

A central collage of diamond-shaped images is arranged in a grid-like pattern. The images include: a night cityscape with illuminated buildings; a person in a uniform pushing a shopping cart; a sunset over a body of water with a path; three children of diverse backgrounds looking at a book; a modern multi-story residential building; a construction site with two workers in safety vests; a child in a blue jacket standing next to a dog; and a close-up of green leaves. A large light blue arrow points from the collage towards the right, containing the main title.

Stimulus Update and Hazard Pay Recommendation

January 12, 2021

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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



Hazard Pay Recommendation

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

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