

**PEND OREILLE COUNTY
NEWPORT, WASHINGTON**

RESOLUTION NO. 2021- 117

**AMERICAN RESCUE PLAN ACT (ARPA) COVID-19 PREMIUM PAY
FOR ELIGIBLE PEND OREILLE COUNTY EMPLOYEES**

WHEREAS, SARS-CoV-2 (COVID-19) disease is caused by a virus that spreads easily from person to person and may result in serious illness or death, and is classified by the World Health Organization as a worldwide pandemic; and

WHEREAS, COVID-19 has broadly spread throughout Washington State and remains a significant health risk to the community, especially members of our most vulnerable populations; and

WHEREAS, many Pend Oreille County (“the County”) employees have been required to be on the front lines ensuring citizen access to government services since the beginning of the pandemic despite facing the danger of workplace exposure to COVID-19; and

WHEREAS, providing a COVID-19 premium pay stipend to eligible County workers for frontline work performed for the citizens of the County during the COVID-19 emergency will promote job retention, compensate for the risks of working on the frontlines of a global pandemic, improve financial ability to access resources for protecting themselves and their families from catching or spreading the virus or coping with illness caused by the virus, and support the access to government services for the greater community; and

WHEREAS, since March 2020, the County has been responding to the pandemic, providing essential government services; and

WHEREAS, on March 10, 2021, the United States Congress passed the American Rescue Plan Act of 2021 (“ARPA”), providing direct relief to units of local government through the United States Department of Treasury; and

WHEREAS, on March 16, 2020, Pend Oreille County Commissioners adopted Resolution 2020-12, “In the Matter of a Local Declaration of Emergency Due to Significant Health Emergency Caused by COVID-19 Virus.”

WHEREAS, the Department of Treasury has issued guidance for the allowable uses of the direct relief funds, and one permissible use of ARPA funds is to provide premium pay to eligible local government workers facing increased risk due to COVID-19; and

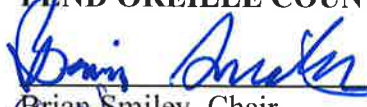
WHEREAS, pursuant to the provisions of RCW 36.32.120(6), the Board of Commissioners of Pend Oreille County, Washington (“the Board”) agrees to pay premium stipend pay for eligible essential worker as allowed by American Rescue Plan Act and defined by Attachment A.

NOW, THEREFORE, BE IT HEREBY RESOLVED, by the Pend Oreille County Board of Commissioners that the attachment A, which is attached hereto and incorporated herein, be established, and adopted.

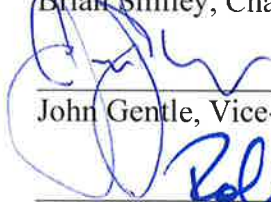
BE IT FURTHER RESOLVED, by the Pend Oreille County Board of Commissioners, that the payment of a \$1,200 Premium Pay stipend is hereby approved, and the Chair of the Board, or a majority of the Board is hereby authorized to execute it on behalf of Pend Oreille County.

ADOPTED this 9 day of November 2021.

**BOARD OF COUNTY COMMISSIONERS
PEND OREILLE COUNTY, WASHINGTON**



Brian Smiley, Chair



John Gentle, Vice-Chair



Robert Rosencrantz, Member

ATTEST:

Crystal Zieske
Crystal Zieske, Clerk of the Board

Attachment A

Section 1. Findings

The Pend Oreille County Board of Commissioners adopts the following findings in support of this resolution:

- A. The foregoing recitals are incorporated as if fully set forth herein.
- B. On January 30, 2020, the World Health Organization (WHO) declared that COVID-19 constituted a public health emergency of international concern, WHO's highest level of alarm.
- C. On February 29, 2020, Washington Governor Jay Inslee issued proclamation 20-05, proclaiming a state of emergency for all counties throughout the state of Washington in response to new cases of COVID-19, and directing state agencies to use all resources necessary to prepare for and respond to the outbreak.
- D. On March 16, 2020, Pend Oreille County Commissioners adopted Resolution 2020-12, "In the Matter of a Local Declaration of Emergency Due to Significant Health Emergency Caused by COVID-19 Virus."
- E. On March 23, 2020, Washington Governor Jay Inslee issued Proclamation 20-25, a "Stay Home – Stay Healthy" order, closing non-essential workplaces, requiring people to stay home except to participate in essential activities or to provide essential business services, and banning all gatherings for social, spiritual, and recreational purposes. This order was extended multiple times. Under the "Stay Home – Stay Healthy" proclamation, many County employees were deemed "Essential Critical Infrastructure Workers" performing work to protect communities and ensure continuity of functions critical to public health and safety as well as economic and national security.
- F. On January 28, 2021, the Center for Disease Control (CDC) reported that multiple COVID-19 variants are circulating globally. Scientists are working to learn more about these variants to better understand how easily they might be transmitted and the effectiveness of currently authorized vaccines against them.
- G. Throughout the entirety of the COVID-19 emergency, citizens of Pend Oreille County have been relying upon the work of County employees who face the risk of exposure to COVID-19 to maintain government services.
- H. Many County employees cannot choose to work from home and must come to work to perform their jobs, which can involve substantial interaction with customers and co-workers that could potentially spread the virus. Employees are wearing masks, trying as much as possible to social distance, performing safety protocols, and learning new skills to decrease transmission of the virus to protect themselves and the public.

I. Eligible County employees working during the COVID-19 emergency merit a premium pay stipend because they have performed duty or work involving additional risk of exposure to the COVID-19 virus. Many County employees have been working under such conditions since the beginning of the pandemic.

J. Ensuring that eligible County employees are compensated for the risks of working during the COVID-19 emergency promotes retention of these vital workers.

Section 2. Eligible Employees

An eligible employee is an employee that, as of November 1, 2021 meets all the following criteria and is not excluded under Section 4:

- A. Employed by Pend Oreille County in a full or part-time regular or seasonal position.
- B. During employment in the month of November, eligible essential employee was required by a supervisor or manager to perform job duties on-site as opposed to remote telework (pursuant to Interim Final Rule 31 CFR Part 35 Department of the Treasury, II (B) which states “Premium pay or grants provided under this section respond to workers performing essential work if it addresses heightened risk to workers who must be physically present at a jobsite...”)
- C. As used in this Resolution, a position of potential exposure to COVID-19 means performing job duties in an on-site work location where the employee must interact in person with members of the public for a cumulative total of at least fifteen (15) minutes in a twenty-four (24) hour period or with co-workers that in the same day interacted with members of the public for a cumulative total of at least fifteen (15) minutes in a twenty-four hour period which heightens the COVID risk to workers .

Section 3. Premium Pay

An eligible employee shall receive premium pay for eligible hours worked in November 2021.

- A. Eligible employees shall receive a lump sum of \$600 in each of the pay days in December 2021, to include December 10 and December 23, for a total of \$1,200.00.

Section 4. Exclusions

The following employees are excluded from eligibility: Elected Officials and contracted Department Directors.

Section 5. Executive Authority

- A. The Department Head or Elected Official shall determine employee eligibility based on the criteria in Section 2 and 4. The determination shall be documented and include

written justification of how the premium pay responds to eligible employee needs in performing essential work. Such determinations shall be final and shall not be subject to any grievance or appeal process. Pend Oreille County is authorized to enter into agreements with bargaining unit representatives regarding application of this resolution to represented employees that solely mirror its provisions.

With respect to the subject matter of this resolution, the County will retain the status quo working conditions of employees covered by existing collective bargaining agreements or a dynamic status quo until such time as the working conditions of such employees are changed in accordance with law.

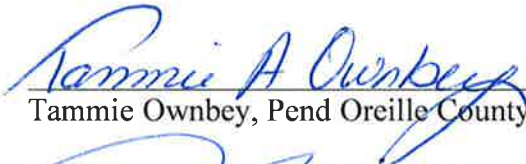
We, the undersigned elected officials of Pend Oreille County, present this American Rescue Plan Act (ARPA) COVID-19 Premium Pay for Eligible Pend Oreille County Employees resolution to the Board of Commissioners with full support, offering our eligible essential workers the COVID-19 Premium Pay Stipend.



Jim McCroskey, Pend Oreille County Assessor



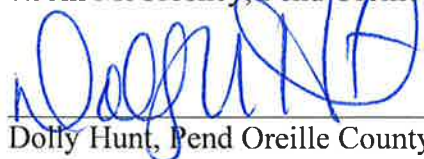
Marianne Nichols, Pend Oreille County Auditor



Tammie Ownbey, Pend Oreille County Superior Court Clerk



Robin McCroskey, Pend Oreille County District Court Judge



Dolly Hunt, Pend Oreille County Prosecuting Attorney



Glenn Blakeslee, Pend Oreille County Sheriff



Nicole Dice, Pend Oreille County Treasurer