

STATE OF GEORGIA

COUNTY OF CLAYTON

RESOLUTION NO. 2020 - 191

A RESOLUTION CLARIFYING THE INTENT OF RESOLUTION 2020-165 AUTHORIZING CLAYTON COUNTY TO PROVIDE HAZARD PAY FOR EMPLOYEES THAT WORKED DURING THE COVID-19 EMERGENCY; TO AUTHORIZE THE CHAIRMAN TO OTHERWISE PERFORM ALL ACTS NECESSARY TO ACCOMPLISH THE INTENT OF THIS RESOLUTION; TO AUTHORIZE THE CHIEF FINANCIAL OFFICER TO AMEND THE BUDGET TO REFLECT AN APPROPRIATE REVENUE SOURCE AND EXPENSE ALL AS MAY BE REQUIRED; TO PROVIDE AN EFFECTIVE DATE OF THIS RESOLUTION; AND FOR OTHER PURPOSES.

WHEREAS, on March 13, 2020, the President of the United States declared the COVID-19 pandemic a national emergency; and

WHEREAS, on March 13, 2020, a local state of emergency was declared for Clayton County beginning March 16, 2020 and the Chairman of the Board of Commissioners ("Chairman") enacted several emergency powers in order to allow the County to quickly and appropriately respond to the COVID-19 pandemic; and

WHEREAS, the Governor issued a state-wide shelter in place order on April 2, 2020 requiring all citizens and visitors to shelter in place and leave their homes or places of residence for essential activities only; and

WHEREAS, between March 16, 2020 and May 11, 2020, in response to the COVID-19 pandemic and the Governor's state-wide shelter in place orders, the County enacted its continuity in governance plan which reduced the number of employees that traveled from home to their County work destinations to the essential number necessary to carry out critical government functions; and

WHEREAS, between March 16, 2020 and May 11, 2020, public safety employees and certain non-public safety employees were deemed essential to carry out critical government functions during the County's state of emergency despite the closure of County buildings to public access; and

WHEREAS, these critical government functions that could not be stopped or minimized included responses to situations that presented an immediate threat to life, health and safety; and

WHEREAS, the Board of Commissioners adopted a policy that allowed these essential workers to accrue additional leave as compensation for having to work during the state of emergency, and

WHEREAS, the Board of Commissioners previously considered a monetary addition to compensate those essential workers that continued their work especially in the areas of eliminating or reducing immediate threats to life, public health or safety where the requirements of the job required those employees to consistently go against CDC recommendations for social distancing and, thereby, increasing the likelihood of exposure to COVID-19; and

WHEREAS, for the foregoing reasons, and due to the need created by the continuing COVID-19 pandemic, on August 18, 2020, the Board of Commissioners passed Resolution 2020-165 authorizing the payment of hazard pay to certain public safety, non-public safety and part time employees that worked during the continuity in governance period between March 16, 2020 and May 11, 2020 during the COVID-19 pandemic; and

WHEREAS, since that time, the Board of Commissioners desires to further clarify the intent of Resolution 2020-165; and

WHEREAS, the Board of Commissioners finds that it is in the best interests and welfare of the County's citizens to do so.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF

CLAYTON COUNTY, GEORGIA AND IT IS HEREBY RESOLVED

Section 1. The Board of Commissioners hereby clarifies that Resolution 2020-165 authorized a one-time payment of funds constituting hazard pay in the amount of \$2,000 for public safety personnel (as defined by the CARES Act), \$1,500 for non-public safety personnel and \$500 for part time personnel that worked during the period of March 16, 2020 and May 11, 2020 during the County's local state of emergency and continuity of governance plan related to the COVID-19 pandemic and were employed by the County in "active pay status" on August 18, 2020. The payment of "hazard pay" shall not be considered "salary" for purposes of pension contributions, but shall be

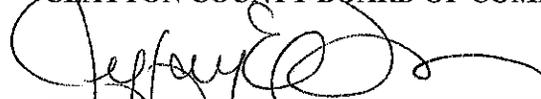
subject to applicable taxes and withholdings. The Board further authorizes the Chairman to otherwise perform all acts necessary to accomplish the intent of this Resolution.

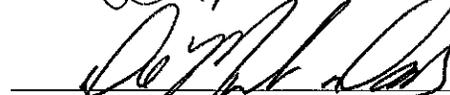
Section 2. The Board authorizes the Chief Financial Officer to amend the budget to reflect an appropriate revenue source and expense as may be required.

Section 3. This Resolution shall be effective on the date of its approval by the Board of Commissioners, and it shall be applied retroactively to clarify the intent of Resolution 2020-165.

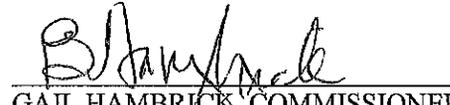
SO RESOLVED, this 6 day of October, 2020.

**CLAYTON COUNTY BOARD OF COMMISSIONERS**

  
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JEFFREY E. TURNER, CHAIRMAN

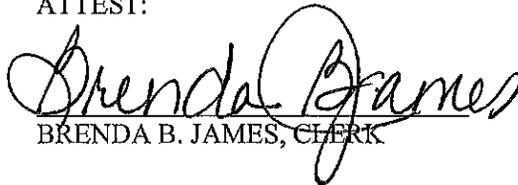
  
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DEMONT DAVIS, VICE CHAIRMAN

  
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SONNA GREGORY, COMMISSIONER

  
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GAIL HAMBRICK, COMMISSIONER

  
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FELICIA FRANKLIN WARNER, COMMISSIONER

ATTEST:

  
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BRENDA B. JAMES, CLERK