

**Board of Sanitary Commissioners
Muncie Sanitary District**

Resolution 2020-06

A resolution to provide additional compensation to workers impacted by the Coronavirus:

WHEREAS, the Muncie Sanitary District ("MSD" or the "District") has been operating under COVID-19 ("COVID") emergency procedures due to the worldwide COVID pandemic since at least March 16, 2020;

WHEREAS, in compliance with local, state and federal regulations, executive orders, and guidance, the MSD staff has been working remotely and providing direct services via telephone, on-line video conferencing, and other methods that do not require face-to-face interactions with coworkers or members of the public ("Remote Work Options") as much as possible during the state-of-emergency period identified by the Governor of the State of Indiana from March 16 to May 15, 2020 (the "Emergency Time Frame");

WHEREAS, many services provided by District employees were not capable of Remote Work Options, including the provision of trash collection and sewer/flood emergency assistance, which were deemed "essential" under relevant executive orders issued by the Governor of the State of Indiana; and

WHEREAS, MSD decided to reward all of its employees for continuing to provide dedicated and loyal service to the District and the members of the public which it serves during this difficult and uncertain time by providing the following compensation to all such employees who continued in the District's employ during any or all of the Emergency Time Frame:

(1) Full- and part-time employees engaged in non-essential services for MSD who remained employed by the District and stayed home with no Remote Work Options available to them shall or did receive commensurate full- or part-time pay and benefits for all time on the District's payroll during the Emergency Time Frame;

(2) Full- and part-time employees engaged in essential services for MSD who were able to and did engage in Remote Work Options shall or did receive an additional one dollar (\$1.00) per hour in compensation for all remote work performed on behalf of the District during the Emergency Time Frame;

(3) Full-time employees engaged in essential services for MSD that could not be provided remotely shall or did receive an additional two dollars (\$2.00) per hour in compensation for all such services performed on behalf of the District during the Emergency Time Frame; and


(4) Part-time employees engaged in essential services for MSD that could not be performed remotely shall or did receive an additional one dollar (\$1.00) per hour in compensation for all such services performed on behalf of the District during the Emergency Time Frame. (Collectively referred to as "Differential Hazard Pay.")

BE IT THEREFORE RESOLVED that the Board does hereby **APPROVE** and **RATIFY** all Differential Hazard Pay which has or will be provided to District employees for remaining employed by the District during any or all of the Emergency Time Frame.

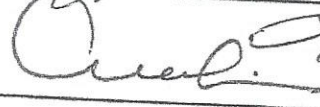
This Resolution shall become effective on and after its passage and shall remain in full force and effect until it is amended or repealed by the Board.

THIS RESOLUTION IS APPROVED this 3rd day of June 2020 by the Board of Sanitary Commissioners of the Muncie Sanitary District.

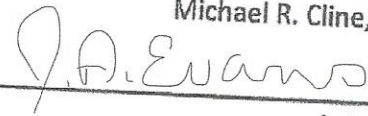
**MUNCIE SANITARY DISTRICT
BOARD OF SANITARY COMMISSIONERS**



William Smith, President



Michael R. Cline, P.E., Vice President



Joseph Evans, Secretary