

1 RESOLUTION NO. 21-69

2
3 **Resolution Authorizing COVID-19 Premium Bonuses for Dodge County Employees**
4 **American Rescue Plan Act of 2021 Funds**
5

6 TO THE HONORABLE BOARD OF SUPERVISORS OF DODGE COUNTY, WISCONSIN,
7

8 **WHEREAS**, in December, 2019, a novel strain of coronavirus was detected in several countries
9 throughout the world, including the United States; and,
10

11 **WHEREAS**, on January 31, 2020, the United States Secretary of Health and Human Services
12 (HHS) declared a public health emergency, under section 319 of the Public Health Service Act (42
13 U.S.C. 247d), in response to COVID-19; and,
14

15 **WHEREAS**, on March 12, 2020, the Governor of the State of Wisconsin issued Executive
16 Order #72 declaring a Public Health Emergency for the State of Wisconsin due to COVID-19; and,
17

18 **WHEREAS**, on March 13, 2020, the President of the United States of America issued a
19 Proclamation declaring a National Public Health Emergency beginning March 1, 2020; and,
20

21 **WHEREAS**, on March 17, 2020, the Dodge County Board of Supervisors adopted Resolution
22 19-77 declaring a local public health emergency; and,
23

24 **WHEREAS**, in spite of the local, state and national public health emergencies, Dodge County
25 Government and Departments remained open, operating and available to provide county services in a
26 safe and orderly fashion to the public due to the dedication and commitment of its employees; and,
27

28 **WHEREAS**, on March 11, 2021, the American Rescue Plan Act of 2021 (hereafter "ARPA")
29 was signed by President Joe Biden which Act provides for approximately \$1.9 trillion dollars of federal
30 funding to provide economic and other relief related to the negative impacts of the COVID-19
31 pandemic; and,
32

33 **WHEREAS**, Dodge County's allocation of the ARPA funds is approximately \$17.4 million
34 dollars; and,
35

36 **WHEREAS**, according to the Interim Final Rule issued by the U.S. Department of Treasury
37 published and effective on May 17, 2021, which provides guidance with regard to use of ARPA funds,
38 sets forth four (4) general categories of eligible uses of ARPA funds, each with several subcategories
39 and examples:
40

- 41 1. Public Health and Economic Impacts
- 42 2. Premium Pay
- 43 3. Revenue Loss
- 44 4. Investment in Infrastructure
- 45

46 **WHEREAS**, under the Premium Pay category, local units of government are authorized to use
47 ARPA funds to provide increase in hourly rates or pay bonuses to "eligible workers" defined as "...any
48 work performed by an employee of a State, local, or Tribal government...." who perform "essential
49 work" defined as "...work involving regular in-person interactions or regular physical handling of
50 items that were also handled by others...." and "...who have been and continue to be relied on to

1 maintain continuity of operations of essential critical infrastructure sectors, including those who are
2 critical to protecting the health and wellbeing of their communities”, source of quoted phrases is
3 *Federal Register, Volume 86, No. 93, pp. 26820, 26797, 26798, Department of Treasury Interim Final*
4 *Rule*, published and effective on May 17, 2021; and,
5

6 **WHEREAS**, sections 602(c)(1)(C) and 603(c)(1)(C) of the American Rescue Plan Act of 2021
7 give recipients broad latitude to use the Fiscal Recovery Funds under the Revenue Loss category; and
8

9 **WHEREAS**, the U.S. Department of Treasury issued a statement in September, 2021 indicating
10 that ARPA recipients may rely on the Interim Final Rule for guidance in the expenditures of such funds,
11 specifically stating that “[f]unds used in a manner consistent with the Interim Final Rule while the
12 Interim Final Rule is effective will not be subject to recoupment.” and as of December 10, 2021, the
13 Interim Final Rule is still in effect; and,
14

15 **WHEREAS**, the Dodge County Human Resources and Labor Negotiations Committee at its
16 meetings on October 29, 2021, November 16, 2021, December 7, 2021 and December 10, 2021
17 considered using ARPA funds to make bonus payments to county employees and recommends the
18 2021 and 2022 COVID Premium Bonus Plan for eligible Dodge County employees summarized as
19 follows:
20

21 **2021 (except Clearview*)**
22

23 Amount: \$200 per month for FTE .5 to 1.0
24 \$100 per month for FTE .49 and below
25 Starting July 1, 2021 through November 30, 2021
26

27 Eligibility: Active Full and Part Time Employees must be employed the full month for each
28 month in order to qualify for the bonus and be an active employee, receiving pay on
29 the January 21, 2022 pay date.
30

31 Total ARPA funds: \$629,051
32

33 Payment Date: January 21, 2022
34

35 *In 2021, Clearview employees participated in a separate program funded by a Federal CARES Act
36 allocation. A bonus was distributed in early November.
37

38
39 **2022 (all employees)**
40

41 Amount: \$100 per month for FTE .5 to 1.0
42 \$50 per month for FTE .49 and below
43 Starting January 1, 2022 through December 31, 2022
44

45 Eligibility: Active Full and Part Time Employees must be employed the full month for each
46 month in order to qualify for the quarterly bonus and be an active employee, receiving
47 pay on the pay date of the quarterly bonus per the following schedule.

- First Quarter Payment..... April 15, 2022
- Second Quarter Payment July 22, 2022
- Third Quarter Payment October 14, 2022
- Fourth Quarter Payment January 20, 2023

Total ARPA funds: \$1,131,633

WHEREAS, the Dodge County Finance Committee has reviewed the 2021 and 2022 COVID Premium Bonus Plan and has received a financial report from the Dodge County Finance Director specifying the total amount of ARPA funds needed to cover the cost of the Plan as \$1,760,684, which report is attached hereto as Exhibit "A";

NOW, THEREFORE, BE IT RESOLVED that the Dodge County Board of Supervisors does hereby adopt the recommendation of the Committee and authorize the 2021 and 2022 COVID Premium Bonus Plan for eligible employees in the amounts and the payment intervals specified herein;

BE IT FURTHER RESOLVED, that the approved 2021 and 2022 COVID Premium Bonus Plan shall be funded by ARPA funds in the amounts and at the intervals specified herein and in Exhibit "A" attached hereto;

BE IT FINALLY RESOLVED that the Dodge County Finance Director is authorized and directed to amend the 2021 and 2022 Dodge County Budgets as specified in Exhibit "A" accordingly.

All of which is respectfully submitted this 21st day of December, 2021.

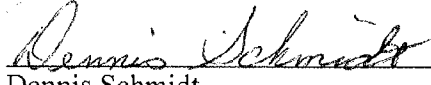
Dodge County Human Resources and Labor Negotiations Committee:



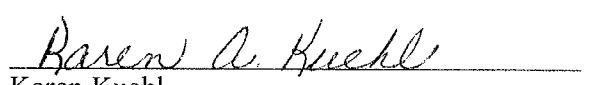
Joseph Marsik



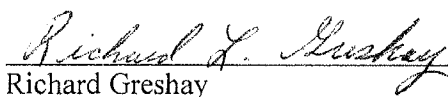
Dan Hilbert




Dennis Schmidt



Karen Kuehl



Richard Greshay

Fiscal note: As of 12/08/2021, the remaining unallocated ARPA funds including investment activity is \$8,064,575. With the exception of investment activity, these funds are considered as Unearned Revenue and as such are recorded in a liability account. Investment activity at year end will become General Fund – Assigned Fund Balance. Finance Committee review date: December 13, 2021. Chair initials: 

Vote Required: 2/3rd members elect

Resolution Summary: Resolution Authorizing 2021 and 2022 COVID Premium Bonus Plan for Eligible Dodge County Employees Funded by American Rescue Plan Act of 2021 Funds.

2021 Total Clearview - CARES		
	\$1,000	Full Time
		Pro Rated for Part Time
		With Roll Ups
2021 Total CARES Funding:	\$232,008	\$265,418

2021 Total Non-Clearview - ARPA			
	Amount	Count	Total/yr
Full-time and Part-Time FTE .5 plus	\$1,000	453	\$453,000
Part-Time less than .5	\$500	59	\$29,500
			With Roll Ups
2021 Total ARPA Funding:	\$482,500		\$551,980

2022 Total All Employees - ARPA			
	Amount	Count	Total/yr
Full-time and Part-Time FTE .5 plus	\$1,200	675	\$810,000
Part-Time less than .5	\$600	167	\$100,200
			With Roll Ups
2022 Total ARPA Funding:	\$910,200		\$1,038,993

2021 WRS Protected Status			
	Amount	Count	Total/yr
Full-time and Part-Time FTE .5 plus	\$1,000	64	\$64,000
Part-Time less than .5	\$500	1	\$500
			With Roll Ups
2021 Total ARPA Funding:	\$64,500		\$77,071

2022 WRS Protected Status			
	Amount	Count	Total/yr
Full-time and Part-Time FTE .5 plus	\$1,200	64	\$76,800
Part-Time less than .5	\$600	1	\$600
			With Roll Ups
2022 Total ARPA Funding:	\$77,400		\$92,640
2021 and 2022 Sworn Association Total ARPA Funding:	\$141,900		\$169,711

Grand Totals:			With Roll Ups
Total ARPA Funding for 2021 and 2022:	\$1,534,600		\$1,760,684
Total ARPA and CARES Funding for 2021 and 2022:	\$1,766,608		\$2,026,102