

**STATE OF MISSISSIPPI**

**COUNTY OF LAFAYETTE**

**CITY OF OXFORD**

**CERTIFICATE**

I, Ashley Atkinson, City Clerk for the City of Oxford, Mississippi, hereby certify that the following Resolution was duly passed by the Mayor and Board of Aldermen of the City of Oxford, Mississippi, at a Special Board Meeting held on the 2nd day of April, 2020.

**IN WITNESS THEREOF**, I signed and sealed this instrument as the City Clerk of Oxford, Mississippi, this the 2nd day of April, 2020.

  
\_\_\_\_\_

Ashley Atkinson, City Clerk



## **RESOLUTION REGARDING PAID ADMINISTRATIVE LEAVE FOR CITY OF OXFORD EMPLOYEES DURING COVID-19 PANDEMIC**

The Mayor and Board of Aldermen of the City of Oxford, Mississippi took up for consideration the matter of allowing administrative leave with pay for City employees during the COVID-19 pandemic. Upon due consideration, the Mayor and Board adopt the following Resolution, which was first reduced to writing:

WHEREAS, on March 14, 2020, pursuant to the Constitution of the State of Mississippi and Miss. Code. Ann. § 33-15-11(b)(17), Governor Tate Reeves declared a State of Emergency existed in the State of Mississippi as a result of the outbreak of COVID-19; and

WHEREAS, as of March 18, 2020, in accordance with the City's Infectious Disease Operations Manual, essential City employees were instructed to report for duty while exercising appropriate safety precautions, and non-essential City employees were instructed not to report to work and instead to work remotely from home to the greatest degree possible; and

WHEREAS, on March 19, 2020, Governor Tate Reeves signed into law House Bill 1647, which authorized the governing authorities of any municipality to grant administrative leave with pay during the affected period in the event of a man-made, technological or natural disaster or emergency, if such event has resulted in an emergency declaration by the Governor; and

WHEREAS, the Mayor and Board of Aldermen wish to ensure there is no interruption in compensation for full-time City employees who are not able to perform their job duties remotely, full-time City employees who are only able to perform some of their job duties remotely, and full-time City employees who are only able to perform their job duties remotely for a portion of the current State of Emergency; and

WHEREAS, to the extent allowed by the City's finances, the Mayor and Board of Aldermen wish to provide full-time City employees with administrative leave with pay to the extent necessary to ensure no such interruption occurs.

NOW, THEREFORE, BE IT RESOLVED BY the Mayor and Board of Aldermen of the City of Oxford, Mississippi that, pursuant to House Bill 1647 as adopted by the Legislature during the 2020 Regular Session and signed into law by Governor Tate Reeves on March 19, 2020, all full-time City employees shall be eligible for paid administrative leave during the current State of Emergency. The Mayor is authorized to grant paid administrative leave as necessary to ensure all full-time City employees continue to be compensated at the same intervals and rates they received immediately prior to the declaration of a State of Emergency.

Any full-time City employee on a previously approved leave during the current State of Emergency shall be eligible for paid administrative leave and shall not be charged for his or her previously approved leave during the current State of Emergency.

Except as otherwise provided herein, nothing in this Resolution shall be construed to authorize the payment to any employee of any amount he or she would not otherwise have been compensated absent the current State of Emergency.

This Resolution shall remain in effect until the Governor's declaration of a State of Emergency is rescinded or until the Mayor and Board of Aldermen take further action.

Alderman Addy moved for adoption of the Resolution, which motion was seconded by Alderman Bailey, said Resolution having been introduced in writing at a specially called meeting of the Mayor Board of Aldermen of the City of Oxford, Mississippi, held on April 2, 2020, which was read, considered, debated and ultimately adopted unanimously, paragraph by paragraph, section by section, then as a whole, and the question being put to a vote, the Mayor recorded the votes as follows:

Alderman Addy	voted	aye
Alderman Hulse	voted	aye
Alderman Antonow	voted	aye
Alderman Howell-Atkinson	voted	aye
Alderman Taylor	voted	aye
Alderman Bailey	voted	aye
Alderman Morgan	voted	aye

APPROVED, this the 2nd day of April, 2020

  
ROBYN TANNEHILL, MAYOR

ATTEST:

  
ASHLEY ATKINSON, CITY CLERK

