

Sheriff's Employee Benefit Association

Specialized Fire Services Unit

COVID-19 Premium Pay

Introduction

The County proposes to establish an ad hoc, Premium Pay Incentive not to exceed \$2,000 per employee to certain assignments/classifications who meet each of the following criteria:

- Must have reported to the worksite between April 9, 2022, and June 30, 2023. For the purpose of the COVID-19 Premium Pay, worksite does not include teleworking from an employee's residence.
- Have regular, in-person interactions with patients, the public, or coworkers.
- Have regular physical handling of items that were handled by, or are to be handled by, patients, the public, or coworkers of the individual that is performing the work.
- The funding for the payment must be reimbursable under the American Rescue Plan Act (ARPA).

Due to the restrictive nature of the ARPA funds the COVID-19 Premium Pay will not be subject to the Grievance Procedure article of the MOU.

Incentive/Payment

Payment #1:

Eligible employees who meet the above established criteria and work at least 480 hours at a worksite between April 9, 2022, and July 29, 2022, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about December 28, 2022.

Eligible employees who meet the above established criteria and work at least 280 hours but less than 480 hours at a worksite between April 9, 2022, and July 29, 2022, shall receive a premium payment up to \$500, and paid as a lump sum on or about December 28, 2022.

Payment #2:

Eligible employees who meet the above established criteria and work at least 480 hours at a worksite between July 30, 2022, and November 18, 2022, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about February 22, 2023.

Eligible employees who meet the above established criteria and work at least 280 hours but less than 480 hours at a worksite between July 30, 2022, and November 18, 2022, shall receive a premium payment up to \$500, and paid as a lump sum on or about February 22, 2023.

Payment #3:

Eligible employees who meet the above established criteria and work at least 480 hours at a worksite between November 19, 2022, and March 10, 2023, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about April 5, 2023.

Eligible employees who meet the above established criteria and work at least 280 hours but less than 480 hours between November 19, 2022, and March 10, 2023, shall receive a premium payment up to \$500, and paid as a lump sum on or about April 5, 2023.

Payment #4:

Eligible employees who meet the above established criteria and work at least 480 hours at a worksite between March 11, 2023, and June 30, 2023, shall receive a premium payment up to \$1,000, and paid as a lump sum on or about July 26, 2023.

Eligible employees who meet the above established criteria and work at least 280 hours but less than 480 hours between March 11, 2023, and June 30, 2023, shall receive a premium payment up to \$500, and paid as a lump sum on or about July 26, 2023.

*****Premium pay incentives shall not exceed \$2,000 per employee in total regardless of time worked and payment eligibility.***

APPROVAL

On behalf of the Sheriff's Employees' Benefit Association



Grant Ward, President

11-30-2022

Date

On behalf of the San Bernardino County



Leonardo Gonzalez, Human Resources Deputy Director/Labor Chief

11/30/2022

Date