

RESOLUTION TO AWARD ONE-TIME PANDEMIC RESPONSE PAYMENT TO  
TOWN OF CARRBORO ESSENTIAL EMPLOYEES

WHEREAS, on March 10, 2020, Governor Cooper, by Executive Order 116, declared a state of emergency to prevent the spread of COVID-19; and,

WHEREAS, on March 27, 2020, Executive Order 121 imposed a statewide Stay at Home Order, directing people to stay at home except to visit essential businesses, exercise outdoors or help family members; banned gatherings of more than 10 people; and directed everyone to physically stay at least 6 feet apart from others; and,

WHEREAS, the pandemic dramatically impacted the manner in which Town services could be provided and required modified work practices and schedules for Town employees to continue delivery of critical public services; and,

WHEREAS, Town Employees have demonstrated creativity, flexibility, resilience, and perseverance in the face of uncertainty to maintain essential critical components of all the Town's infrastructure segments; and, to protect the health and well-being of Town residents; and,

WHEREAS, the American Rescue Plan Act signed into law on March 11, 2021, will provide an estimated \$6.2 million to the Town of Carrboro for a number of purposes, including premium pay for "essential" workers needed to "maintain continuity of operations of essential critical infrastructure sectors" and protect the health and well-being of Town residents.

WHEREAS, all Town employees have been determined to be essential employees necessary to maintain continuity of Town operations and protect the health and well-being of Town residents; and

WHEREAS, the Town Council deems it fitting and proper to provide a one-time Pandemic Response Payment to essential employees.

NOW THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF CARRBORO THAT:

1. "General" permanent employees will be provided a one-time payment of \$900.
2. The following employee classes will be provided additional hazard pay for a total one-time payment of \$1,600: sworn police and fire department employees, building inspectors, and members of the IT department.
3. Permanent employees who were actively on payroll during as of April 1, 2020 will be provided the full payment amount in section 1 and 2 above.
4. Employees hired during the time of May 1, 2020 through April 15, 2021 and active part-time permanent employees will receive a pro-rated one-time payment.
5. Payment of the one-time Pandemic Response Payment to essential employees. Is expected to occur the last payroll in April 2021.

BE IT FURTHER RESOLVED BY THE TOWN COUNCIL OF CARRBORO THAT:

1. The FY 2020-21 Adopted Budget is amended by appropriating from the unassigned fund balance the amount of \$224,795 for transfer to the General Fund to cover the cost of these one-time Pandemic Response Payments and associated benefits to essential employees.
2. Funds from the American Rescue Plan Act are expected to replenish the Town's fund balance used to pay one-time Pandemic Response Payments to essential employees of the Town.
3. The Town Manager is authorized to implement and carryout all provisions of this resolution without further Council Action.

This Resolution is effective upon adoption by the Carrboro Town Council.

A copy of this resolution shall be forwarded to the Finance Officer within 3 days.