

**RESOLUTION TO ESTABLISH PREMIUM PAY
FOR LOW TO MODERATE INCOME ESSENTIAL COUNTY EMPLOYEES
USING FUNDS RECEIVED UNDER THE AMERICAN RESCUE PLAN ACT OF 2021**

This Resolution by the Gordon County Board of Commissioners authorizes Premium Pay for Essential County Government employees for service during the period of January 27, 2020 to December 31, 2020 using funds received from the American Rescue Plan Act of 2021 (“ARPA”).

Whereas, the American Rescue Plan Act of 2021 was signed into law on March 11, 2021. Gordon County, Georgia has received “ARPA” funding from the United States Treasury. The “ARPA” rules are very specific in limiting the purposes for which counties may spend the funds. Gordon County has identified premium pay for essential government employees as an authorized use of “ARPA” funds.¹

Whereas, “Essential Worker” is “Any work performed by an employee of the state, local or tribal government or workers needed to maintain continuity of operations of critical infrastructure sectors.” “Essential Work” is “work involving regular in-person interactions or regular physical handling of items that were also handled by others, but does not include a worker who teleworked from a residence.”

Whereas, “ARPA” rules encourage counties to provide premium pay for low and moderate income employees and the upper level cut-off in Gordon County allows premium pay to only those employees making less than \$78,116.15 per year. Members of the Board of Commissioners, appointed committee members, non-employees and persons making more than \$78,116.15 **will not** receive premium pay.

Whereas, Gordon County employees continued to provide (and do continue to provide) essential government services during the pandemic at the risk of exposure to COVID-19. The County is losing essential workers to other private and government employers that are paying higher wages. There is a legitimate public need to pay premium pay under the terms of this resolution.

Now therefore, the Gordon County Board of Commissioners hereby resolves and authorizes the use of Federal “ARPA” funds to establish and make a payment of premium pay to low to moderate income essential employees who meet the following criteria:

- A. Employees who were full time (more than 30 hours per week) are to receive a onetime payment of \$5,000 less standard deductions for taxes subject to the following conditions:

¹ Another permissible use of Federal “ARPA” funding identified by Gordon County is to provide broadband access to unserved and underserved areas of the County. Gordon County is actively pursuing this initiative at this time.

1. This premium payment is for the period of January 27, 2020 to December 31, 2020 and the employee must have been a full time employee during that time.
 2. To be eligible, the recipient must have been continuously and be currently employed by Gordon County from January 27, 2020 to August 17, 2021.
 3. Full time employees that were hired between January 27, 2020 and December 31, 2020 that meet all other criteria will receive a pro rata payment based on a percent of annual earnings not to exceed \$5,000.
 4. Employees making \$78,116.15 or more, County Commissioners, appointed board members and non employees **are not eligible** to receive premium pay.
 5. Employees who worked in multiple departments will receive one premium payment, only.
- B. Eligible Employees who worked part time and provided essential government services are eligible to receive premium pay up to 15% of their annual earnings not to exceed \$5,000 subject to relevant criteria under “A” above.

The Board of Commissioners hereby instructs the Finance and Human Resource Departments to carry out the terms of this resolution and make the payments contemplated herein at the earliest opportunity.

So resolved, decided and approved on September 7, 2021.

Gordon County Board of Commissioners

By: _____

Becky Hood, Chairperson

Attest: _____

Annette Berry, County Clerk
SEAL AFFIXED