

**BE IT REMEMBERED THE BOARD OF COUNTY COMMISSIONERS** and the ARP Committee met in the Henry County Courthouse Circuit Courtroom, on Wednesday January 20, 2022 at 2:00 p.m. with the following members present: Ed Tarantino, Bobbi Plummer, Steve Dellinger, Debra Walker, Henry County Auditor, Bill Upchurch, County Treasurer, Kenon Gray, County Council and Susan Huhn, County Council. Joel Harvey attended via Zoom.

Kenon Gray gave a summary of the last meeting.

- Joel Harvey advised that premium pay & Personnel Manual pay are separate issues; deal with premium pay now.
- Joel Harvey suggested we deal with the effects of the pandemic beyond March – May 2020.
- The final ARP rules by the U.S. Treasury released on January 6, 2022 were referenced.
- The New Castle ordinance regarding their premium pay was examined by the committee, as well as Middletown's.
- In the past week Kenon reviewed IN Examiner of SBOA directives re: following ARP rules (11/23):
  - We respond to workers performing essential work during a public health emergency by providing premium pay to eligible workers that performed essential work
- Eligible Workers means workers needed to maintain the continuity of operations of essential infrastructure sectors as determined by chief executive officers (i.e. Commissioners) who designate as "critical" to protect the health and well-being of the residents of the county.
- Essential work means work not performed at home but does involve regular in-person interactions with patients, the public, or coworkers performing the work, or regular physical handling of items handled by patients, the public or coworkers.
- For now we are excluding workers THAT are part time, exempt from overtime and elected official (who by IN law can't have their compensation changed in the year it's been fixed).
- Legally, we've been advised that most workers in our health Dept. (PAT's & SO's), EMS, Law Enforcement (POLE's & CD), Jail Correctional Officers (POLE's & SO's) do definitely qualify under the SBOA Examiner as performing essential work during public health emergency.
- It may be determined by the county's chief executives (Commissioners) that maintenance and 911 that they performed essential work during pandemic – may not have had direct public interactions.
- Expanding our focus beyond the two months of the commissioners declared emergency, we have been advised it may be preferred to look at the period of March 22, 2020 thru December 31, 2020. It has been suggested we first consider full time employees who work more than 1,250 hours then.
- Its been further advised once we address premium pay for those full time workers who worked more than 1,250 from March 22, 2020 thru December 31, 2020, we can address workers hired during 2021. We can also then consider all other workers (exempt & excluded workers, maybe part time).
- It been suggested given we've had less than two weeks to digest the 4434 pages of the US Treasury's Final Rules, and to have legal counsel read, interpret and advise us on

those rules, that our focus for today's meeting be solely to address premium pay for the essential worker topic.

- FSLA Federal Rules addressing overtime of employees, has a category of "excluded" workers that is not addressed in the ARP rules. This we must postpone that discuss for later.

Kenon Gray suggested to give EMS, Health Department, Jail/Sheriff Department POLE's and SO's a maximum of 250 hours at \$13.00 per hour for a total of \$3,250 each. Courthouse Maintenance and 911 employees maximum of 100 hours at \$13.00 per hour for a total of \$1,300 per employee and all other employees \$1,000.00. EMS has already received a \$750 essential worker pay so theirs would be reduced by that amount.

Bobbi Plummer doesn't feel that 250 hours for EMS Health Department and Jail/Sherriff, it should be increased closer to the New Castle Policy.

A motion was made by Debbie Walker and seconded by Bobbi Plummer to tier the raises 5000/1300/1000, for a maximum of \$600,000 and EMS amount to be reduced by \$750.00. Motion carried unanimously.

Henry County EMS has lost 3 of their ambulances and are in need of more. They have the opportunity to purchase 3 ambulances or a cost of \$496,800.00. They are only asking for \$400,000 to help purchase these they have another grant for the \$96,800.00

A motion was made by Bill Upchurch and seconded by Bobbi Plummer to give Henry County EMS \$400,000 from the ARP funds. Motion carried unanimously.

A motion was made by Bobbi Plummer and seconded by Ed Tarantino to adjourn. Motion carried unanimously.