

Information below from an email shared by Kathy Everett-Perry, Human Resources Director:

Hazardous Pay Provision of the Temporary Covid-19 policy, the provision was added to the policy on March 26 and amended on April 29. The amended provision on April 29 remains in the policy as of the writing of this email. I have included both versions of that provision to this email for your convenience and review.

#### March 26, 2020

Employees providing direct emergency services and/or support services that interface with the public during the COVID-19 event or staffing the County's Emergency Operation Center are eligible for the County's 10% differential pay during the time period covered by the March 14, 2020 local emergency declaration. The differential pay must be authorized by your Department Director and General Manager.

Emergency Medical Services (EMS) first responders will adhere to the Departmental and State guidelines for EMS. Contact your manager with questions.

March 26, 2020

#### April 29, 2020

Employees providing direct emergency services that are crucial to ensuring the health, well-being and safety of residents and County employees and/or employees who provide support services during the COVID-19 event or staffing the County's Emergency Operation Center (EOC) are eligible for the County's 10% differential pay during the time period covered by the March 14, 2020 local emergency declaration. The 10% differential pay is ONLY when an employee is required to be onsite (e.g., cannot be performed remotely/telecommute) or in the field to perform their job responsibilities with the exception of the employees staffing the EOC. Those employees whether participating physically at the EOC or participating virtually for the EOC are to receive the 10% differential pay. The differential pay must be authorized by your Department Director and General Manager.

NOTE: If an employee can perform their job responsibilities remotely and opt to come into the office or their work environment, the employee DOES NOT qualify for the 10% differential pay. Rather, the employee should be performing their job responsibilities remotely to stay safe and adhere to the "stay at home" order to reduce the risk of possible exposure to COVID-19.

Emergency Medical Services (EMS) first responders will adhere to the Departmental and State guidelines for EMS. Contact your manager with questions.

Public Health, General Services and Department of Social Services should adhere to departmental guidelines for reporting to work during emergency situations.

April 29, 2020