

Ashe County COVID-19 Premium Pay Policy

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

Eligibility Requirements for COVID-19 Premium Pay Bonus:

- Current employees worked between July 1, 2020, and June 30, 2021.
- Employees that did not work during the entire aforementioned time period will receive a prorated bonus based on time worked.
- Employees have worked directly with the public or served an essential role during the pandemic (see description of essential workers below).
- 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 of \$2,100 before taxes, benefits, and other deductions. Bonuses for employees hired during the aforementioned period will be proportional to the time worked based on the eligibility requirements.
- Each eligible part-time employee will receive a bonus that is prorated based on time worked. Part-time employees will be compensated at a rate of \$0.85/hour.

Based on the eligibility requirements, [redacted] full-time employees will receive a one-time bonus and [redacted] part-time employees will receive a one-time bonus.

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 1st day of November, 2021.