

RESOLUTION

NO: 2022-12-203

LIVINGSTON COUNTY

DATE: December 27, 2022

Resolution to Approve a One Time Inflation Assistance Payment for Livingston County Employees – Board of Commissioners

WHEREAS, the highest levels of inflation in decades continues to cause significant financial challenges to citizens; and

WHEREAS, prices for basic human necessities, including food, shelter, transportation, and utilities, have risen sharply over the past two years; and

WHEREAS, typical household savings have been reduced by 2.3% and credit card debt is on the rise as citizens grapple with the increasing costs of goods and services; and

WHEREAS, the Board of Commissioners recognizes the financial stresses facing County and Court employees and desires to provide a one-time discretionary bonus to assist eligible non-union County/Court employees whose payrates have been prospectively fixed by the Board of Commissioners, and eligible union employees whom are or will be subject to defined wage rates fixed in an executed collective bargaining agreement.

THEREFORE BE IT RESOLVED that the Board of Commissioners hereby approves a one-time non-precedent setting, non-MERS eligible, inflation assistance discretionary one-time bonus to assist eligible employees to mitigate the current and projected effects of inflation.

BE IT FURTHER RESOLVED, that the gross amount of an individual eligible employee's one-time discretionary bonus payment will be calculated based upon \$1 per hour of authorized budgeted full-time equivalency (FTE) of the position, with 1.0 FTE = 2080 regular hours. The maximum bonus payment under this calculation cannot, and the maximum bonus payment to an individual eligible employee shall not exceed the gross amount of \$2,080. Employees remain responsible for federal, state, or local tax withholdings or other legally required or collected bargaining agreement ("CBA") mandated withholdings (including garnishments or other legally/CBA mandated withholdings). The authorized position will be based on the authorized position list included in the 2023 Approved Operating Budget

BE IT FURTHER RESOLVED that permanent regular full-time and part-time County/Court employees who satisfy the following criteria are or shall be eligible for this one-time discretionary bonus:

A. The permanent regular full-time and part-time employee must be currently and actively employed by the County or Court on the payment date of the discretionary bonus

which shall be on or before February 28, 2023. Employees who are not actively employed on the date of the payment (including but not limited to being terminated from or leaving employment, or who retired, or being on an unpaid or workers' compensation leave) are not eligible; AND

B. The permanent regular full-time and part-time employee must EITHER be:

1. A non-bargaining unit County or Court employee whose wage rates for 2023 have been (are) fixed by the Board of Commissioners or Courts; OR

2. A Court or County employee included in a union bargaining unit who is either:

a. covered in 2023 under a previously negotiated and unexpired collective bargaining agreement which has been ratified and executed by all parties prior to the date of this Resolution ("Existing CBA"), OR

b. is covered in 2023 under a collective bargaining agreement which is now open to negotiation and which is – in fact – ratified and executed by all parties on or before February 15, 2023 ("Future Qualified CBA"). However, as to a Future Qualified CBA, the bonus payment under this Resolution is subject to dollar-for-dollar reduction by any bargained-for signing bonus to be paid in 2023. (Employees not covered by an Existing CBA or a Future Qualified CBA are not eligible, but shall exclusively be controlled by the terms of a future ratified and executed CBA).

AND, as required by law, the employee's bargaining agent, has – prior to February 15, 2023 -- executed a memorandum of understanding in a form acceptable to the County formalizing the terms of the grant of this Resolution.

BE IT FURTHER RESOLVED, that County Commissioners and Judges are not eligible for this discretionary one-time bonus.

BE IT FURTHER RESOLVED, that this will be a one-time bonus to be paid on or before February 28, 2023 from General Fund reserves.

BE IT FURTHER RESOLVED that the Board of Commissioners authorizes any budget amendment to effectuate this Resolution.

BE IT FURTHER RESOLVED that upon approval as to form by Civil Counsel, the Chairperson is authorized to execute all documents, including possible memorandums of understanding, to effectuate this Resolution.

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MOVED:
SECONDED:
CARRIED: