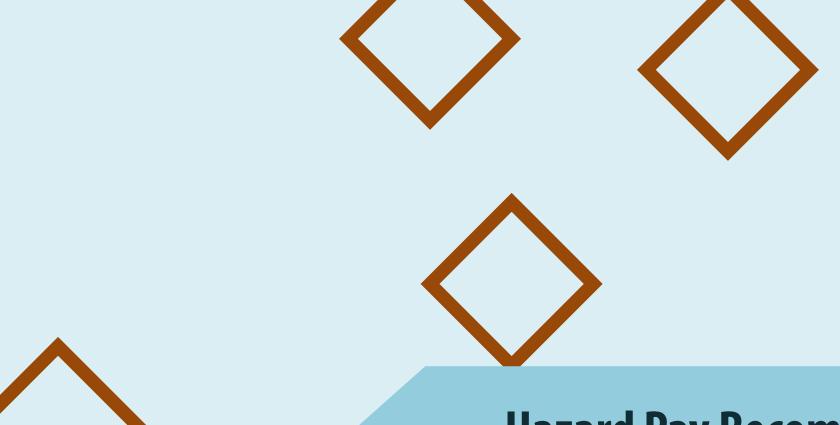




# **Stimulus Funding Update**

- Will continue to closely monitor potential federal action regarding new stimulus
- Coronavirus Relief Fund deadline extended from December 30, 2020 to December 31, 2021
- FY 2021 Mid-Year Review update includes over \$30 million in new grant funds (most of which were previously included in Monthly Stimulus Updates)
  - Additional funding is expected, including over \$30 million in Emergency Rental Assistance Program funding, as well as targeted funding for vaccine distribution and contact tracing
  - As these new awards are received, staff is investigating whether expenses currently allocated to the Coronavirus Relief Fund can be shifted to more specific, targeted funding sources





# **Options for Employees Who Couldn't Work**

- The county provided up to six weeks of administrative leave to employees for COVID-19 related absences, including lack of work, lack of childcare, quarantine or illness
  - Nearly 7,000 employees utilized at least some of the leave available to them
  - The County utilized over \$17 million in Coronavirus Relief Funds for this leave
- The federal Families First Coronavirus Response Act (FFCRA) was implemented April 1 through December 31, 2020 and provided new leave programs:
  - Emergency Paid Sick Leave (EPSL)
  - Expanded Family Medical Leave (EFML)
- Pandemic Gap Leave was created by the County to address the gap between County leave options and the FFCRA federal leave options April 1 through December 31, 2020
- Pandemic Leave (L202) was created for cases when an employee is ordered/advised to quarantine by the Health Department or County healthcare provider due to on-the-job exposure to COVID
- Options to use accrued sick leave, annual leave, or comp time

# **Strategies for Employees Who Worked**

- Temporarily increased to 480 hours (from 240) the number of hours of compensatory time that can be carried over up for calendar years 2020 and 2021
- Greatly expanded and revised telework options
- Maximum flexibility for work arrangements
- Created a job matching program
  - Matched those who suddenly had additional capacity or otherwise needed work with agencies in need of more workers:
    - ➤ Daycare Center personnel were reassigned to CSB in Behavioral Health and Developmental Disability Specialist positions
    - ➤ NCS employees were reassigned to gardening, golf course maintenance and recreation leader roles with Parks
    - Library personnel were reassigned to the County Executive's Office, DEI, DHR and OEM for short-term projects
- Bonuses of \$2,500/\$5,000 awarded to Health Department employees given their unique and significant role in the County's pandemic response
- Bonuses of \$500 awarded to uniformed Sheriff employees based on state action

### **Hazard Pay and Coronavirus Relief Fund**

- \$10 million allocated for Hazard Pay in the County's Coronavirus Relief Funds
- CRF Guidance indicates:

Hazard pay means additional pay for performing hazardous duty or work involving physical hardship, in each case that is related to COVID-19.

For example, a recipient may use payments from the Fund to cover hazard pay for a police officer coming in close contact with members of the public to enforce public health or public safety orders, but across-the-board hazard pay for all members of a police department regardless of their duties would not be able to be covered with payments from the Fund.

### **Hazard Pay Proposal**

- For employees who worked in High or Very High Hazardous Conditions
- One-time bonus of \$1,500 using funds from the CARES Act Coronavirus Relief Fund
- To recognize those employees whose exposure risk level, as defined by the Virginia Occupational Safety and Health (VOSH) Risk Assessment, is rated "very high" or "high" exposure level
- Risk levels are based on the risk factors present that increase risk exposure to COVID-19 and are present during the course of employment regardless of location
- Bonus is estimated to total approximately \$6.5 million

#### Hazard Pay Proposal Eligibility Requirements

- Must have been employed on or before October 1, 2020; AND
- Must be a current employee at the time the Hazard Pay Bonus is paid; AND
- Must have 70% of hours paid attributable to time worked (not leave) Pay Period 7 through Pay Period 26 (did not telework); AND
- Employees whose exposure risk level, as defined by the Virginia Occupational Safety and Health (VOSH) Risk Assessment, put them at a "very high" or "high" exposure level. Risk levels are based on the risk factors present that increase risk exposure to COVID-19 and are present during the course of employment regardless of location; AND
- For those employees who have previously received a bonus for their work during the Pandemic, or work related to the Pandemic, or will receive a bonus from the agency or the County prior to Jan 2021, will have that gross amount deducted from the County Hazard Pay Bonus.
- Agencies will review lists of their employees with DHR and DMB to determine if all the criteria are met

#### **Proposed Timeline**

<ul><li>January 12</li></ul>	Criteria finalized
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- January 26
  Board Action to approve Hazard Pay
- February 12
  Final verification of eligible employees
- February 26 Hazard Pay bonus paid