

**RESOLUTION NO. 2021-152**

**A RESOLUTION TO DIRECT ADMINISTRATION TO DISTRIBUTE ESSENTIAL  
WORKER PREMIUM PAY UNDER AMERICAN RESCUE PLAN ACT**

**WHEREAS**, on March 11, 2021, President Biden signed the U.S. Senate amended H.R. 1319 (P.L. 117-2) known as the American Rescue Plan Act “ARPA”; and

**WHEREAS**, on May 10, 2021, the U.S. Treasury issued the Interim Final Rule to implement ARPA in Title 31, Part 35 of the Code of Federal Regulations(“CFR”; and

**WHEREAS**, under the Interim Final Rule, recipients may use Coronavirus State and Local Fiscal Recovery Funds “CSLFRF” to provide premium pay to eligible employees who performed essential work during the COVID-19 public health emergency. See CSLFRF Frequently Asked Questions No. 5.3; and

**WHEREAS**, on October 4, 2021 City Council allocated an amount not to exceed \$60,000 in total to provide premium pay to eligible employees who performed essential work as permitted by the Interim Final Rule, in accordance with City Charter, Ordinances, and other applicable agreements; and

**WHEREAS**, the city has identified personnel who serve on the frontlines and encountered the risks associated with exposure to COVID-19 first-hand when providing critical health and public safety services to the citizens in our community on a regular basis, during the pandemic; and

**WHEREAS**, those personnel are employees of the City in the Department of Public Work, Police Department, and Fire Department, many of which are represented by SEIU, POLC, and IAFF unions, respectively; and

**WHEREAS**, Treasury’s Interim Final Rule emphasizes the need for recipients to prioritize premium pay for lower income workers. Premium pay that would increase a worker’s total pay above 150% of the greater of the state or county average annual wage requires specific justification for how it responds to the needs of these workers. There are nine employees in the Police Department and Department of Public Works that will exceed the base threshold. These employees were all required to report to work in-person, including performance of certain activities that put the employees at higher risk for exposure to COVID-19. These employees provided critical services to the health, safety, and well-being of the residents of Charlotte by maintaining the police force and the water and wastewater treatment operations of the community, and generally provided all essential city services remain functioning during the height of the pandemic; and

**WHEREAS**, those City Manager has received acceptance from IAFF and both POLC bargaining units, and preliminary acceptance from SEIU bargaining unit for the disbursements to

be provided to eligible employees based upon hours worked during times in which persons were ordered to remain home during the COVID-19 pandemic;

**NOW, THEREFORE, BE IT RESOLVED** that the City Council does hereby authorize administration to disburse the allowable premium pay for eligible union and non-union employees of the City of Charlotte.

**BE IT FURTHER RESOLVED** that the City Council does hereby direct administration to disburse to the Volunteer Firefighters an additional stipend based upon call response as essential worker premium pay in recognition of their work on the front line response during the pandemic.

**The foregoing resolution was presented by supported by for approval by the following roll call vote; Yea ; Nay ; Absent. Motion.**

#### **CERTIFICATION**

**I, Mary LaRocque, City Clerk for the City of Charlotte, County of Eaton, State of Michigan, do hereby certify that the foregoing is a true and complete copy of a resolution duly adopted by the City Council of the City of Charlotte during its regular meeting held on November 1, 2021.**

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**Mary LaRocque, City Clerk**