

**RESOLUTION**

**ROCK COUNTY BOARD OF SUPERVISORS**

Ad Hoc Committee on the Future of  
Rock Haven  
INITIATED BY



5/31/2023  
DATE DRAFTED

**Providing ARPA Premium Pay for Rock Haven Staff and Select Facilities Management and Human Resources Staff with Assigned Duties for Rock Haven**

**WHEREAS**, staff at Rock Haven have experienced significant impacts from the COVID-19 pandemic; and,

**WHEREAS**, premium pay for County staff affected by the pandemic is an eligible use of funds under the American Rescue Plan Act (ARPA) Final Rule; and,

**WHEREAS**, recognizing Rock Haven staff for their dedication and commitment during these difficult times will demonstrate their value to Rock County and encourage staff retention; and,

**WHEREAS**, providing premium pay at this time will have the secondary benefit of increasing staff compensation until the wage grid becomes effective in October; and,

**WHEREAS**, the Ad Hoc Committee on the Future of Rock Haven agrees that all staff assigned to Rock Haven, including seven Facilities Management staff and two Human Resources staff, also deserve premium pay as part of the Rock Haven team; and,

**WHEREAS**, because not all staff at Rock Haven are eligible for ARPA premium pay, some County funds will be required to ensure that all staff are equally compensated, but due to the increased federal reimbursement and the minimal amounts needed for other departments, no budget amendment for the supplemental County funding is necessary.

**NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled this 8th day of June, 2023, does hereby provide a total not to exceed \$350,000 in ARPA premium pay to all Rock Haven Staff and select Facilities Management and Human Resources staff with assigned duties for Rock Haven.

**BE IT FURTHER RESOLVED**, each employee will receive a lump sum payment of \$400 every other pay period, prorated by their budgeted FTE, beginning with the 6/9/23 paycheck, and ending with the 9/29/23 paycheck, for a maximum total payment of \$2,000 per employee.

**BE IT FURTHER RESOLVED**, the 2023 Rock County Budget is amended as follows:

<b>Account</b>	<b>Budget</b>	<b>Increase (Decrease)</b>	<b>Amended Budget</b>
Source of Funds			
19-1980-0000-42100 ARPA Revenue	\$27,419,579	\$350,000	\$27,769,579
Use of Funds			
19-1980-1901-64604 Premium Pay	-0-	\$350,000	\$350,000

FISCAL NOTE:

There are sufficient funds remaining the the County's ARPA allocation to fund the proposed ARPA eligible premium payments.

Sherry Oja  
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to Wis. Stat. §§ 59.01 & 59.22. Wis. Stats. As an amendment to the adopted 2022 County Budget, this Resolution requires a 2/3 vote of the entire membership of the County Board pursuant to § 65.90(5)(a), Wis. Stats.

Richard Greenlee  
Corporation Counsel

ADMINISTRATIVE NOTE:

I believe that providing COVID-19 premium pay to Rock Haven staff--particularly direct care staff--is a good use of ARPA funds. Facilities Management staff who work at Rock Haven could be as justified in receiving this premium pay as any other staff who work in the facility, although this may create concerns among other Facilities Management staff who do similar work but are not assigned to Rock Haven. Although Human Resources staff who work closely with Rock Haven are an integral part of the team in recruiting and supporting staff, they are not assigned to Rock Haven as their permanent work location. Further, including staff outside of the facility to receive this pay will further cause tension among non-Rock Haven staff who are not receiving the pay. Consequently, my recommendation is that Human Resources staff not be included in this resolution and not receive this premium pay.

Josh Smith  
County Administrator

**Committee Action**

County Board Staff Committee

County Board Staff Committee recommended this resolution for approval by a unanimous voice vote. Supervisor Brien was absent.

Health Services Committee

Health Services Committee recommended this resolution for approval by a unanimous voice vote.

Finance Committee

Finance Committee recommended this resolution for approval by a unanimous voice vote. There is one vacancy.