



Resolution for Compensation of Polk County Personnel During (specified) Disaster Periods;

WHEREAS, President Donald J. Trump approved a Major Disaster Declaration for Texas on March 24, 2020, due to the Coronavirus Disease 2019 (COVID-19) pandemic beginning on January 20, 2020, and continuing, making federal funding available for emergency protective measures; and

WHEREAS, the Coronavirus Aid, Relieve, and Economic Security (CARES) Act was passed by Congress and signed into law by President Trump on March 27, 2020, providing Coronavirus Relief Funds to local governments; and

WHEREAS, the CARES Act requires that the payments from the Coronavirus Relief Fund only be used to cover expenses that 1) are necessary expenditures incurred due to the public health emergency with respect to COVID-19; 2) were not accounted for in the budget most recently approved as of March 27, 2020; and 3) were incurred during the period that begins March 1, 2020, and ends on December 30, 2020; and

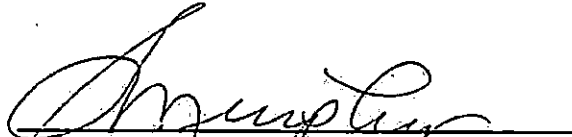
WHEREAS, certain employees have accumulated or will accumulate overtime hours working on projects directly related to the response or mitigation of COVID-19 during the approved spending period; and

WHEREAS, the Commissioners Court of Polk County, Texas, in compliance with Department of Labor Fair Labor Standards and the adopted Personnel Policies of Polk County, desires to equitably compensate Polk County Employees working overtime performing tasks to mitigate or respond to COVID-19 for the periods specified herein;

NOW, THEREFORE, BE IT RESOLVED, that the Polk County Commissioners Court hereby determines and authorizes the payment of "CRF Overtime" to both Exempt and Non-Exempt employees at a rate of 1½ times their hourly rate for any hours actually worked in excess of 40 hours during this period while performing "COVID-19 Response/Mitigation" duties, not to exceed ten hours per week without specific approval from the Polk County Judge, and such overtime shall not accrue to the Employees FLSA leave balance.

BE IT FURTHER RESOLVED, all COVID-19 Response/Mitigation activities must be recorded separately from the employee's regular work on an Emergency Time Sheet which must be submitted to the County Judge's Office for approval prior to submitting to Human Resources.

This Resolution is hereby approved and Adopted by the Polk County Commissioners Court this 22nd day of September, 2020.


Sydney Murphy, County Judge
Polk County, Texas

ATTEST:


Schelana Hock, County Clerk

