

POLICY 106 - STATE OF EMERGENCY

It is the policy of Johnson County Government that all County employees and officials exercise the highest degree of responsibility to ensure that the County Government is prepared and capable of performing its services for the benefit and protection of the public during a state of emergency. For the purpose of this policy, a state of emergency means the occurrence or imminent threat of widespread or severe damage, injury, or loss of life or property resulting from any natural or manmade cause including, but not limited to, epidemics, outbreaks of contagious or infectious disease, air contamination, blight, drought, infestation, explosion, riot, terrorism, or hostile military or paramilitary action. A state of emergency includes, but is not limited to, situations declared by the Board of County Commissioners to be local disaster emergencies for purposes of the Kansas Emergency Management Act.

In the event of a state of emergency considered likely to severely and negatively impact Johnson County Government operations unless immediate action is taken to mitigate the impact, the County Manager shall have the authority to:

- direct and supervise all County employees, except employees of offices led by elected officials, including authorizing or directing the redeployment of employees to other duties, operations, departments, agencies, or offices, and authorizing or directing the furlough or layoff of employees;
- establish and implement human resources procedures and practices as considered necessary for the efficient and effective operation of Johnson County Government whether or not they are consistent with the established policies of the Board; and
- establish and implement procedures for the granting and use of sick leave, vacation, and other forms of leave during the state of emergency, including the credit and/or advancement of leave, whether such procedures are consistent with the established leave policies adopted by the Board.

In a public health emergency, the County Manager, in consultation with the Director of Public Health, Emergency Management System Medical Director, and/or local health officer, and based upon guidance from the Center for Disease Control, Kansas Department of Health and Environment, or other public health authority, will, as appropriate, issue procedures and standards that employees are required or recommended to take to protect their own health and the health of their families, co-workers, and members of the public.

Emergency actions taken in accordance with this policy will be documented through the issuance of Executive Order by the County Manager. The County Manager will rescind the order(s) when the state of emergency no longer exists or the order(s) are no longer needed, whichever occurs first. The Board of County Commissioners, by official action, may revoke or modify any Executive Order issued by the County Manager if it determines that the order was unnecessary, inappropriate, or contrary to good public management practices.

The County Manager shall advise the Board of all actions taken under this policy.

Effective 05-01-2021, Resolution No. 014-21