



Resolution No. 2265 -2022

**American Rescue Plan Act Premium Payments or Benefits
to Front Line Township Employees Who Worked
During the Stay at Home Order time period of
March 23, 2020 through June 4, 2020
and had Regular, Work-related, In-Person Interactions With the
General Public or Regular Physical Handling of Waste Materials**

WHEREAS, the Board of Commissioners of the Township of Haverford recognizes the extraordinary efforts of its front line employees, especially during the mandated Stay at Home Order from March 23, 2020 through June 4, 2020; and,

WHEREAS, the American Rescue Plan Act allows municipalities to respond to workers performing essential work during the COVID-19 public health emergency by providing premium pay to eligible workers; and,

WHEREAS, the United States Treasury identifies eligible workers as those frontline workers with regular in-person interactions or regular physical handling of items that were also handled by others; and,

WHEREAS, the United States Treasury expressed an expectation that such funding will be directed to lower wage workers.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Commissioners of Haverford Township hereby approves premium payments or benefits to eligible frontline Township employees who had regular, work-related, in-person interactions or regular physical handling of waste materials during the mandated Stay at Home Order from March 23, 2020 through June 4, 2020, as further defined in Exhibit A.

RESOLVED THIS 9th day of May, 2022.

TOWNSHIP OF HAVERFORD

C. Lawrence Holmes, Esq., President

Attest:

David R. Burman, Township Manager

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Section 1 - Premium Payment Program established.

Each Eligible Employee shall be entitled to receive a payment from the Township's allocation of funds from the American Rescue Plan Act, or benefits, as further described herein.

Section 2 – Eligible employee; eligibility period.

An Eligible Employee shall be any current Township Employee who is a frontline worker and had regular, work-related, in-person interactions with the general public or regular physical handling of waste materials during the Eligibility Period. The Eligibility Period shall be March 23, 2020 through June 4, 2020.

Section 3 – Premium Pay or Benefits.

Each Eligible Employee shall be entitled to premium pay or benefits as follows:

- a) Eligible employees whose annual W-2 compensation for 2020 did not exceed \$95,993 shall be entitled to premium pay in the amount of \$2,500.¹
- b) Eligible employees whose annual W-2 compensation was greater than or equal to \$95,993 shall be entitled to the equivalent of four (4) days of compensatory time off, as follows:
 1. Compensatory time off for eligible civilian employees will be based on an 8-hour day, equivalent to thirty-two (32) hours of compensatory time off.
 2. Compensatory time off for eligible sworn police department employees will be based on a 12-hour shift, equivalent to forty-eight (48) hours of compensatory time off.
 3. Compensatory time off for this program shall be utilized in full day increments, whenever feasible. Eligible employees shall utilize the equivalent of one (1) day of compensatory time off every six months until the allotment of compensatory time off under this program is fully exhausted. All compensatory time off granted in this program shall be utilized or surrendered within two years of program approval.

Section 4 - Recordkeeping.

Each Department Head shall provide a list of eligible employees to the Assistant Township Manager / Finance Director no later than May 20, 2022.

¹ The United States Treasury expressed an expectation that premium pay will be directed to lower wage workers, further indicating that a written justification would be required if premium pay would increase a worker's total pay above 150 percent of the average annual wage within the state or county. The United State Bureau of Labor Statistics reports the average annual wage during 2020 for all covered workers in all covered industries was \$65,662 in Delaware County and \$62,049 statewide. It is intended that premium payments will not exceed \$95,993 [$\$65,662 \times 150\% = \$98,493$, less $\$2,500 = \$95,993$].

Section 5 - Payment.

Within 15 days of full submission of acceptable list of eligible employees, the Township will generate a payment or credit Eligible Employees with compensatory time off. It is anticipated that this will take place on one of the two regular pay days in June. Payments under this program shall be treated in the same manner as regular payroll.

Section 6 – Not Subject to Collective Bargaining. Not a Past Practice.

It is understood that this program is unique to the COVID-19 Pandemic, the Governor’s Stay at Home Order and the American Rescue Plan Act. This program is not subject to Collective Bargaining nor representative