

STATE OF GEORGIA  
COUNTY OF CHEROKEE

RESOLUTION NO. \_\_\_\_\_

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**A RESOLUTION OF THE CHEROKEE COUNTY BOARD OF COMMISSIONERS TO IMPLEMENT A TEMPORARY HAZARD PAY POLICY FOR FRONT-LINE PUBLIC SAFETY COUNTY EMPLOYEES WHOSE WORK COULD EXPOSE THEM TO CORONAVIRUS DUE TO THE CONTINUING COVID-19 PANDEMIC; AND FOR OTHER PURPOSES.**

**WHEREAS**, on March 11, 2020, the World Health Organization declared that the Novel Coronavirus 2019 ("COVID-19") disease is a global pandemic; and

**WHEREAS**, on March 13, 2020, President Donald Trump declared a national emergency, and pledged the "full power of the federal government" to fight this pandemic; and

**WHEREAS**, on March 14, 2020, Governor Brian Kemp issued Executive Order 3.14.20.01, which declared a public health emergency for the purpose of easing restrictions that might otherwise hinder the ability of public health systems to respond appropriately to the COVID-19 pandemic, through April 13, 2020, unless further extended; and

**WHEREAS**, on March 16, 2020, the Georgia General Assembly entered a 2020 Special Session to adopt House Resolution 4EX, ratifying Governor Brian Kemp's public health emergency declaration, and reserving the right to terminate the emergency declaration through future legislative action; and

**WHEREAS**, on March 23, 2020, Governor Brian Kemp issued an Executive Order to prohibit any establishment, corporation, non-profit, or organization from allowing more than ten (10) person to be gathered at a singled location if such gathering requires persons to stand or be within six (6) feet of any other person; and

**WHEREAS**, on March 25, 2020, Cherokee County declared there to be a state of emergency in Cherokee County and issued guidelines for the public to follow to help alleviate the spread of COVID-19; and

**WHEREAS**, on April 2, 2020, Governor Brian Kemp issued an Executive Order to provide additional restrictions on the citizens of the State of Georgia, and to provide guidance on the operation of essential/critical operations during this period of emergency; and

**WHEREAS**, in recognition that there is a necessity for certain front-line public safety employees of the County to continue their work in areas necessary for the purposes of eliminating or reducing immediate threats to life, public health, and/or safety where their work could expose them to the coronavirus, the Cherokee County Board of Commissioners desires to implement a temporary hazard pay salary increase for certain public safety employees experiencing increased exposure to elevated risks and stress levels and the associated burdens in their work responsibility during this state of emergency; and

**WHEREAS**, Sheriff Frank Reynolds of the Cherokee County Sheriff's Office, Chief Timothy Prather of Cherokee County Fire & Emergency Services, and Chief Marshal Ron Hunton of the Cherokee County Marshal's Office have determined that such temporary hazard pay salary increases are vital to the operations of their respective public agencies during the continuing COVID-19 disaster; and

**WHEREAS**, as such, front-line public safety employees shall be defined as the designated employees of the Cherokee County Sheriff's Office, Cherokee County Fire & Emergency Services and the Cherokee County Marshal's Office; and

**WHEREAS**, such front-line public safety employees shall receive the following hazard pay salary increases: [1] Such employees exposed to significantly elevated risks shall receive five hundred dollars (\$500.00) monthly in addition to existing compensation; and [2] Such employees subjected to elevated risks shall receive two hundred and fifty dollars (\$250.00) monthly in addition to existing compensation; and

**WHEREAS**, Sheriff Frank Reynolds shall have the sole discretion to determine which front-line public safety employees of the Cherokee County Sheriff's Office are entitled to the hazard pay provided in accordance with this resolution and shall designate their respective risk exposure levels; and

**WHEREAS**, Chief Timothy Prather shall have the sole discretion to determine which front-line public safety employees of the of Cherokee County Fire & Emergency Services are entitled to the hazard pay provided in accordance with this resolution and shall designate their respective risk exposure levels; and

**WHEREAS**, Chief Marshal Ron Hunton shall have the sole discretion to determine which front-line public safety employees of the Cherokee County Marshal's Office are entitled

to the hazard pay provided in accordance with this resolution and shall designate their respective risk exposure levels; and

**WHEREAS**, the temporary hazard pay provided for in accordance with this Resolution is hereby directed to be paid retroactively and be pro-rated as necessary to March 25, 2020 from the effective date of this Resolution; and

**WHEREAS**, in addition, such temporary hazard pay shall continue to prospectively be paid until the earlier date of: [1] the expiration date of the Executive Order issued by Governor Brian Kemp on April 2, 2020, including any and all extensions that may be granted by the Governor (currently scheduled to expire on April 13, 2020); or [2] to the date of June 30, 2020, unless otherwise extended by the Cherokee County Board of Commissioners; and

**WHEREAS**, such front-line public safety employees shall be paid the temporary hazard pay provided in accordance with this Resolution on a bi-weekly basis in accordance with Cherokee County's standard payroll practices and any amounts pay be pro-rated as necessary to ensure adequate payments to public safety employees in accordance with the intent of this Resolution; and

**WHEREAS**, should funding be made available by Federal, State, or other agencies to provide for reimbursement of funds expended by local governments to combat the COVID-19 pandemic, Cherokee County will exhaust all available means to receive such funding to cover the costs of the temporary hazard pay being provided for hereto.

**NOW, THEREFORE, BE IT RESOLVED** by the Cherokee County Board of Commissioners, and it is hereby so resolved by the authority of the same that the Board of Commissioners does hereby approve and implement a temporary hazard pay salary increase for certain public safety employees experiencing increased burdens in their work responsibility during this state of emergency.

**NOW, THEREFORE, BE IT FURTHER RESOLVED** by the Cherokee County Board of Commissioners, and it is hereby so resolved by the authority of the same, that Sheriff Frank Reynolds shall be allocated a budget amendment in the amount of eight hundred and thirty-two thousand dollars (\$832,000.00) to provide for the full costs of issuing the temporary hazard pay provided for in accordance with this Resolution to the front-line public safety employees of the Cherokee County Sheriff's Office, with such allocated budget amendment constituting the temporary hazard pay, the associated increase in tax contributions, and any

necessary contributions to the County's defined benefits plan, and with such budget amendment to be allocated on a monthly basis to the aforementioned department in accordance with the intent of this Resolution and in accordance with standard administrative practices.

**NOW, THEREFORE, BE IT FURTHER RESOLVED** by the Cherokee County Board of Commissioners, and it is hereby so resolved by the authority of the same, that Chief Timothy Prather shall be allocated a budget amendment in the amount of seven hundred thirty-three thousand dollars (\$733,000.00) to provide for the full costs of issuing the temporary hazard pay provided for in accordance with this Resolution to the front-line public safety employees of the Cherokee County Fire & Emergency Services, with such allocated budget amendment constituting the temporary hazard pay, the associated increase in tax contributions, and any necessary contributions to the County's defined benefits plan, and with such budget amendment to be allocated on a monthly basis to the aforementioned department in accordance with the intent of this Resolution and in accordance with standard administrative practices.

**NOW, THEREFORE, BE IT FURTHER RESOLVED** by the Cherokee County Board of Commissioners, and it is hereby so resolved by the authority of the same, that Chief Marshal Ron Hunton shall be allocated one hundred and eighty seven thousand dollars (\$187,000.00) to provide for the full costs of issuing the temporary hazard pay provided for in accordance with this Resolution to the front-line public safety employees of the Cherokee County Marshal's Office, with such allocated budget amendment constituting the temporary hazard pay, the associated increase in tax contributions, and any necessary contributions to the County's defined benefits plan, and with such budget amendment to be allocated on a monthly basis to the aforementioned department in accordance with the intent of this Resolution and in accordance with standard administrative practices.

**NOW, THEREFORE, BE IT FURTHER RESOLVED** by the Cherokee County Board of Commissioners, and it is hereby so resolved by the authority of the same, that the total combined sum of one million seven hundred and fifty two thousand dollars (\$1,752,000.00) shall be approved and disbursed for a budget amendment to the aforementioned departments to provide for the total costs associated with the distribution of temporary hazard pay provided by this Resolution, with all such funds to be allocated from the General Fund Balance, and with such budget amendments to be allocated on a monthly basis to the aforementioned departments in accordance with the intent of this Resolution and in accordance with standard administrative

practices.; should all such funds not be used for temporary hazard pay per the terms of this Resolution, any remaining funds shall be returned to the General Fund.

**NOW, THEREFORE, BE IT FURTHER RESOLVED** by the Cherokee County Board of Commissioners, and it is hereby so resolved by the authority of the same, the effective date of this Resolution shall be April 7, 2020 and shall remain in effect in accordance with the effective terms of this Resolution.

**SO RESOLVED, APPROVED, AND ADOPTED** this \_\_\_\_ day of \_\_\_\_\_, 2020.

By: \_\_\_\_\_  
HARRY B. JOHNSTON, Chairman

Attest: \_\_\_\_\_  
CHRISTY BLACK, County Clerk

(SEAL)

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