

**RESOLUTION TO ESTABLISH PREMIUM PAY  
FOR COUNTY EMPLOYEES USING FUNDS RECEIVED  
UNDER THE AMERICAN RESCUE PLAN ACT OF 2021**

This resolution by the Muskogee County Board of Commissioners authorizes Premium Pay for Essential County Government employees for service during the period of January 27<sup>th</sup>, 2020 to September 27<sup>th</sup>, 2021 using funds received from the American Rescue Plan Act of 2021 (ARPA.)

**Whereas**, the American Rescue Plan Act of 2021 was signed into law on March 11<sup>th</sup>, 2021. Muskogee County, Oklahoma has received ARPA funding from the United States Treasury. The ARPA rules are very specific in limiting the purposes for which counties may spend the funds. Muskogee County has identified premium pay for essential county government employees as an authorized use of ARPA funds.

**Whereas**, “Essential Worker” is “Any work performed by an employee of the state, **local** or tribal government or workers needed to maintain continuity of operations of critical infrastructure sectors.” “Essential Work” is “work involving regular in-person interaction or regular physical handling of items that were also handled by others, but does not include a worker who teleworked from a residence.”

**Whereas**, Muskogee County employees continued to provide (and do continue to provide) essential county government services during the pandemic at the risk of exposure to COVID-19. The County is losing essential workers to other private and governmental employers that are paying higher wages. There is a legitimate public need to pay premium pay under the terms of this resolution.

**Now therefore**, the Muskogee County Board of Commissioners hereby resolves and authorizes the use of Federal ARPA funds to establish and make payment of premium pay to essential employees who meet the following criteria:

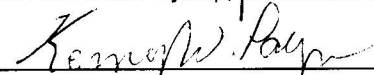
A. Employees who are current full time (more than 30 hours per week) are to receive a onetime payment of not more than \$5000.00 for Muskogee County Employees less standard deductions for taxes subject to the following conditions:


1. The Premium payment is for the period of January 27<sup>th</sup>, 2020 to September 27<sup>th</sup>, 2021 and the employee must have been a full time employee during that time.
2. To be eligible, the recipient must have been continuously and be currently employed by Muskogee County Jan 27<sup>th</sup>, 2020 to September 27<sup>th</sup>, 2021.
3. Employees who work in multiple departments will receive on premium payment, only.

B. Eligible Employees who worked part time and provided essential county government services are eligible to receive premium pay up to 15% of their annual earnings not to exceed \$2500.00 for Muskogee County Employees subject to relevant criteria under “A” above.

The Board of County Commissioners hereby instruct the Muskogee County Clerk’s Office to carry out the terms of this resolution and make the payments contemplated herein at the earliest opportunity.

  
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Chairman Keith Hyslop, Commissioner Dist #2

  
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Member Kenny Payne, Commissioner Dist #3

  
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Member Ken Doke, Commissioner Dist #1

  
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Attest: Polly Irving, County Clerk

