

Hazard Pay Policy

Purpose

The intent of Hazard pay is to reward employees who have committed to the work of the agency during a time of high staffing shortages and pandemic crisis; have been exposed to increased risk or additional responsibilities in their normal job duties and functions; have adapted to agency safety protocols; and/or have helped the Agency to accomplish its mission and goals during unusual conditions.

Rationale

Hazard Pay will be provided to eligible employees on payroll at the time the reward is issued. With unpredictable yet frequent high incidences of COVID-19 and its variances, all staff in agency programs have an increased risk of exposure to COVID and have taken on additional responsibilities to cover for staff shortages due to higher rates of job vacancies and/or absences due to staff that either have the virus or have been potentially exposed to the virus.

Criteria

- Employees who have worked from the date of Board Approval of this policy through the April 13, 2022, will be eligible for hazard pay.
- Hazard pay amounts will vary based on service years for eligible employees.
- Award amounts will not exceed \$1500.
- Employees will have to be on payroll at the time the hazard pay is given.
- Hazard pay will be subject to taxation, (local, state and federal).

******Under circumstances where employees are exposed to increased risk or additional responsibilities to their normal job duties and functions, additional pay may be granted within the availability, provisions and approval of funding, and as approved by the Executive Director, CFO, and Board of Directors.