

RESOLUTION 22 - 45

RESOLUTION FOR AMERICAN RESCUE PLAN ACT OF 2021 (ARPA) FUNDS APPLICATION TO COUNTY EMPLOYEES WITH MEMBERSHIP IN THE AFSCME UNION EMERGENCY BUDGET AMENDMENT

WHEREAS, American Rescue Plan Act of 2021 (ARPA) funds are available to Shelby County employees as hazard exposure bonus compensation;

WHEREAS, the AFSCME Union has negotiated for ARPA funds to be applied as hazard exposure bonus compensation to its members;

BE IT RESOLVED, that effective July 14, 2022 and retroactive to June 9, 2022, all AFSCME union employees of Shelby County shall have their wages increased by \$1.00 per hour as Essential Worker Premium Pay through August 31, 2024.

BE IT FURTHER RESOLVED, that effective July 14, 2022 and retroactive to December 21, 2021, the Employer agrees to pay the full cost of employee individual basic health insurance premium through August 31, 2024 for those union employees participating in the wellness program. AFSCME Union employees hired after the close of wellness program eligibility will also be eligible to have their individual basic health insurance premium paid by the Employer until August 31, 2024. If employees hired after the close of the wellness program eligibility decline to participate in the wellness program in 2023, they will lose their eligibility for this benefit.

BE IT FURTHER RESOLVED, that upon execution of this agreement the Employer agrees to pay a Hazardous Duty Bonus to all AFSCME union employees as follows:

- Highway, Health Department, and Animal Control employees shall receive a lump sum payment of \$2,000.
- All other county employees shall receive a lump sum payment of \$1,500.


BE IT FURTHER RESOLVED, that all AFSCME union employees who have taken unpaid time off for COVID-related absences since March 11, 2020 shall be paid for those days at the rate of pay the employees were receiving when the absence occurred.


BE IT FURTHER RESOLVED, that the Shelby County Board, by a two-thirds vote of all members constituting the board, determines that appropriations in excess of those authorized by the 2022 fiscal budget are necessary in order to meet an immediate emergency, pursuant to 55 ILCS 5/6-1003. The immediate emergency, as determined by two-thirds of the county board is the potential for imminent resignations of AFSCME union employees.

BE IT FURTHER RESOLVED, that this resolution is predicated upon the Employer's ability to fund wages and incentives through the American Rescue Plan Act of 2021 (ARPA). If

it is later determined that these funds are not available for this purpose the employer will not be responsible for funding the wages and incentives contained within this resolution.

July 14, 2022


Chairman of the County Board


Attest: Jessica Fox, Shelby County Clerk

