

RESOLUTION 21 - 67

**SHELBY COUNTY BOARD RESOLUTION TO ENTER MEMORANDUM OF UNDERSTANDING ESTABLISHING HIRING/RETENTION INCENTIVES WITH THE FOP LABOR COUNCIL AUTHORIZING PREMIUM/HIRING PAY FOR ESSENTIAL WORKERS UNDER THE AMERICAN RESCUE PLAN ACT**

**WHEREAS**, The American Rescue Plan Act (ARPA) was signed into law on March 11, 2021 providing for State And Local Fiscal Recovery Funds to the County of Shelby and other governments across the United States to both mitigate the financial impacts of COVID-19 as well as stimulate economic recovery; and

**WHEREAS**, recovery funds may be used by recipients, including counties, to provide premium/hazard pay to eligible county workers performing essential county work during the COVID-19 public health emergency; and

**WHEREAS**, Shelby County has received funds from the American Rescue Plan Act which must be obligated by December 2024 and expended by December 2026; and

**WHEREAS**, this premium/hazard pay may be provided retrospectively for work performed at any time since the start of the COVID-19 public health emergency; and

**WHEREAS**, incentives for essential workers are required to both retain current employees and to attract new employees in order to return to pre-COVID-19 staffing levels in the Shelby County Sheriff's Office; and

**WHEREAS**, on December 14, 2021 the Shelby County Board Negotiations Committee negotiated a Memorandum of Understanding Establishing Hiring/Retention Incentives with FOP Labor Council and has recommended said Memorandum of Understanding for approval by the Shelby County Board.

**BE IT RESOLVED**, that the Shelby County Board hereby approves and enters into the Memorandum of Understanding Establishing Hiring/Retention Incentives.

December 20, 2021

[Redacted Signature]

Bryon Coffman, Chairman of the County Board

[Redacted Signature]

Attest: Jessica Fox, Shelby County Clerk

