

RESOLUTION 22 - 46

**RESOLUTION FOR AMERICAN RESCUE PLAN ACT OF 2021 (ARPA) FUNDS  
APPLICATION TO NON-UNION COUNTY EMPLOYEES**

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

**WHEREAS**, employees who are members of the AFSCME and FOP unions have negotiated for ARPA funds to be applied as hazard exposure bonus compensation to its members;

**WHEREAS**, it is the intent of the Shelby County Board to compensate non-union employees in the same manner as union employees, as it relates to application of ARPA funds;

**BE IT RESOLVED**, that effective July 15, 2022 and retroactive to June 9, 2022, all non-union employees of Shelby County (excluding salaried employees, elected officials and department heads) shall have their wages increased by \$1.00 per hour as Essential Worker Premium Pay through August 31, 2024. Salaried employees (excluding elected officials and department heads) shall have their wages reimbursed by \$40.00 per week.

**BE IT FURTHER RESOLVED**, that effective July 15, 2022 and retroactive to December 21, 2021, the Employer agrees to pay the full cost of employee individual basic health insurance premiums through August 31, 2024 for those employees participating in the wellness program (excluding elected officials and department heads). 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. If employees hired after the close of 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 employees (excluding elected officials and department heads) 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 employees (excluding elected officials and department heads) 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 those employees received when the absence occurred.


**BE IT FURTHER RESOLVED**, that this resolution applies to full-time, non-union employees of the following offices:

- Sheriff's Office
- State's Attorney's Office
- Public Defender's Office
- County Clerk's Office
- Circuit Clerk's Office
- Treasurer's Office
- Probation Department
- Supervisor of Assessment's Office
- Highway Department
- Health Department
- Animal Control Department

**BE IT FURTHER RESOLVED**, that payment of hourly wage increases to non-union county employees shall occur in the 2023 budget year beginning September 1, 2022 and retroactive to June 9, 2022. Payment of insurance premiums to non-union county employees shall occur in the 2023 budget year, beginning September 1, 2022 and retroactive to December 21, 2021. Payment of bonuses shall be made on September 16, 2022 (the conclusion of the first full pay period of the 2023 budget year).

**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

