

ARPA Premium Pay Proposal

The Waupaca County Finance Committee has authorized \$425,000 to be distributed to Waupaca County employees as 'premium pay' compensation for their dedication and commitment to public service during the COVID 19 pandemic.

Employees who worked in a regular full-time or part-time position, or who worked in an on-going limited term capacity during the eligibility period will receive a one-time, non-precedent setting payment as outlined below.

Eligibility Period: March 15, 2020 to September 30, 2021. When establishing the eligibility period consideration was given to the most critical time period for COVID -19 exposure and the availability of COVID-19 vaccinations. Employees who worked for Waupaca County during the eligibility period will receive premium pay with the following limitations:

- *Employees who retired in good standing with Waupaca County will be eligible to receive premium pay. Retirees who ended employment during the eligibility period will receive a pro-rated payment based on the number of hours worked during the eligibility period.*
- *Employees who began employment during the eligibility period will receive a pro-rated payment based on the number of hours worked during the eligibility period.*
- *Employees who resigned, or were terminated will be exempt from receiving premium pay.*

Payment Amount(s): Waupaca County recognizes that all of its employees were essential in providing continuation of service to the public during the COVID-19 pandemic. It further recognizes each employee's job responsibilities had varying degrees of exposure risk during the pandemic, as well as, the measures available to employees to mitigate their risk of exposure; i.e. telework, social distancing, Plexiglas barriers, etc.

- **Base Payment**
\$525 will be provided to all Waupaca County employees with the exception of the limitations listed above in the eligibility section.
- **Supplemental Payment 'A'**
Employees that did not have any ability to telework will be provided a supplemental payment of \$500.

- **Supplemental Payment 'B'**

Employees who as a essential function of their primary position were required to regularly have direct physical contact with the public or individuals they served without the availability of social distancing measures will be eligible to receive supplemental payment of \$500

OR

Employees whose essential responsibilities involved significant cleaning or sanitation duties will receive a supplemental payment of \$500.

Examples of employees eligible to receive a supplemental 'B' payment include:

- ✓ *Corrections Sergeants, Corrections Officers, Patrol Sergeants, Patrol Officers, Detective Sergeants, Process Transfer Facility employees, Parks Staff, Information Technology Staff, Vaccinators, Custodians and Maintenance Workers.*

Maximum payment allowed for Supplemental Payment 'B' = \$500

- **Limited Term Employees (LTE)s**

Employees who worked in an on-going limited term capacity during the eligibility period will receive supplemental payments of \$200 depending on the essential functions of their position. Short term LTE employees such as seasonal employees will not be eligible to receive this payment.

The Human Resources Director in consultation with the applicable department head, will make any determinations as to payment eligibility.