

Ashe County COVID-19 Premium Pay Policy

The employees that meet the following criteria would be eligible for a one-time bonus for service during the COVID-19 pandemic.

Eligibility Requirements for COVID-19 Premium Pay Bonus:

- Employees or past employees worked between January 1, 2021, and December 31, 2021.
- Employees worked a minimum of 9 months during the aforementioned time period.
- Employees have worked directly with the public or served an essential role during the pandemic.
- Employees that exceed the 150% threshold over average pay (annual salaries totaling more than \$90,000) will not be eligible for a bonus.

Work Types and Roles Deemed as Essential:

- Direct contact with the public
- Regular in-person interactions or physical handling of items that were also handled by others
- Janitors and sanitation workers
- Truck drivers
- Public health and safety staff
- Social Services and human services staff

Premium Pay Bonuses will be made based on the following:

- A one-time payment will be made to eligible employees.
- Each eligible full-time employee will receive a bonus that is approximately \$1,500 after taxes and benefits.
- Each eligible part-time employee will receive a bonus that is approximately \$_____ after taxes and benefits.

Based on the eligibility requirements, _____ full-time employees will receive a one-time bonus of approximately \$1,500, and _____ part-time employees will receive a one-time bonus of \$_____. The total funding for this policy will be approximately \$_____.

Final reporting will be prepared by the Ashe County Human Resources and Finance Departments and will be included within the regular reporting required by the American Rescue Plan Act Coronavirus Local Fiscal Recovery Funds guidelines.

This policy adopted by the Ashe County Board of Commissioners this _____ day of October, 2021.