

Resolution No. 2021-13 of the Board of Commissioners of La Porte County, Indiana

WHEREAS, the American Rescue Plan (ARP), signed into law in March, 2021 - has as one of its expressed goals the replacement of lost public sector revenue and needed support to help retain public sector employees, and

WHEREAS, various department heads have reported both to the La Porte County Commission and to the County Council that we are losing public health and safety workers both to the private sector and to other public sector entities who are paying more generously for a skilled and well-trained employee, and

WHEREAS, we fully support the Council undertaking needed salary studies and comparisons with other agencies to determine what type of adjustments need to be made in our salary structure in order to be competitive in both recruiting and retraining talented employees but we are also cognizant that such studies take time, and

WHEREAS, there is an urgency in ensuring that, as the holidays approach, our dedicated skilled county workforce understand the high value that we elected officials place on their work,

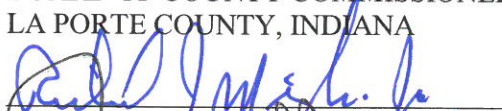
WHEREAS, this Commission has forwarded an ARP plan - designed largely by input from the commission, the council, our department directors and thoroughly vetted by our financial adviser - that would provide an immediate "shot in the arm" to our workforce regarding the premium we place on their skills and dedicated work efforts - specifically \$4,000.00 each in pandemic retention pay for "front line" workers and those who "worked in the field" during the pandemic and then \$2,000.00 for all other county employees with \$1,000.00 each to all part time and seasonal workers, all to be paid from this county's share of ARP funds, and


WHEREAS, the deadline for placing items on the November council agenda is November 5th and we believe our friends and colleagues on the council share our concerns about the exodus of skilled and well-trained employees and recognize the need to send an important signal NOW as the holidays approach regarding the high value we place on the county workforce,

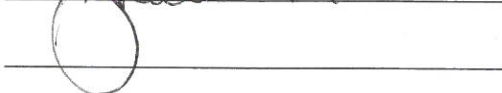
NOW THEREFORE BE IT RESOLVED BY THE BOARD OF COMMISSIONERS that we respectfully request that among other potential ARP allocations agenda'd for the November council meeting that this item - the county's pandemic employee retention pay plan be among those items on the November council agenda and we urge strong support by the members of the Council for this \$2.5 million allocation for our county's dedicated workforce.

All of which is resolved this 3rd day of November, 2021.

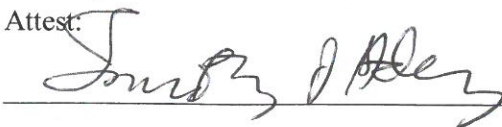
BOARD OF COUNTY COMMISSIONERS OF
LA PORTE COUNTY, INDIANA







Attest:



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