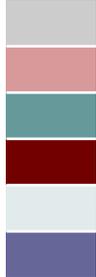




In this issue >>>

- >Dedicated to Development
- >Benefit Updates
- >Storm Safety

September 2020 • Volume IV Issue 4



COUNTY

Infocus

Learning, living, and leading...together.



hurricane safety tips>>>

With hurricane season approaching, Campbell County Department of Public Safety reminds residents to always be aware and be prepared.

BE AWARE

- Register for **CodeRED** weather alerts.
- Monitor local weather forecasts and updates.
- Make a safety plan should severe weather or flooding ever be projected for your area, in any season.

BE PREPARED

- Always have enough food, water, medicine, pet supplies and cash on hand to sustain your family for a week.
- Know how to contact your local service providers (electric company, phone company, internet/wireless provider, etc.) should service be interrupted due to weather.
- Keep 911 emergency call lines open - do not call 911 to report any service outages.
- Check and restock your supplies of batteries, first aid items, fuel, phone chargers, and personal care items, etc.
- Check on neighbors and friends who may need some assistance with their safety needs.

For more safety information, click [here](#).

Dedicated to Development

Mike Davidson, Economic Development Director, Retires After 20 Years of Service

Success starts with planning and goal-setting; however, commitment is the last focus as no success can be found without the dedication to make it happen.

In Campbell County, Mike Davidson has served with such commitment for over twenty years. At the September 1, 2020 Board of Supervisors meeting, Mike was recognized for his dedication to the locality's ongoing relationships with businesses and as a future-forward leader in the Central Virginia area.

Prior to his service in Campbell County, Mike was in the United States Navy, and then settled in Brookneal, where he, along with his beautiful wife, Brenda, was a small business owner, operating Elder & Tibbs Jewelry Store.

It was these collective, and vastly different experiences that further shaped Mike's interest in continuing his career in public service, and eventually led him to pursue a leadership position on the Board of Supervisors (Brookneal District), and then becoming the director of Economic and Commu-

nity Development in 1998. Later, in 2003, Mike became the County's first director of Economic Development

when local leaders determined it worthy of its own department and brand, thus moving our county into a more competitive market to both recruit and retain quality business growth in the region.

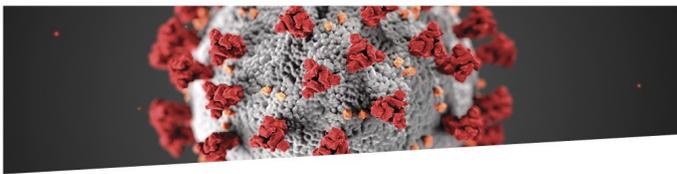
Throughout his entire career, Mike focused on relationships, and advocated on behalf

of the locality's interests at the state level. So much so, he was recognized in 2017 by the Virginia Economic Developers Association (VEDA) with the Cardinal Award, which recognizes leadership in the field of economic development, outstanding professional accomplishments and exceptional service.

In appreciation, Mike was presented with a hand-crafted wooden collectible box, and a resolution was adopted by our Board of Supervisors recognizing his esteemed service.

Best wishes, Mike! May you and Brenda enjoy all the delights of retirement!





COVID-19/CORONAVIRUS

BENEFIT OPTIONS

As COVID-19/Coronavirus cases around us increase, employees may need to navigate various benefit options. The Department of Management Services would like to extend their services to help you.

Darlene Cowart, our Benefits and HR Coordinator, is well-versed in the Families First Coronavirus Response Act (FFCRA), which became effective April 1, 2020. As criteria is varied, please contact Darlene, and she will assist on a case-by-case basis for the best outcome for you and your family.

Just to reiterate, the FFCRA requires employers to provide their employees – both full and part time – with paid sick leave or expanded Family and Medical Leave (FMLA) for specified reasons related to COVID-19/Coronavirus. The [Department of Labor's Wage and Hour Division \(WHD\)](#) administers and enforces these requirements, and these provisions will apply from the effective date of **April 1, 2020** through **December 31, 2020**.

For transparency, we are including hyperlinks to several resources; however, please know your situation may not be 'textbook,' so it is best to consult with Darlene should you have questions.

- [DEPARTMENT OF LABOR FFCRA EMPLOYEE RIGHTS POSTER](#)
- [FFCRA Fact Sheet: Employee Paid Leave Rights](#)
- [Quick Tip Poster: How much leave can employees take?](#)
- [FFCRA-Frequently Asked Questions](#)
- [Online Tool: Determine Your FFCRA Eligibility](#)- Please note: Campbell County chose to include Emergency Responders in FFCRA eligibility

Eligible County employees should contact Darlene Cowart at hr@co.campbell.va.us, (434) 332-9794 to request paid sick leave or expanded FMLA leave.

Eligible Department of Social Services (DSS) employees, please contact Lisa Linthicum, lisa.linthicum@dss.virginia.gov, (434) 332-9771 to submit your request.

Please find attached the [Campbell County Emergency Paid Leave Request Form.pdf](#), which must be submitted in order to claim paid sick leave/or expanded Family and Medical Leave (FMLA).

If an employee is out of work due to any of the qualifying reasons for leave related to COVID, it is important that either the Manager or the employee contact Darlene Cowart to discuss eligibility for benefits under FFCRA (paid sick leave or expanded family medical leave) and determine possible interaction with other forms of leave such as Workers Compensation, Short term disability (for eligible employees), or traditional [FMLA](#).

We are here for you. If you need help, or just want to further understand your benefit options, contact Darlene Cowart, hr@co.campbell.va.us, or at extension 9794.

Stay safe!

open enrollment>>>

Please be aware the Open Enrollment Period for Employee Benefits will begin Tuesday, October 20 and end on Friday, November 6.

During this time, employees may make any changes to their benefits. Employees are encouraged to review their benefits now, to determine if changes are needed, and prepare for this annual period.

More information will be distributed in the days to come, and during the Open Employee Meetings.

save the date >>>

**OPEN EMPLOYEE MEETING VIA ZOOM
OCTOBER 20, AT 10:00 A.M.**

2021 Open Enrollment information will likewise be distributed; please prepare for any changes you'd like to make on your policies.

around the square>>>

>Supervisor Matt Cline, and his lovely wife, Heather (Concord District) welcome their second grandchild, Makayla Adeline. Born to their son, Alex and his wife, Skylar on August 8, 2020, weighing in at 7 pounds 13 ounces, little Makayla joins big cousin Bayla, who just started school!



Grandpa is happy to report both girls are totally spoiled!

Congratulations, Cline Family!

we thank our school resource officers>>>

THANK YOU!



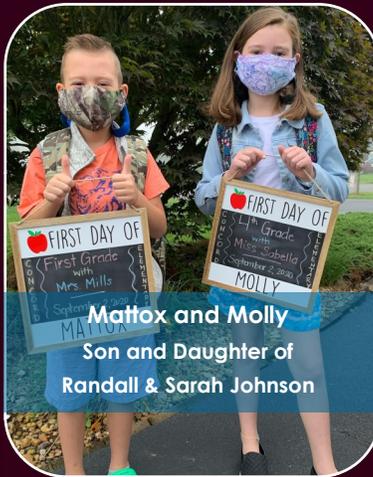
>As we begin another school year, we wish to thank the officers who continue to keep our children safe, so they may learn, create and develop. Although this year is quite different from years past, we know that our SRO's provide much needed leadership in our schools, and serve as role models and mentors for our locality's youth. Thank you to the dedicated and dependable officers in brown that provide excellence in service to our community. May you each have a safe, and happy school year! Thank you!



first day photos >>>



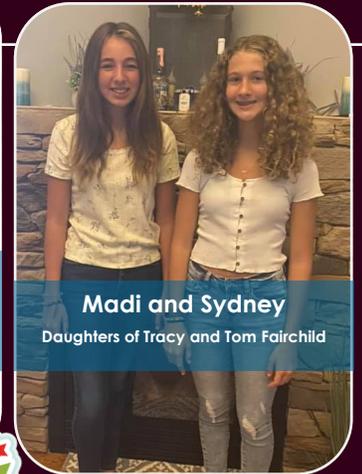
Sawyer and Landrie
Son and Daughter of Ashley Keesee



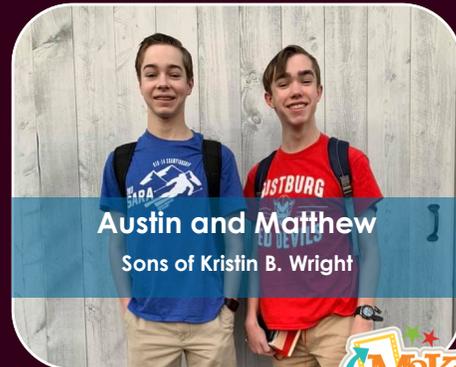
Mattox and Molly
Son and Daughter of Randall & Sarah Johnson



Cam
Son of Brandon and Becky Epperson



Madi and Sydney
Daughters of Tracy and Tom Fairchild



Austin and Matthew
Sons of Kristin B. Wright



Brittany
Daughter of Kim Galler



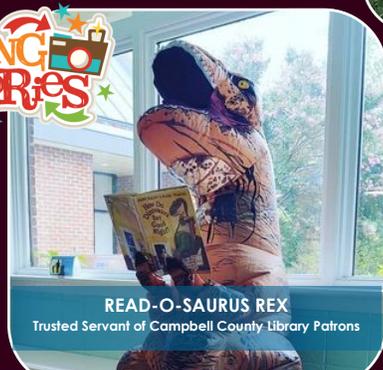
Hailey
Daughter of Cathy Moore



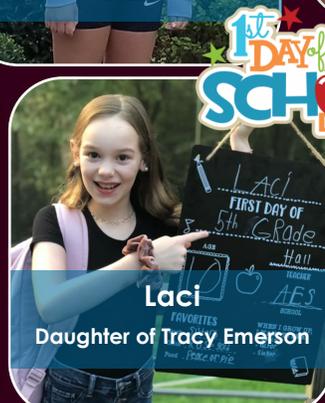
Karsyn
Daughter of Kristen McGann



Brock and Bayne
Sons of Mandy Lundy



READ-O-SAURUS REX
Trusted Servant of Campbell County Library Patrons



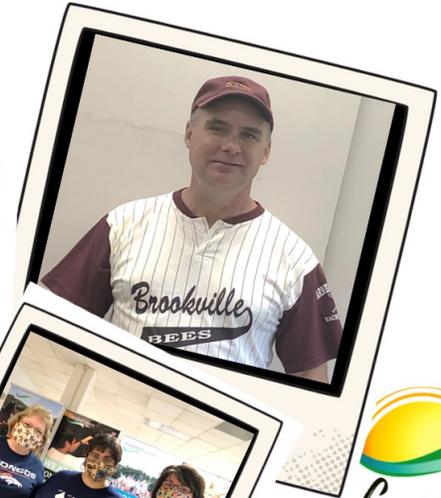
Laci
Daughter of Tracy Emerson



Evan
Son of Penni Martin

Lift Your Spirits Week

Photos



Be Welcomed. Be Successful. Be Home.

Hobby & Sports Day



BE Campbell Day!



COOL SCHOOL PHOTOS



Favorite Decade Day

50's

70's

60's

80's



red, white & blue day



covid-19 operations policy and return to work guidance>>>

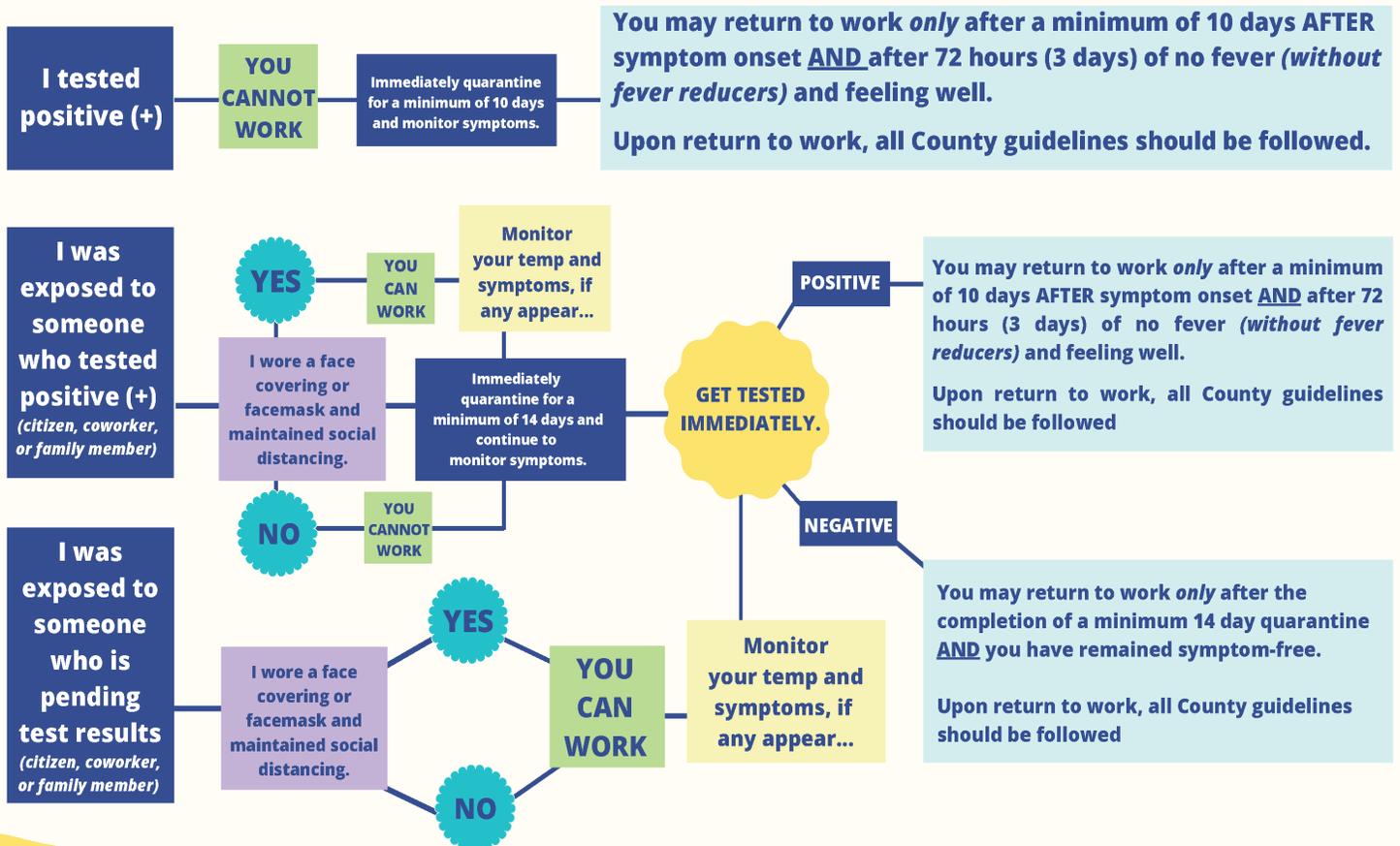
Campbell County's COVID 19 operations policy is now in effect and can be found on the [Public and Employee Relations portal site](#), or by clicking [here](#).

These policies are aligned with the COVID-19 emergency temporary standards adopted by the Virginia Department of Labor earlier this month. Please be aware that this policy is dynamic and may change in guidance and scope in the days ahead.

Managers, please follow the operations policy for complete guidelines on reporting suspected exposures. To simplify this process, case reporting to the Department of Management Services may be done by using the [Quarantine or Exposure Reporting Form](#). *NOTE: Employee medical information is confidential and will remain private. Reporting is done solely to inform our benefits staff of any needed assistance, and so that we may notify any direct-contacts of the quarantined and/or exposed employee who may need to be tested. The names of any individuals will not be disclosed.*

As a general guideline, the [flowchart](#) shown below may be helpful in determining the suitable course of action regarding COVID 19 exposure and any need to quarantine or closely monitor symptoms.

SHOULD I RETURN TO WORK? SAFE ACTIONS FOR EMPLOYEE RETURN POST-COVID-19 EXPOSURE



BE SAFE.

NOTE: If you develop symptoms, or have been exposed to anyone who has tested to positive, or is pending test results, please contact your supervisor immediately. Supervisors will be provided with guidance.



We Remember

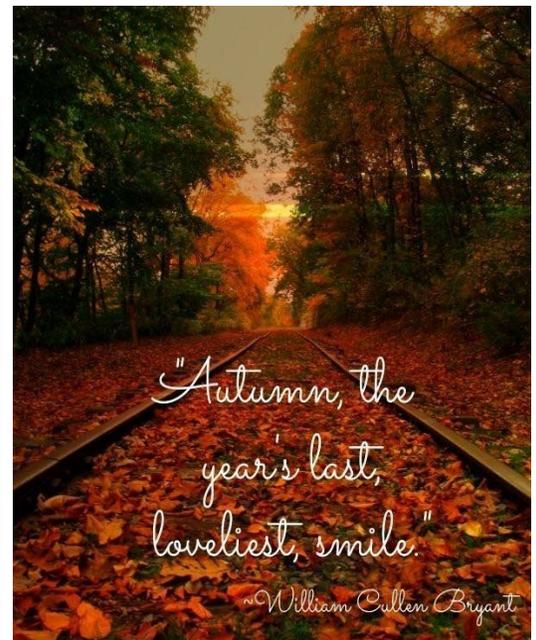
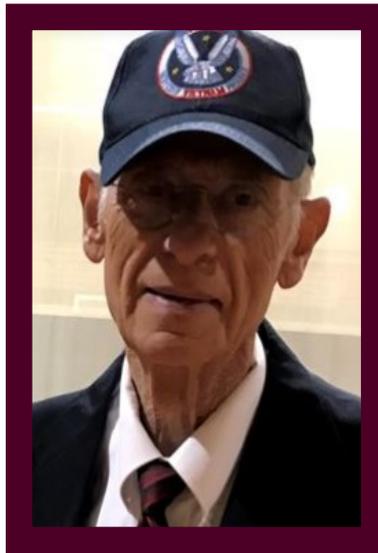
Stan Goldsmith

Former Altavista
District Supervisor

March 15, 1935 - September 16, 2020

***"Let no one seek his own good,
but the good of his neighbor."***

1 Corinthians 10:24



coming soon >>>

Monday, September 21, 2020; 7:00 p.m.

Planning Commission Meeting

Haberer Building; Rustburg. For the complete agenda, please visit the Agenda Center at www.campbellcountyva.gov.

Tuesday, October 6, 2020; 6:00 p.m.

Board of Supervisors Meeting

Haberer Building; Rustburg. For the complete agenda, please visit the Agenda Center at www.campbellcountyva.gov.

Tuesday, October 20, 2020; 10:00 a.m.

Open Employee Meeting VIA Zoom

Meeting details will be emailed to employees. Stay tuned for further information.



Final *thoughts*

Comedian, Gina Brillon takes the stage with an uproarious performance, poking fun at everyday interactions and annoyances.



"Have you ever had somebody say something wrong with such confidence that it made you question how you've been saying it your whole life?" she jokes.

