individuals, including vaccination information, test results, and any other information obtained as a result of testing, will be treated in accordance with applicable laws and policies on confidentiality and privacy.

Questions

Please direct any questions regarding this policy to the Le Sueur County Human Resources Department.



COVID-19 MEDICAL EXEMPTION FORM FOR EMPLOYEES

To request a medical exemption from the COVID-19 face covering requirement, please complete Part 1 and have your licensed health care provider complete Part 2 before returning this form to Le Sueur County Human Resources.

PART 1: TO BE COMPLETED BY EMPLOYEE

Name: _____ **Date of Birth:** _____

Employee Acknowledgement

By signing below, I understand all the information I am submitting is true and accurate to the best of my knowledge. I understand that any falsified or misled information can lead to disciplinary action.

Signature: _____

Date: _____

Release of Information

My signature above authorizes the release of the following information to Le Sueur County Human Resources or any other person authorized by Le Sueur County to receive medical information that is specifically related and necessary to determine the medical exemption/reasonable accommodation in the workplace for COVID-19. I further authorize Le Sueur County Human Resources or others as authorized by Le Sueur County to contact my physician or health care provider, if necessary, to seek clarification of this documentation.

PART 2: TO BE COMPLETED BY LICENSED PRACTITIONER (HEALTHCARE PROVIDER)

Employee Name: _____

Le Sueur County requires vaccination or weekly testing against COVID-19 and face coverings for unvaccinated employees as a condition of employment. The above-named employee is requesting an exemption from the face covering policy due to medical reasons.

Please provide the following information:

1. A statement that the individual's condition and medical circumstances relating to the individual are such that a face covering is not considered safe.

Description of the medical condition for which the employee listed above should be exempt from complying with a COVID-19 face covering requirement:

Medical Provider Name & Title

Medical Provider Signature

Date:

- 4) List any alternative accommodations that also would eliminate the conflict between the EEOC requirement, policy, or practice and your sincerely held religious beliefs.

Requester Signature: _____

Date: _____

Accommodation Decision

- Accommodations:
- approved as requested
 - approved but different from the original request
 - denied

Identify the accommodation provided.

If the approved accommodation is different from the one originally requested, explain the basis for denying the original request.

If an alternative accommodation was offered,

- accepted
- rejected

If it was rejected, state the basis for rejection.

If the accommodation is denied and no alternative accommodation was proposed, explain the basis for denying the request without an alternative accommodation. An individual who disagrees with the resolution of the request may ask the Human Resources Director to reconsider that decision within 10 business days of receiving this completed form with the Deciding Official's decision. Note that requesting reconsideration does not extend the time limits for initiating administrative, statutory, or collective bargaining claims.

If an individual is dissatisfied with the resolution and wishes to pursue administrative, statutory, or collective bargaining rights, they must take the following steps:

- For an EEO complaint pursuant to 29 C.F.R. part 1614, contact an EEO counselor in the Office of Equal Opportunity within 45 days from the date of receipt of this form or a verbal response, whichever comes first.
- For a collective bargaining claim, file a written grievance in accordance with the provisions of the collective bargaining agreement.

Supervisor Procedure for Handling COVID-positive or symptomatic employees

As a supervisor, you are likely going to be the first point of contact when a county employee becomes COVID symptomatic, is awaiting test results, or tests positive for COVID. Here are procedures to follow.

Scenario #1: Employee contacts you that they are not feeling well today and won't be in to work.

1. Ask them what symptoms they have?

People with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to the virus. Anyone can have mild to severe symptoms. People with **two or more** of these symptoms may have COVID-19:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

2. *If they have two or more of the above aforementioned symptoms, ask them if they plan to get a COVID test? If they say no, encourage them to do so.*

3. *If they don't plan on getting a COVID test, inform them they will need to stay home and take sick/vacation/comp accruals for 10-days since symptoms started. They will also need to be fever-free for at least 24 hours before returning to work.*

4. *If they plan to get a COVID test;*

- a. *Tell them to inform you as soon as they have received their test results.*
- b. *If employee produces a negative COVID test, to you and Human Resources, they can return to work when feeling better.*
- c. *If employee tests positive, follow attached COVID-19 Decision Tree, and have the employee contact Human Resources regarding medical leave.*

5. *Ask the employee who they have been in contact with in the last two days;*

- a. *Contact is defined as spending a cumulative total of 15 minutes or more interacting within 6 feet, with no barrier between.*
- b. *If they identify an employee they have been in contact with, fill out the attached interview form, and contact the co-workers, as they may need to be placed into quarantine protocol. Please submit the completed interview form to Human Resource. This information is confidential.*

Scenario #2: Employee contacts you to inform you they have COVID symptoms and are planning to get tested.

- 1. Thank them and reinforce the need to get tested.**
- 2. Ask them who they have been in contact with in last two days;**
 - a. Contact is defined as spending a cumulative total of 15 minutes or more interacting within 6 feet, with no barrier between.*
 - b. If they identify an employee they have been in contact with, fill out the attached interview form, and contact the co-workers, as they may need to be placed into quarantine protocol. Please submit the completed interview form to Human Resources. This information is confidential.*
- 3. Tell them to inform you as soon as they have received their test results;**
 - a. If employee produces a negative COVID test, to you and Human Resources, they can return to work when feeling better.*
 - b. If employee tests positive, follow attached COVID-19 Decision Tree, and have the employee contact Human Resources regarding medical leave.*

Scenario #3: Employee contacts you and informs you they have tested positive for COVID.

- 1. Ask them who they have been in contact with in last two days;**
 - a. Contact is defined as spending a cumulative total of 15 minutes or more interacting within 6 feet, with no barrier between.*
 - b. If they identify an employee they have been in contact with, fill out the attached interview form and, contact the co-workers, as they may need to be placed into quarantine protocol. Please submit the completed interview form to Human Resources. This information is confidential.*
 - c. Ask them to contact Human Resources regarding medical leave.*
- 2. Follow COVID-19 decision tree**

Scenario #4: You have an employee in the building who is displaying or communicating COVID symptoms.

- 1. Send them home and encourage them to test, follow aforementioned guidance.**

Scenario #5: Employee contacts you and informs you that their child/loved one has been sent home to quarantine due to a positive COVID exposure.

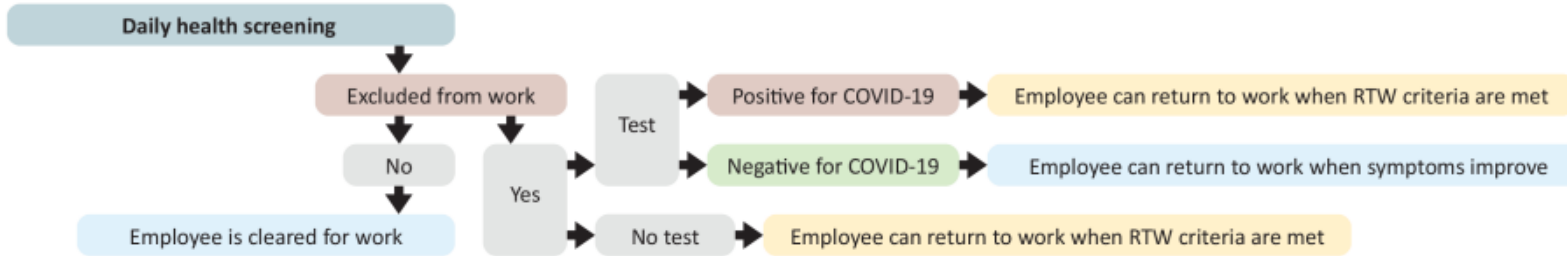
- 1. If employee has someone in their household quarantining due to a positive COVID exposure, encourage the employee to keep them away from others in the home, including themselves, if possible.**

2. *If the household contact tests positive, they are not able to social distance, and the employee is unvaccinated, the employee must quarantine 14 days after the positive household contacts isolation period ends.*
3. *If the household contact tests positive, they are not able to social distance, but the employee is vaccinated the employee does not need to quarantine, unless showing signs or symptoms. Masking is encouraged when coming into contact with the positive household case, and when outside of the home.*
4. *If employee tests positive, follow attached COVID-19 Decision Tree and have the employee contact Human Resources regarding medical leave.*

Remember: If the employee has been in close contact with a co-worker, the supervisor can take action to notify those who may have come into contact with the employee. The supervisor can do so without revealing the employee's identity, and maintaining the confidentiality of medical information. When providing notice to the co-workers, ensure there is no violation of the ADA's prohibition of disclosure of confidential medical information. Supervisors are prohibited from confirming or revealing the employee's identity.

Easy Access to Your and Your Family's Immunization Records

COVID-19 Decision Tree: Recommendations for Business and Industry



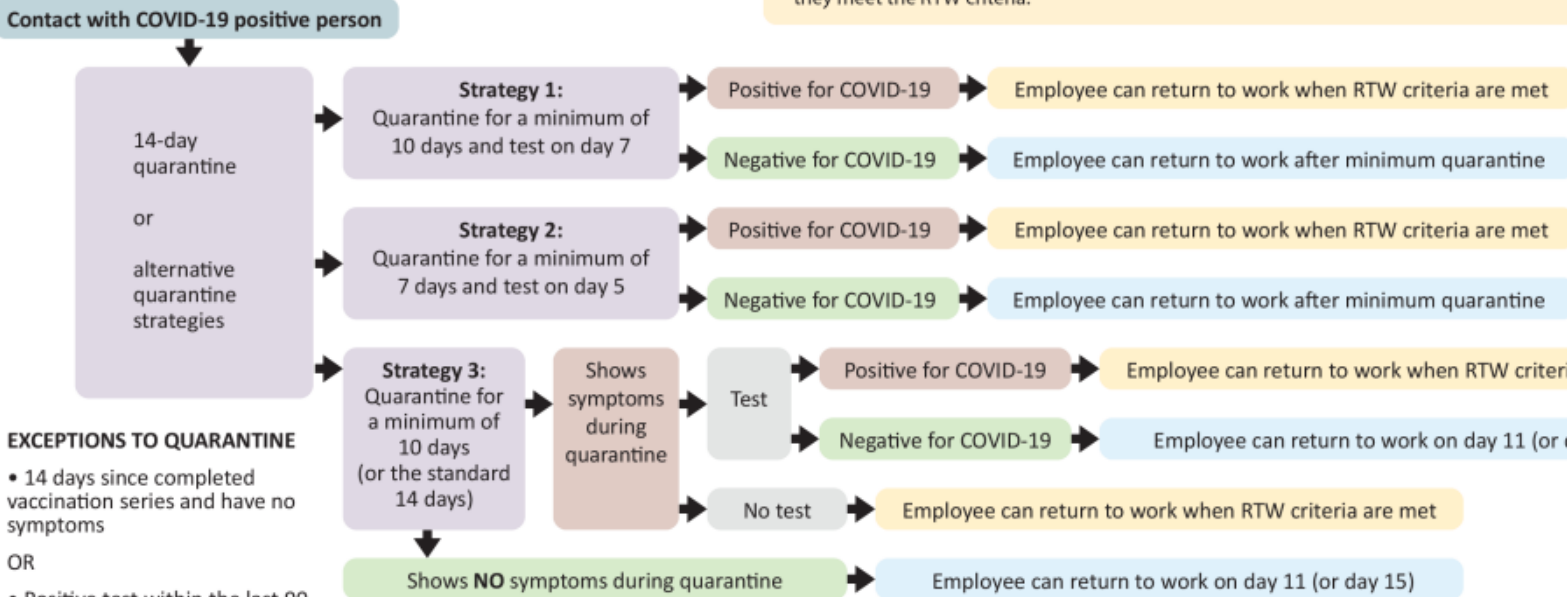
Contact is defined as spending a cumulative total of 15 minutes or more interacting within 6 feet of an infectious person, unless there was a physical barrier between them such as a cubicle wall or full Plexiglas screen, or a face covering and face shield.

RETURN TO WORK (RTW) CRITERIA AFTER A POSITIVE COVID-19 TEST RESULT

Symptomatic employees may return to work when all three are met:

- Symptoms have improved
- 10 days since symptoms started
- Fever-free in the last 24 hours (without the use of fever reducing medication)

Asymptomatic employees may return to work 10 days after the positive test. No medical exam or additional testing is necessary to clear employees once they meet the RTW criteria.



EXCEPTIONS TO QUARANTINE

- 14 days since completed vaccination series and have no symptoms
- OR
- Positive test within the last 90 days and have no symptoms

IF EMPLOYEES HAVE SYMPTOMS OR AN EXPOSURE, THEY SHOULD STAY ISOLATED AT HOME UNTIL TEST RESULTS ARE AVAILABLE



Minnesota Department of Health | health.mn.gov | 651-201-5000 | 625 Robert St N, PO Box 64975, St Paul, MN, 55164
Contact health.communications@state.mn.us to request an alternate format. | Updated 6/30/2021

announcements.

3. Stay healthy and up to date

Simple vaccine verification: Access Minnesota immunization records needed for school, work, etc.

Add family members: View your family's immunizations from a single Docket account.

If you have questions about the app, send an email to support@dockethealth.com. For more information on MIIC immunization records, go to Minnesota Immunization Information Connection (MIIC) (www.health.state.mn.us/miic).