

RESOLUTION NO. 2021-23

**A RESOLUTION CONCERNING PREMIUM PAY
FOR CITY OF PINSON EMPLOYEES**

WHEREAS, the City Council desires to establish premium pay for essential workers, as specified in more detail herein;

WHEREAS, this premium pay is a lump-sum salary supplement for prospective services to be rendered in an upcoming pay period, as set forth herein;

WHEREAS, the premium pay for essential workers, offering additional support to those who have and will bear the greatest health risks because of their service in critical infrastructure sectors, is a qualified expenditure of *Coronavirus State and Local Fiscal Recovery Funds*; and

WHEREAS, the City Council finds and determines that this program has for its objective, a public purpose involving the promotion of public health, safety, morals, security, prosperity, contentment and the general welfare of the community.

THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PINSON, ALABAMA on October 7, 2021 at 7:00 p.m., as follows:

1. The City Council finds and determines as follows:
 - a. All of the City's regular full-time employees, permanent part-time employees, and seasonal employees are workers who have been and continue to be relied on to maintain the continuity of operations of essential critical infrastructure sectors, including those who are critical to protecting the health and wellbeing of their communities;

b. that, as contemplated by Section 603(g)(2) of the American Rescue Plan Act, all of the City's regular full-time employees, permanent part-time employees, and seasonal employees are eligible workers, meaning that they are all "those workers needed to maintain continuity of operations of essential critical infrastructure sectors and additional sectors" as each entity may designate as critical to protect the health and well-being of the residents;"

c. the operations of the City's regular governmental operations are hereby designated as critical to protect the health and well-being of the residents of the City;

d. all of the City's regular full-time employees, permanent part-time employees, and seasonal employees are essential workers in critical infrastructure sectors who regularly perform in-person work, interact with others at work, or physically handle items handled by others (*e.g.*, none of the City's employees are presently "wrking remotely" or "teleworking", and all of them are regularly interacting in-person with members of the general public);

e. the premium pay authorized by this Resolution responds to workers performing essential work by addressing the heightened risk to workers who must be physically present at a jobsite and, for many of whom, the costs associated with illness were hardest to bear financially;

f. the premium pay authorized by this Resolution will not increase a worker's total pay above one hundred fifty percent (150%) of Alabama's average annual wage for all occupations, as defined by the Bureau of Labor Statistics' Occupational Employment and Wage Statistics (*i.e.*, above \$70,260.00);

g. the expenditures authorized by this Resolution will help promote the public health, safety, morals, security, prosperity, contentment and the general welfare of the City; and

h. a public purpose is served by the expenditures authorized by this Resolution by incentivizing certain essential workers of the City to maintain the continuity of the City's operations.

2. For their work during the upcoming pay period beginning on Oct. 18, 2021, each full-time employee of the City shall receive an additional \$1,500.00 over and above their regular and normal pay for that period. Such amount shall be paid to said employee after such pay period has concluded, on Oct. 31, 2021, at the time of the City's normal payroll, so long as the employee has remained employed by the City during the entire pay period.

3. For their work during the upcoming pay period beginning on Oct. 18, 2021, each permanent part-time employee of the City shall receive an additional \$1,000.00 over and above their regular and normal pay for that period. Such amount shall be paid to said employee after such pay period has concluded, on Oct. 31, 2021, at the time of the City's normal payroll, so long as the employee has remained employed by the City during the entire pay period.

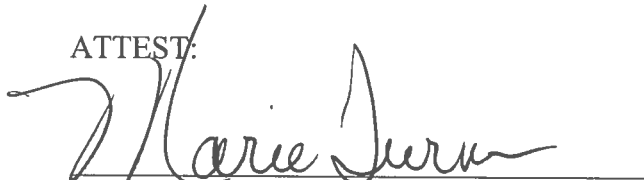
4. For their work during the upcoming pay period beginning on Oct. 18, 2021, each seasonal employee of the City shall receive an additional \$500.00 over and above their regular and normal pay for that period. Such amount shall be paid to said employee after such pay period has concluded, on Oct. 31,

2021, at the time of the City's normal payroll, so long as the employee has remained employed by the City during the entire pay period.

5. The funds in support of this Resolution are authorized to be expended from the City's allocation of *Coronavirus State and Local Fiscal Recovery Funds*.

ADOPTED this the 7th day of October, 2021.


JOE COCHRAN, MAYOR

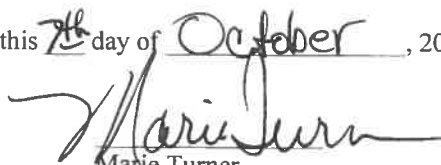
ATTEST:

MARIE TURNER
CITY CLERK/TREASURER

CERTIFICATION OF CITY CLERK/TREASURER

STATE OF ALABAMA)
JEFFERSON COUNTY)

I, Marie Turner, City Clerk/Treasurer of the City of Pinson, Alabama, do hereby certify that the above and foregoing is a true and correct copy of a Resolution duly adopted by the City Council of the City of Pinson, Alabama, on the 7th day of Oct, 2021.

Witness my hand and seal of office this 7th day of October, 2021.


Marie Turner
City Clerk/Treasurer