

Finance Committee Agenda

6/29/2021

1:30 PM

Conf Rm F and Zoom ID#6084719153

Meeting called by:	Ray Steinke	Note taker:	Paul Bullock
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Attendees:	Bill Routley, Jerri Strong, Marilynn Bradstrom, Mindy Taylor
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----- Agenda Topics -----

Call To Order

Public Comment

2022 Non Union Paycales	Administrator
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Update on Vehicle Purchases	Administrator
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West Law Contract Renewal	Administrator
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Coronavirus Grant Update	Administrator
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Deferred Compensation Contract/Empower Retirement	Administrator
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Commissioner Per Diem and Travel

Listed Bills

Other Business

Adjournment



COUNTY OF MECOSTA
BOARD OF COMMISSIONERS
400 ELM STREET, BIG RAPIDS, MI 49307
Phone (231) 796-2505 Fax (231) 592-0121
www.co.mecosta.mi.us

Marilynn Bradstrom
District #1

Jerrilynn Strong
District #2

Linda Howard
District #3

Raymond Steinke
District #4


Tom O'Neil
District #5

Wendy Nystrom
District #6

William Routley
District #7

Paul E. Bullock
Controller/Administrator

To: Finance Committee

From: Paul E. Bullock 
Controller/Administrator

Date: June 29, 2021

Re: 2022 Non-Union Pay scales

The Budget Cycle is once again upon us. One of your duties within that cycle is to set the Non-Union pay scales for 2022.

For your review, I have attached the current pay scale for Elected Officials, Non-Union regular employees, and Casual part time employees.

I have also attached scales showing what a 2.5% increase for these would be. This is the percentage increase for all union represented employees for 2022.

2021 Salary and Wage Scale
Non-Union Employees

Pay Grade		Minimum	1 year	2 year	3 year	4 year
1	hourly	\$12.66	\$13.37	\$14.17	\$14.98	\$15.83
2	hourly	\$13.97	\$14.78	\$15.62	\$16.54	\$17.52
3	hourly	\$15.35	\$16.25	\$17.15	\$18.13	\$19.19
4	hourly	\$16.42	\$17.36	\$18.38	\$19.42	\$20.52
5	hourly	\$17.62	\$18.63	\$19.70	\$20.87	\$22.05
5	salary	\$34,372	\$36,349	\$38,435	\$40,646	\$42,984
6	hourly	\$18.85	\$19.93	\$21.07	\$22.28	\$23.56
6	salary	\$36,734	\$38,846	\$41,077	\$43,438	\$45,936
7	salary	\$39,881	\$42,175	\$44,599	\$47,163	\$49,875
8	salary	\$43,028	\$45,504	\$48,121	\$50,886	\$53,815
9	salary	\$47,228	\$49,941	\$52,815	\$55,850	\$59,063
10	salary	\$51,425	\$54,383	\$57,508	\$60,816	\$64,313
11	salary	\$55,623	\$58,822	\$62,204	\$65,779	\$69,564
12	salary	\$59,820	\$63,261	\$66,899	\$70,744	\$74,813
13	salary	\$64,018	\$67,701	\$71,594	\$75,711	\$80,063
14	salary	\$68,218	\$72,143	\$76,288	\$80,674	\$85,314
15	salary	\$72,414	\$76,579	\$80,982	\$85,638	\$90,564
16	salary	\$77,135	\$81,574	\$86,264	\$91,223	\$96,466

PROPOSED

2022 Salary and Wage Scale
Non-Union Employees

Pay Grade		Minimum	1 year	2 year	3 year	4 year
1	hourly	\$12.98	\$13.70	\$14.52	\$15.35	\$16.23
2	hourly	\$14.32	\$15.15	\$16.01	\$16.95	\$17.96
3	hourly	\$15.73	\$16.66	\$17.58	\$18.58	\$19.67
4	hourly	\$16.83	\$17.79	\$18.84	\$19.91	\$21.03
5	hourly	\$18.06	\$19.10	\$20.19	\$21.39	\$22.60
5	salary	\$35,231	\$37,258	\$39,396	\$41,662	\$44,059
6	hourly	\$19.32	\$20.43	\$21.60	\$22.84	\$24.15
6	salary	37,652	39,817	42,104	44,524	47,084
7	salary	40,878	43,229	45,714	48,342	51,122
8	salary	44,104	46,642	49,324	52,158	55,160
9	salary	48,409	51,190	54,135	57,246	60,540
10	salary	52,711	55,743	58,946	62,336	65,921
11	salary	57,014	60,293	63,759	67,423	71,303
12	salary	61,316	64,843	68,571	72,513	76,683
13	salary	65,618	69,394	73,384	77,604	82,065
14	salary	69,923	73,947	78,195	82,691	87,447
15	salary	74,224	78,493	83,007	87,779	92,828
16	salary	79,063	83,613	88,421	93,504	98,878

**2021 SALARY
ELECTED OFFICIALS**

NAME:	ELECTED OFFICE	2021 Salary	LONGEVITY
COUNTY COMMISSIONER	COUNTY COMMISSIONER	\$8,776	N/E
HILL- KENNEDY, SCOTT	49TH CIRCUIT COURT JUDGE	\$45,724	N/E
BOOHER, KIMBERLY	49TH CIRCUIT COURT JUDGE	\$45,724	N/E
JAKLEVIC, PETER	77TH DISTRICT COURT JUDGE	\$45,724	\$720
THOMPSON, TYLER	18TH PROBATE COURT JUDGE	\$151,349	N/E
PURCELL, MARCEE	COUNTY CLERK	\$65,216	N/E
EARNEST, SHERRY	COUNTY TREASURER	\$63,231	\$720
THIEDE, BRIAN	PROSECUTING ATTORNEY	\$105,324	N/E
HAHN, KAREN	REGISTER OF DEEDS	\$63,231	N/E
MILLER, KARLA	DRAIN COMMISSIONER	\$63,231	N/E
MILLER, BRIAN	SHERIFF	\$82,021	N/E

*** CHAIRPERSON OF THE COUNTY COMMISSION RECEIVES
AN ADDITIONAL \$2,600 PER YEAR**

PROPOSED

2022 SALARY
ELECTED OFFICIALS

NAME:	ELECTED OFFICE	2022 Salary	LONGEVITY
COUNTY COMMISSIONER	COUNTY COMMISSIONER	\$8,776	N/E
HILL- KENNEDY, SCOTT	49TH CIRCUIT COURT JUDGE	\$45,724	N/E
BOOHER, KIMBERLY	49TH CIRCUIT COURT JUDGE	\$45,724	N/E
JAKLEVIC, PETER	77TH DISTRICT COURT JUDGE	\$45,724	\$720
THOMPSON, TYLER	18TH PROBATE COURT JUDGE	\$151,349	N/E
PURCELL, MARCEE	COUNTY CLERK	\$66,846	N/E
EARNEST, SHERRY	COUNTY TREASURER	\$64,812	\$720
THIEDE, BRIAN	PROSECUTING ATTORNEY	\$107,957	N/E
HAHN, KAREN	REGISTER OF DEEDS	\$64,812	N/E
MILLER, KARLA	DRAIN COMMISSIONER	\$64,812	N/E
MILLER, BRIAN	SHERIFF	\$84,072	N/E

* CHAIRPERSON OF THE COUNTY COMMISSION RECEIVES
AN ADDITIONAL \$2,600 PER YEAR

Casual Part Time Pay Scale

2021 Amended 2022
2/18/2021 PROPOSED

PART TIME CORRECTIONS OFFICER			
PART TIME DEPUTY	\$13.44		\$13.78
SENIOR MARINE OFFICER	\$15.00	\$15.00	\$15.38
MARINE OFFICER	\$11.91		\$12.21
MEALS SITE SUPERVISOR	\$13.94		\$14.29
CUSTODIANS	\$12.98		\$13.30
PART TIME RECEPTIONIST	\$12.18		\$12.48
CIRC. CT. COLLECTIONS CLERK	\$12.96		\$13.28



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- Wendy Nystrom
District #6
- William Routley
District #7
- Paul E. Bullock
Controller/Administrator

To: Mecosta County Board of Commissioners

From: Paul E. Bullock, County Administrator

Date: June 29, 2021

Re: New Vehicle Purchase 2021

This memo is to inform you of the vehicles I have ordered for 2021. Three weeks ago I presented you with a request to purchase 5 vehicles this year. I advised you that I did not know if we could procure any, given the state of affairs with vehicle shortages. Much to my surprise I was able to order not the anticipated one, but two, 4 door 4x4 pickups (one Chevy and one Dodge), two AWD Equinox, and two Ford Police Interceptors. Since I was informed by the Dodge dealer that they anticipated at least a \$10,000 increase in truck cost for 2022, I ordered both of the two trucks that were available. The cost for all the vehicles is somewhat higher than a base MiDeal vehicle would have been, but a base MiDeal vehicle was not available for any of the vehicles we wanted.

The purchase of two pickups will effectively move one truck from the proposed 2022 purchase to this year.


The anticipated MiDeal price for each vehicle is below, followed by the purchase price of what I was able to order:

Ram Quad Cab 4x4 with 4.8 engine: \$24,500 MiDeal
Chevy Silverado 4x4 Crew Cab with 5.3 eotec engine \$30,598
Ram 4x4 Crew Cab with 5.7 Hemi engine and tow package \$27,438

Chevy Equinox AWD base model \$21,554 MiDeal
Chevy Equinox LS \$24,936

Ford Interceptor base model \$30,825 MiDeal
Ford Interceptor with options \$34,376

The first truck was delivered June 28th. It is the Chevy and for comparison, the sticker is over \$42,000. We received the MiDeal price for all of these vehicles, they just aren't the base models that we would have otherwise specced. I am requesting that you affirm my actions.

 THOMSON REUTERS™	Order Form	Order ID: Q-01251943
	Contact your representative josh.lindquist@thomsonreuters.com with any questions. Thank you.	

Sold To Account Address

Account #: 1000605104
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 COURTHOUSE
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 BIG RAPIDS MI 49307-1849 US

"Customer"

Shipping Address

Account #: 1000605104
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 COURTHOUSE
 400 ELM ST
 BIG RAPIDS MI 49307-1849 US

Billing Address

Account #: 1000605104
 MECOSTA COUNTY LAW LIBRARY
 COURTHOUSE
 400 ELM ST
 BIG RAPIDS, MI 49307-1849 US

This Order Form is a legal document between West Publishing Corporation and Customer. West Publishing Corporation also means "West", "we" or "our" and Customer means "Subscriber", "you", or "I". Subscription terms, if any, follow the ordering grids below.

ProFlex Products
 See Attachment for details

Material #	Product	Monthly Charges	Minimum Terms (Months)
40757482	West Proflex	\$2,063.53	36

Minimum Terms

Your subscription is effective upon the date we process your order ("Effective Date") and Monthly Charges will be prorated for the number of days remaining in that month, if any. Your subscription will continue for the number of months listed in the Minimum Term column above counting from the first day of the month following the Effective Date. Your Monthly Charges during the first twelve (12) months of the Minimum Term are as set forth above. If your Minimum Term is longer than 12 months, then your Monthly Charges for each year of the Minimum Term are displayed in the Attachment to the Order Form. You are also responsible for all Excluded Charges as defined below.

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At the end of the Minimum Term, your Monthly Charges will increase by 7%. Thereafter, the Monthly Charges will increase 7% every 12 months unless we notify you of a different rate at least 90 days before the annual increase. You are also responsible for all Excluded Charges. Excluded Charges may change after at least 30 days written or online notice. Either of us may cancel the Post Minimum Term subscription by sending at least 60 days written notice. Send your notice of cancellation to Customer Service, 610 Opperman Drive, P.O. Box 64833, Eagan, MN 55123-1803.

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- ProView eBooks
- Time and Billing
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- West LegalEdcenter
- Westlaw
- Westlaw Doc & Form Builder
- Westlaw Paralegal
- Westlaw Patron Access
- Westlaw Public Records

Additional Order Form Terms and Conditions

For Law Enforcement Agencies and Correctional Facilities Only – No Inmate Westlaw or CLEAR Access (direct or indirect)

I certify, on behalf of Subscriber, that I understand and accept the security limits of Westlaw or CLEAR ; Subscriber's responsibility for controlling Westlaw, CLEAR, internet and network access; and, how Subscriber will be using Westlaw or CLEAR. I acknowledge Subscriber's responsibility for providing West with prompt written notice if Subscriber's type of use changes.

Only non-inmates/administrative staff will access Westlaw or CLEAR with no direct Westlaw research results provided to inmates (including work product created as part of inmates' legal representation). In no event shall anyone other than Subscriber's approved employees be provided access to or control of any terminal with access to Westlaw or Westlaw Data.

Functionality of Westlaw or CLEAR cannot and does not limit access to non-West internet sites. It is Subscriber's responsibility to control access to the internet.

Subscriber will provide its own firewall, proxy servers or other security technologies as well as desktop security to limit access to the Westlaw Or CLEAR URL and West software (including CD-ROM orders). Subscriber will design, configure and implement its own security configuration.

Subscriber will not use any data nor distribute any data to a third party for use, in a manner contrary to or in violation of any applicable federal, state, or local law, rule or regulation or in any manner inconsistent with the General Terms and Conditions.

Subscriber will maintain the most current version of the West software to access CD-ROM Products for security purposes.

Acknowledgement: Order ID: Q-01251943

Signature of Authorized Representative for order

Title

Printed Name

Date

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This Order Form will expire and will not be accepted after 8/23/2021.



THOMSON REUTERS®

Attachment**Order ID: Q-01251943**

Contact your representative josh.lindquist@thomsonreuters.com with any questions.
Thank you.

Payment, Shipping, and Contact Information**Payment Method:**

Payment Method: Bill to Account
Account Number: 1000605104

Order Confirmation Contact (#28)

Contact Name: Pontz, Terri
Email: law-lib@mecostacounty.org

Shipping Information:

Shipping Method: Ground Shipping - U.S. Only

eBilling Contact

Contact Name Terri Pontz
Email law-lib@mecostacounty.org

ProFlex Multiple Location Details

Account Number	Account Name	Account Address	Action
1000605104	MECOSTA COUNTY LAW LIBRARY	400 ELM ST BIG RAPIDS MI 49307-1849 US	New

ProFlex Product Details

Quantity	Unit	Service Material #	Description
1	Each	40757482	West Proflex
10	Attorneys	42077751	Gvt - National Primary Core
10	Attorneys	42077755	Gvt - Analytical Plus for Government

Account Contacts

Account Contact First Name	Account Contact Last Name	Account Contact Email Address	Account Contact Customer Type Description
Terri	Pontz	law-lib@mecostacounty.org	EML PSWD CONTACT

Lapsed Products

Sub Material	Active Subscription to be Lapsed
40757481	West Proflex
42076680	Gvt - National Primary Core
42077754	Gvt - Analytical Plus for Government

Charges During Minimum Term

Material #	Product Name	Year 1 Monthly Charges	% incr Yr 1-2	Year 2 Monthly Charges	% incr Yr 2-3	Year 3 Monthly Charges	% incr Yr 3-4	Year 4 Monthly Charges	% incr Yr 4-5	Year 5 Monthly Charges
40757482	West Proflex	\$2,063.53	1.00%	\$2084.16	1.00%	\$2105.00	N/A	N/A	N/A	N/A

Charges During Minimum Term

Pricing is displayed only for the years included in the Minimum Term. Years without pricing in above grid are not included in the Minimum Term. Refer to your Order Form for the Post Minimum Term pricing.



Coronavirus State and Local Fiscal Recovery Funds

The American Rescue Plan will deliver \$350 billion for state, local, territorial, and Tribal governments to respond to the COVID-19 emergency and bring back jobs.

The Coronavirus State and Local Fiscal Recovery Funds provide a substantial infusion of resources to help turn the tide on the pandemic, address its economic fallout, and lay the foundation for a strong and equitable recovery.

Funding Objectives

- **Support urgent COVID-19 response efforts** to continue to decrease spread of the virus and bring the pandemic under control
- **Replace lost public sector revenue** to strengthen support for vital public services and help retain jobs
- **Support immediate economic stabilization** for households and businesses
- **Address systemic public health and economic challenges** that have contributed to the inequal impact of the pandemic

Eligible Jurisdictions & Allocations

Direct Recipients

- States and District of Columbia (\$195.3 billion)
- Counties (\$65.1 billion)
- Metropolitan cities (\$45.6 billion)
- Tribal governments (\$20.0 billion)
- Territories (\$4.5 billion)

Indirect Recipients

- Non-entitlement units (\$19.5 billion)



Support Public Health Response

Fund COVID-19 mitigation efforts, medical expenses, behavioral healthcare, and certain public health and safety staff



Address Negative Economic Impacts

Respond to economic harms to workers, families, small businesses, impacted industries, and the public sector



Replace Public Sector Revenue Loss

Use funds to provide government services to the extent of the reduction in revenue experienced due to the pandemic



Premium Pay for Essential Workers

Offer additional support to those who have and will bear the greatest health risks because of their service in critical infrastructure sectors



Water and Sewer Infrastructure

Make necessary investments to improve access to clean drinking water and invest in wastewater and stormwater infrastructure



Broadband Infrastructure

Make necessary investments to provide unserved or underserved locations with new or expanded broadband access



For More Information: Please visit www.treasury.gov/SLFRP

For Media Inquiries: Please contact the U.S. Treasury Press Office at (202) 622-2960

For General Inquiries: Please email SLFRP@treasury.gov for additional information



Example Uses of Funds

Support Public Health Response

- **Services to contain and mitigate the spread of COVID-19**, including vaccination, medical expenses, testing, contact tracing, quarantine costs, capacity enhancements, and many related activities
- **Behavioral healthcare services**, including mental health or substance misuse treatment, crisis intervention, and related services
- **Payroll and covered benefits** for public health, healthcare, human services, and public safety staff to the extent that they work on the COVID-19 response

Replace Public Sector Revenue Loss

- **Ensure continuity of vital government services** by filling budget shortfalls
- **Revenue loss is calculated** relative to the expected trend, beginning with the last full fiscal year pre-pandemic and adjusted annually for growth
- **Recipients may re-calculate revenue loss** at multiple points during the program, supporting those entities that experience revenue loss with a lag

Water & Sewer Infrastructure

- **Includes improvements to infrastructure**, such as building or upgrading facilities and transmission, distribution, and storage systems
- **Eligible uses aligned to Environmental Protection Agency project categories** for the Clean Water State Revolving Fund and Drinking Water State Revolving Fund

Equity-Focused Services

- **Additional flexibility for the hardest-hit communities and families** to address health disparities, invest in housing, address educational disparities, and promote healthy childhood environments
- **Broadly applicable** to Qualified Census Tracts, other disproportionately impacted areas, and when provided by Tribal governments

Address Negative Economic Impacts

- **Deliver assistance to workers and families**, including support for unemployed workers, aid to households, and survivor's benefits for families of COVID-19 victims
- **Support small businesses** with loans, grants, in-kind assistance, and counseling programs
- **Speed the recovery of impacted industries**, including the tourism, travel, and hospitality sectors
- **Rebuild public sector capacity** by rehiring staff, replenishing state unemployment insurance funds, and implementing economic relief programs

Premium Pay for Essential Workers

- **Provide premium pay to essential workers**, both directly and through grants to third-party employers
- **Prioritize low- and moderate-income workers**, who face the greatest mismatch between employment-related health risks and compensation
- **Key sectors include** healthcare, grocery and food services, education, childcare, sanitation, and transit
- **Must be fully additive** to a worker's wages

Broadband Infrastructure

- **Focus on households and businesses** without access to broadband and those with connections that do not provide minimally acceptable speeds
- **Fund projects that deliver reliable service** with minimum 100 Mbps download / 100 Mbps upload speeds unless impracticable
- **Complement broadband investments** made through the Capital Projects Fund

Ineligible Uses

- **Changes that reduce net tax revenue** must not be offset with American Rescue Plan funds
- **Extraordinary payments into a pension fund** are a prohibited use of this funding
- **Other restrictions apply** to eligible uses

The examples listed in this document are non-exhaustive, do not describe all terms and conditions associated with the use of this funding, and do not describe all the restrictions on use that may apply. The U.S. Department of the Treasury provides this document, the State and Local contact channels, and other resources for informational purposes. Although efforts have been made to ensure the accuracy of the information provided, the information is subject to change or correction. Any Coronavirus State and Local Fiscal Recovery Funds received will be subject to the terms and conditions of the agreement entered into by Treasury and the respective jurisdiction, which shall incorporate the provisions of the Interim Final Rule and/or Final Rule that implements this program.

FACT SHEET: The Coronavirus State and Local Fiscal Recovery Funds Will Deliver \$350 Billion for State, Local, Territorial, and Tribal Governments to Respond to the COVID-19 Emergency and Bring Back Jobs

May 10, 2021

Aid to state, local, territorial, and Tribal governments will help turn the tide on the pandemic, address its economic fallout, and lay the foundation for a strong and equitable recovery

Today, the U.S. Department of the Treasury announced the launch of the Coronavirus State and Local Fiscal Recovery Funds, established by the American Rescue Plan Act of 2021, to provide \$350 billion in emergency funding for eligible state, local, territorial, and Tribal governments. Treasury also released details on how these funds can be used to respond to acute pandemic response needs, fill revenue shortfalls among these governments, and support the communities and populations hardest-hit by the COVID-19 crisis. With the launch of the Coronavirus State and Local Fiscal Recovery Funds, eligible jurisdictions will be able to access this funding in the coming days to address these needs.

State, local, territorial, and Tribal governments have been on the frontlines of responding to the immense public health and economic needs created by this crisis – from standing up vaccination sites to supporting small businesses – even as these governments confronted revenue shortfalls during the downturn. As a result, these governments have endured unprecedented strains, forcing many to make untenable choices between laying off educators, firefighters, and other frontline workers or failing to provide other services that communities rely on. Faced with these challenges, state and local governments have cut over 1 million jobs since the beginning of the crisis. The experience of prior economic downturns has shown that budget pressures like these often result in prolonged fiscal austerity that can slow an economic recovery.

To support the immediate pandemic response, bring back jobs, and lay the groundwork for a strong and equitable recovery, the American Rescue Plan Act of 2021 established the Coronavirus State and Local Fiscal Recovery Funds, designed to deliver \$350 billion to state, local, territorial, and Tribal governments to bolster their response to the COVID-19 emergency and its economic impacts. Today, Treasury is launching this much-needed relief to:

- Support urgent COVID-19 response efforts to continue to decrease spread of the virus and bring the pandemic under control;
- Replace lost public sector revenue to strengthen support for vital public services and help retain jobs;
- Support immediate economic stabilization for households and businesses; and,
- Address systemic public health and economic challenges that have contributed to the inequal impact of the pandemic on certain populations.

The Coronavirus State and Local Fiscal Recovery Funds provide substantial flexibility for each jurisdiction to meet local needs—including support for households, small businesses, impacted industries, essential workers, and the communities hardest-hit by the crisis. These funds also deliver resources that recipients can invest in building, maintaining, or upgrading their water, sewer, and broadband infrastructure.

Starting today, eligible state, territorial, metropolitan city, county, and Tribal governments may request Coronavirus State and Local Fiscal Recovery Funds through the Treasury Submission Portal. Concurrent with this program launch, Treasury has published an Interim Final Rule that implements the provisions of this program.

FUNDING AMOUNTS

The American Rescue Plan provides a total of \$350 billion in Coronavirus State and Local Fiscal Recovery Funds to help eligible state, local, territorial, and Tribal governments meet their present needs and build the foundation for a strong recovery. Congress has allocated this funding to tens of thousands of jurisdictions. These allocations include:

Type	Amount (\$ billions)
States & District of Columbia	\$195.3
Counties	\$65.1
Metropolitan Cities	\$45.6
Tribal Governments	\$20.0
Territories	\$4.5
Non-Entitlement Units of Local Government	\$19.5

Treasury expects to distribute these funds directly to each state, territorial, metropolitan city, county, and Tribal government. Local governments that are classified as non-entitlement units will receive this funding through their applicable state government. Treasury expects to provide further guidance on distributions to non-entitlement units next week.

Local governments should expect to receive funds in two tranches, with 50% provided beginning in May 2021 and the balance delivered 12 months later. States that have experienced a net increase in the unemployment rate of more than 2 percentage points from February 2020 to the latest available data as of the date of certification will receive their full allocation of funds in a single payment; other states will receive funds in two equal tranches. Governments of U.S. territories will receive a single payment. Tribal governments will receive two payments, with the first payment available in May and the second payment, based on employment data, to be delivered in June 2021.

USES OF FUNDING

Coronavirus State and Local Fiscal Recovery Funds provide eligible state, local, territorial, and Tribal governments with a substantial infusion of resources to meet pandemic response needs and rebuild a stronger, more equitable economy as the country recovers. Within the categories of eligible uses, recipients have broad flexibility to decide how best to use this funding to meet the needs of their communities. Recipients may use Coronavirus State and Local Fiscal Recovery Funds to:

- **Support public health expenditures**, by funding COVID-19 mitigation efforts, medical expenses, behavioral healthcare, and certain public health and safety staff;
- **Address negative economic impacts caused by the public health emergency**, including economic harms to workers, households, small businesses, impacted industries, and the public sector;
- **Replace lost public sector revenue**, using this funding to provide government services to the extent of the reduction in revenue experienced due to the pandemic;
- **Provide premium pay for essential workers**, offering additional support to those who have borne and will bear the greatest health risks because of their service in critical infrastructure sectors; and,
- **Invest in water, sewer, and broadband infrastructure**, making necessary investments to improve access to clean drinking water, support vital wastewater and stormwater infrastructure, and to expand access to broadband internet.

Within these overall categories, Treasury's Interim Final Rule provides guidelines and principles for determining the types of programs and services that this funding can support, together with examples of allowable uses that recipients may consider. As described below, Treasury has also designed these provisions to take into consideration the disproportionate impacts of the COVID-19 public health emergency on those hardest-hit by the pandemic.

1. Supporting the public health response

Mitigating the impact of COVID-19 continues to require an unprecedented public health response from state, local, territorial, and Tribal governments. Coronavirus State and Local Fiscal Recovery Funds provide resources to meet these needs through the provision of care for those impacted by the virus and through services that address disparities in public health that have been exacerbated by the pandemic. Recipients may use this funding to address a broad range of public health needs across COVID-19 mitigation, medical expenses, behavioral healthcare, and public health resources. Among other services, these funds can help support:

- **Services and programs to contain and mitigate the spread of COVID-19, including:**
 - ✓ Vaccination programs
 - ✓ Medical expenses
 - ✓ Testing
 - ✓ Contact tracing
 - ✓ Isolation or quarantine
 - ✓ PPE purchases
 - ✓ Support for vulnerable populations to access medical or public health services
 - ✓ Public health surveillance (e.g., monitoring for variants)
 - ✓ Enforcement of public health orders
 - ✓ Public communication efforts
 - ✓ Enhancement of healthcare capacity, including alternative care facilities
 - ✓ Support for prevention, mitigation, or other services in congregate living facilities and schools
 - ✓ Enhancement of public health data systems
 - ✓ Capital investments in public facilities to meet pandemic operational needs
 - ✓ Ventilation improvements in key settings like healthcare facilities

- **Services to address behavioral healthcare needs exacerbated by the pandemic, including:**
 - ✓ Mental health treatment
 - ✓ Substance misuse treatment
 - ✓ Other behavioral health services
 - ✓ Hotlines or warmlines
 - ✓ Crisis intervention
 - ✓ Services or outreach to promote access to health and social services
- **Payroll and covered benefits expenses** for public health, healthcare, human services, public safety and similar employees, to the extent that they work on the COVID-19 response. For public health and safety workers, recipients can use these funds to cover the full payroll and covered benefits costs for employees or operating units or divisions primarily dedicated to the COVID-19 response.

2. Addressing the negative economic impacts caused by the public health emergency

The COVID-19 public health emergency resulted in significant economic hardship for many Americans. As businesses closed, consumers stayed home, schools shifted to remote education, and travel declined precipitously, over 20 million jobs were lost between February and April 2020. Although many have since returned to work, as of April 2021, the economy remains more than 8 million jobs below its pre-pandemic peak, and more than 3 million workers have dropped out of the labor market altogether since February 2020.

To help alleviate the economic hardships caused by the pandemic, Coronavirus State and Local Fiscal Recovery Funds enable eligible state, local, territorial, and Tribal governments to provide a wide range of assistance to individuals and households, small businesses, and impacted industries, in addition to enabling governments to rehire public sector staff and rebuild capacity. Among these uses include:

- **Delivering assistance to workers and families**, including aid to unemployed workers and job training, as well as aid to households facing food, housing, or other financial insecurity. In addition, these funds can support survivor's benefits for family members of COVID-19 victims.
- **Supporting small businesses**, helping them to address financial challenges caused by the pandemic and to make investments in COVID-19 prevention and mitigation tactics, as well as to provide technical assistance. To achieve these goals, recipients may employ this funding to execute a broad array of loan, grant, in-kind assistance, and counseling programs to enable small businesses to rebound from the downturn.
- **Speeding the recovery of the tourism, travel, and hospitality sectors**, supporting industries that were particularly hard-hit by the COVID-19 emergency and are just now beginning to mend. Similarly impacted sectors within a local area are also eligible for support.
- **Rebuilding public sector capacity**, by rehiring public sector staff and replenishing unemployment insurance (UI) trust funds, in each case up to pre-pandemic levels. Recipients may also use this funding to build their internal capacity to successfully implement economic relief programs, with investments in data analysis, targeted outreach, technology infrastructure, and impact evaluations.

3. Serving the hardest-hit communities and families

While the pandemic has affected communities across the country, it has disproportionately impacted low-income families and communities of color and has exacerbated systemic health and economic inequities. Low-income and socially vulnerable communities have experienced the most severe health impacts. For example, counties with high poverty rates also have the highest rates of infections and deaths, with 223 deaths per 100,000 compared to the U.S. average of 175 deaths per 100,000.

Coronavirus State and Local Fiscal Recovery Funds allow for a broad range of uses to address the disproportionate public health and economic impacts of the crisis on the hardest-hit communities, populations, and households. Eligible services include:

- **Addressing health disparities and the social determinants of health**, through funding for community health workers, public benefits navigators, remediation of lead hazards, and community violence intervention programs;
- **Investments in housing and neighborhoods**, such as services to address individuals experiencing homelessness, affordable housing development, housing vouchers, and residential counseling and housing navigation assistance to facilitate moves to neighborhoods with high economic opportunity;
- **Addressing educational disparities** through new or expanded early learning services, providing additional resources to high-poverty school districts, and offering educational services like tutoring or afterschool programs as well as services to address social, emotional, and mental health needs; and,
- **Promoting healthy childhood environments**, including new or expanded high quality childcare, home visiting programs for families with young children, and enhanced services for child welfare-involved families and foster youth.

Governments may use Coronavirus State and Local Fiscal Recovery Funds to support these additional services if they are provided:

- within a Qualified Census Tract (a low-income area as designated by the Department of Housing and Urban Development);
- to families living in Qualified Census Tracts;
- by a Tribal government; or,
- to other populations, households, or geographic areas disproportionately impacted by the pandemic.

4. Replacing lost public sector revenue

State, local, territorial, and Tribal governments that are facing budget shortfalls may use Coronavirus State and Local Fiscal Recovery Funds to avoid cuts to government services. With these additional resources, recipients can continue to provide valuable public services and ensure that fiscal austerity measures do not hamper the broader economic recovery.

Many state, local, territorial, and Tribal governments have experienced significant budget shortfalls, which can yield a devastating impact on their respective communities. Faced with budget shortfalls and pandemic-related uncertainty, state and local governments cut staff in all 50 states. These budget shortfalls and staff cuts are particularly problematic at present, as these entities are on the front lines of battling the COVID-19 pandemic and helping citizens weather the economic downturn.

Recipients may use these funds to replace lost revenue. Treasury's Interim Final Rule establishes a methodology that each recipient can use to calculate its reduction in revenue. Specifically, recipients will compute the extent of their reduction in revenue by comparing their actual revenue to an alternative representing what could have been expected to occur in the absence of the pandemic. Analysis of this expected trend begins with the last full fiscal year prior to the public health emergency and projects forward at either (a) the recipient's average annual revenue growth over the three full fiscal years prior to the public health emergency or (b) 4.1%, the national average state and local revenue growth rate from 2015-18 (the latest available data).

For administrative convenience, Treasury's Interim Final Rule allows recipients to presume that any diminution in actual revenue relative to the expected trend is due to the COVID-19 public health emergency. Upon receiving Coronavirus State and Local Fiscal Recovery Funds, recipients may immediately calculate the reduction in revenue that occurred in 2020 and deploy funds to address any shortfall. Recipients will have the opportunity to re-calculate revenue loss at several points through the program, supporting those entities that experience a lagged impact of the crisis on revenues.

Importantly, once a shortfall in revenue is identified, recipients will have broad latitude to use this funding to support government services, up to this amount of lost revenue.

5. Providing premium pay for essential workers

Coronavirus State and Local Fiscal Recovery Funds provide resources for eligible state, local, territorial, and Tribal governments to recognize the heroic contributions of essential workers. Since the start of the public health emergency, essential workers have put their physical well-being at risk to meet the daily needs of their communities and to provide care for others.

Many of these essential workers have not received compensation for the heightened risks they have faced and continue to face. Recipients may use this funding to provide premium pay directly, or through grants to private employers, to a broad range of essential workers who must be physically present at their jobs including, among others:

- ✓ Staff at nursing homes, hospitals, and home-care settings
- ✓ Workers at farms, food production facilities, grocery stores, and restaurants
- ✓ Janitors and sanitation workers
- ✓ Public health and safety staff
- ✓ Truck drivers, transit staff, and warehouse workers
- ✓ Childcare workers, educators, and school staff
- ✓ Social service and human services staff

Treasury's Interim Final Rule emphasizes the need for recipients to prioritize premium pay for lower income workers. Premium pay that would increase a worker's total pay above 150% of the greater of the state or county average annual wage requires specific justification for how it responds to the needs of these workers.

In addition, employers are both permitted and encouraged to use Coronavirus State and Local Fiscal Recovery Funds to offer retrospective premium pay, recognizing that many essential workers have not yet received additional compensation for work performed. Staff working for third-party contractors in eligible sectors are also eligible for premium pay.

6. Investing in water and sewer infrastructure

Recipients may use Coronavirus State and Local Fiscal Recovery Funds to invest in necessary improvements to their water and sewer infrastructures, including projects that address the impacts of climate change.

Recipients may use this funding to invest in an array of drinking water infrastructure projects, such as building or upgrading facilities and transmission, distribution, and storage systems, including the replacement of lead service lines.

Recipients may also use this funding to invest in wastewater infrastructure projects, including constructing publicly-owned treatment infrastructure, managing and treating stormwater or subsurface drainage water, facilitating water reuse, and securing publicly-owned treatment works.

To help jurisdictions expedite their execution of these essential investments, Treasury's Interim Final Rule aligns types of eligible projects with the wide range of projects that can be supported by the Environmental Protection Agency's Clean Water State Revolving Fund and Drinking Water State Revolving Fund. Recipients retain substantial flexibility to identify those water and sewer infrastructure investments that are of the highest priority for their own communities.

Treasury's Interim Final Rule also encourages recipients to ensure that water, sewer, and broadband projects use strong labor standards, including project labor agreements and community benefits agreements that offer wages at or above the prevailing rate and include local hire provisions.

7. Investing in broadband infrastructure

The pandemic has underscored the importance of access to universal, high-speed, reliable, and affordable broadband coverage. Over the past year, millions of Americans relied on the internet to participate in remote school, healthcare, and work.

Yet, by at least one measure, 30 million Americans live in areas where there is no broadband service or where existing services do not deliver minimally acceptable speeds. For millions of other Americans, the high cost of broadband access may place it out of reach. The American Rescue Plan aims to help remedy these shortfalls, providing recipients with flexibility to use Coronavirus State and Local Fiscal Recovery Funds to invest in broadband infrastructure.

Recognizing the acute need in certain communities, Treasury's Interim Final Rule provides that investments in broadband be made in areas that are currently unserved or underserved—in other words, lacking a wireline connection that reliably delivers minimum speeds of 25 Mbps download and 3 Mbps upload. Recipients are also encouraged to prioritize projects that achieve last-mile connections to households and businesses.

Using these funds, recipients generally should build broadband infrastructure with modern technologies in mind, specifically those projects that deliver services offering reliable 100 Mbps download and 100

Mbps upload speeds, unless impracticable due to topography, geography, or financial cost. In addition, recipients are encouraged to pursue fiber optic investments.

In view of the wide disparities in broadband access, assistance to households to support internet access or digital literacy is an eligible use to respond to the public health and negative economic impacts of the pandemic, as detailed above.

8. Ineligible Uses

Coronavirus State and Local Fiscal Recovery Funds provide substantial resources to help eligible state, local, territorial, and Tribal governments manage the public health and economic consequences of COVID-19. Recipients have considerable flexibility to use these funds to address the diverse needs of their communities.

To ensure that these funds are used for their intended purposes, the American Rescue Plan Act also specifies two ineligible uses of funds:

- **States and territories may not use this funding to directly or indirectly offset a reduction in net tax revenue due to a change in law from March 3, 2021 through the last day of the fiscal year in which the funds provided have been spent.** The American Rescue Plan ensures that funds needed to provide vital services and support public employees, small businesses, and families struggling to make it through the pandemic are not used to fund reductions in net tax revenue. Treasury's Interim Final Rule implements this requirement. If a state or territory cuts taxes, they must demonstrate how they paid for the tax cuts from sources other than Coronavirus State Fiscal Recovery Funds—by enacting policies to raise other sources of revenue, by cutting spending, or through higher revenue due to economic growth. If the funds provided have been used to offset tax cuts, the amount used for this purpose must be paid back to the Treasury.
- **No recipient may use this funding to make a deposit to a pension fund.** Treasury's Interim Final Rule defines a "deposit" as an extraordinary contribution to a pension fund for the purpose of reducing an accrued, unfunded liability. While pension deposits are prohibited, recipients may use funds for routine payroll contributions for employees whose wages and salaries are an eligible use of funds.

Treasury's Interim Final Rule identifies several other ineligible uses, including funding debt service, legal settlements or judgments, and deposits to rainy day funds or financial reserves. Further, general infrastructure spending is not covered as an eligible use outside of water, sewer, and broadband investments or above the amount allocated under the revenue loss provision. While the program offers broad flexibility to recipients to address local conditions, these restrictions will help ensure that funds are used to augment existing activities and address pressing needs.

MECOSTA COUNTY DEFERRED COMPENSATION PLAN

Welcome to Empower Retirement! We're singularly focused on retirement and committed to delivering exceptional service and support. Your enclosed migration documents offer enhancements to your participants and simplify your transition to Empower.

Please review the migration package and sign where indicated on the Agreements and Services Signature page (signature page). Keep a copy for your records.

Your Empower Services Agreement: This agreement outlines all the key services and features for the ongoing operation and administration of your retirement program.

Reduced fees: In connection with your plan's transition to our recordkeeping platform, the following administrative fees will be reduced:

- Your Overnight Fee will be reduced to \$30.

My Total Retirement: One of the many benefits offered by Empower is My Total Retirement — our managed account offering. My Total Retirement can help your participants reach their long-term goals and at the same time assist you with satisfying some of your fiduciary obligations. We have included the services agreement to add My Total Retirement for your participants at transition. Please sign the signature page to add the services. If we receive your signed election after the deadline referenced below, we will contact you separately to determine an effective date for offering the service for your participants.

Education and advice: Your participants will now have access to free industry-leading education, and can add best-interest advice, where available, which provides key benefits such as:

- The opportunity for increased plan balances.
- Improved retirement outcomes.
- Comprehensive education options for active, terminated and retired employees.

If you would like to add advice services, please sign the signature page and Participant Fiduciary Services will be added as an additional feature to your plan.

Great-West Life & Annuity Insurance Company (Great-West) will receive payments from Massachusetts Mutual Life Insurance Company (MassMutual) under separate services agreements as part of the sale of MassMutual's retirement business. These payments from MassMutual are fees for administrative services Great-West provides with respect to certain annuity contracts and funding agreements that MassMutual reinsured with or sub-contracted to Great-West or an affiliate and are not payments from the plan's MassMutual investment options. In addition, these payments are not fees for services to the plan or the plan's investment options and are not eligible to be credited towards any plan fees, plan expense arrangement or other ERISA spending account. The amount of these payments is determined as a function of assets invested in MassMutual mutual funds, collective investment trusts and separate accounts by plans for which Great-West or one of its affiliates, provide record keeping services. These



payments are variable in amount and, if allocated per plan participant, are expected not to exceed \$5 per participant annually.

Please review and electronically sign this agreement by August 13, 2021. The effective date of this new agreement is the later of 1) November 12, 2021, or 2) your migration date to the Empower recordkeeping platform. Please also keep a copy of the executed agreement package for your files. If you do not either return an executed copy of signature page or elect to terminate your current services agreement prior to the effective date of this amended services agreement, then your receipt of the services provided for under the terms of the amended services agreement will be deemed to be your acceptance of the terms of the amended services agreement.

In the event that you have a pending amendment related to your Administrative Services Agreement that is not executed 75 days prior to migration, the amendment will be rescinded.

In accordance with your current services agreement, if these agreements are not executed and returned by the above effective date or you do not terminate your existing services agreement before the above effective date, the existing services agreement will be amended with the attached agreement to align with the additional services and features from our recordkeeping platform.

Thank you for your continued trust in us as your recordkeeper of choice. If you have any questions associated with these documents, please do not hesitate to contact your account representative.

By: Great-West Life & Annuity Insurance Company, as
attorney-in-fact for Talcott Resolution Life Insurance Company

A handwritten signature in cursive script that reads "Paula Edmonds".

By: Paula Edmonds, Head/Lead Operations
Name, Title

On December 31, 2020, Empower Retirement acquired the retirement business of Massachusetts Mutual Life Insurance Company (MassMutual). Following an initial transition period, Empower Retirement will become the sole administrator of this business. Empower Retirement refers to the products and services offered by Great-West Life & Annuity Insurance Company (GWLA) and its subsidiaries, including Empower Retirement, LLC. Empower Retirement is not affiliated with MassMutual or its affiliates.

Date 6/17/2021

[illegible]

TOTAL 150.00

RECEIVED
JUN 17 2021
BOARD OF
COMMISSIONERS

It is hereby certified that the above account is true and correct and that no part of the same has been paid.

Signed 



COPY