

Premium Pay Frequently Asked Questions

Does this include Casino Employees?

ARPA is very specific about who can and cannot receive premium pay. Unfortunately, the Casino employees are not eligible. However, the Casino has taken steps to incorporate wage increases, quarterly bonuses, and paid time off during the pandemic's closure.

Is this going to impact per capita payments?

No. These are ARPA funds distributed by the federal government earlier this year.

What are the ARPA guidelines and requirements?

The Treasury's guidance on premium pay states,

Fiscal Recovery Funds payments may be used by recipients to provide premium pay to eligible workers performing essential work during the COVID-19 public health emergency...^[95] These are workers who have been and continue to be relied on to maintain continuity of operations of essential critical infrastructure sectors, including those who are critical to protecting the health and wellbeing of their communities.

The guidance also states:

To ensure that premium pay is targeted to workers that faced or face heightened risks due to the character of their work, the interim final rule defines essential work as work involving regular in-person interactions or regular physical handling of items that were also handled by others. A worker would not be engaged in essential work and, accordingly may not receive premium pay, for telework performed from a residence.

That is what we have done here.

Is this a bonus?

No, this is premium pay based on an individual's hours worked over the last 18 months and their risk for exposure.

How does this compare to what has been sent to Tribal Members?

This premium pay represents approximately 6% of the ARPA and CARES funds that the Tribe has received from the Federal Government. Approximately 38% of the Tribe's ARPA and CARES funding has been distributed to Tribal Members through direct payments.

Emergency Covid Relief Payments

2020		
April 29, 2020	400.00	1,710,000
May 28, 2020	400.00	1,711,200
June 24, 2020	600.00	2,565,600
July 17, 2020	600.00	2,567,400
August 14, 2020	600.00	2,572,200
September 16, 2020	600.00	2,782,200
October 16, 2020	600.00	2,578,800
November 16, 2020	600.00	2,577,600
Less Voided Checks		-511,800
Total Payments in 2020		18,553,200

2021		
August 1, 2021	4,000.00	18,569,000
Less Voided Checks		
Total Payments in 2021		18,569,000

TOTAL CARES/ARPA FUNDING	97,811,278	
TOTAL EMERGENCY RELIEF PAYMENTS	37,122,200	37.95%
PREMIUM PAY TO EMPLOYEES	6,200,000	6.34%

What was the process for deciding who received what?

Tribal Council authorized the overall amount to be utilized for premium pay. How that was allocated was determined by the Executive Staff in accordance with the ARPA requirements and program managers.

How many levels were there?

5. They ranged from frontline workers who still reported to work to those that teleworked 100% of the time.

How much was each level?

ARPA allows for premium pay amounts up to an additional \$13.00 an hour. The Tribe is issuing premium pay at levels from \$2.87 to \$7.17 an hour as part of this one-time payment. Those amounts are based on the total number of hours worked over an 18-month period; during the pandemic and an individual's potential for exposure.

Who received it?

We recognize the tremendous sacrifices made by all our employees during this challenging time and appreciate their service. That is why premium pay was given to every individual in the Tribal Government, including temp employees.

Are other entities giving premium pay to employees?

Yes – other county, state, federal and tribal governments have given premium pay.