

## **PROPOSED COLONIAL HEIGHTS HAZARD PAY PROGRAM**

**6/9/20**

One of the authorized uses of CARES Act funds is for hazard pay. However, across the board hazard pay payments for all employees is not allowed as a use of CARES funds; the employees need to be public safety, public health, etc.

Based on guidance from our auditors, it would be best to provide hazard pay based on a dollar amount per hour worked rather than as a lump sum amount.

Staff proposes to implement a hazard pay program as follows:

- Twelve-week period of time (March 18 – June 9)
- Provide hazard pay of \$3 per hour for:
  - Certified Law Enforcement Personnel
  - Full-time Animal Control Officer
  - Certified Firefighters
  - Communications Center Staff
  - Fire Department Emergency Management Staff
  - Sheriff's Office Deputies/Supervisors

The initial estimated cost is approximately \$238,000. Staff will determine eligibility for use of CARES funds based on duties performed by employees in response to COVID-19. CARES funds will be considered the primary source of funds for the above, supplemented by City funds, as needed, for areas where use of CARES funds does not apply.