

Proposed Essential Worker Benefit Package

April 6, 2020

Emergency Responder Paid Sick Leave - effective April 1, 2020

- During the proclaimed local emergency, emergency responders and health care workers have been excluded from federal leave benefits due to the need to maintain continuity of critical emergency services.
- Those emergency responders and health care workers may be exposed and/or may test positive for COVID-19 during this period of time and should be expected to remain home and quarantined to prevent further spread of the virus.
- The County will provide an additional 80 hours of paid sick leave to be utilized by emergency responders and health care workers if they test positive or are ordered to be quarantined by their department head and/or a health care provider.
- If the 80 hours of paid sick leave are exhausted, then employees may use their own paid leave balances.

Child Care Reimbursement - effective March 17, 2020

- During the proclaimed local emergency, essential employees may be eligible for reimbursement of child care expenses.
- Reimbursement Eligibility
 - Performs work on-site and not remotely
 - Has not taken FFCRA leave for child care (reason #5) during the local emergency
 - Has not received reimbursement through another employee for the same expense
- Reimbursement Amount
 - Up to \$200 per child per month
 - Maximum of \$500 per month total
- Reimbursement Procedure
 - Submit reimbursement request form to the Human Resources Division
 - Must provide proof of payment to child care provider
 - Reimbursement paid by separate claim to employee's direct deposit account

Technology Stipend - effective March 17, 2020

- During the proclaimed local emergency, essential employees may be eligible for a technology stipend.
- Stipend Eligibility
 - Performs work remotely using technology not provided by the County
 - Has not received stipend through another employee for use of the same technology
- Stipend Amount
 - \$50 per month
 - Maximum of \$250 total
- The stipend will be paid as a special pay allowance on each employee's regular pay warrant.

Paid Time Off Reward - effective March 17, 2020

- During the proclaimed local emergency, essential employees have been required to provide services on duty and remotely and have been unable to take paid time off.
- Determining Reward Amount
 - Calculate the average amount of actual hours worked per workweek provided by the essential employee during the emergency.
 - The employee will receive that amount of paid time off for each month of the emergency not to exceed 160 hours.
- The paid time off reward will be maintained in a separate bank to be utilized in a manner similar to vacation accruals. Any payout of unused paid time off under this reward will be limited to 40 hours at time of separation.