

Proposed COVID 19 Retention Bonus

Section 1 – Retention Bonus Introduction

The County proposes to establish an ad-hoc, COVID-19 Retention Bonus, to be paid in two installments, for work previously performed by employees in certain assignments/classifications during the COVID-19 pandemic who meet each of the following elements:

- Provided COVID related care (e.g., direct patient care to COVID-19 patients/suspected COVID-19 patients, administering vaccines, etc.) OR was involved in the direct support of healthcare providers (e.g., sanitization of rooms, etc.). **Excludes all employees in trainee classifications as of March 26, 2021 or in the Management Unit*
- Classification has demonstrated recruitment and/or retention (i.e., at least 7% turnover) issues.
 - All classifications up to the supervisory level of a series shall be eligible for the incentive, with the exception of trainee and management classifications
- The funding for the bonus must be reimbursable under the American Rescue Plan Act
- Subject to sufficient availability of funds authorized by the Board Countywide.

Section 2 – Incentive

Eligible employees who were in the classification/assignment between March 28, 2020 and March 26, 2021 and who worked at least sixteen (16) pay periods in that classification/assignment during that period shall be eligible for a \$2,500 bonus to be paid in two installments as provided below.

Eligible employees who were in the classification/assignment between March 28, 2020 and March 26, 2021 and who worked at least six (6) pay periods in that classification/assignment during that period shall be eligible for a \$1,250 bonus to be paid in two installments as provided below.

The payments shall be paid based on the following:

First Incentive Payment

- Eligible employees who were in the classification/assignment between March 28, 2020 and March 26, 2021 and worked at least sixteen (16) pay periods in that classification/assignment during that period who are in paid status and continuously remained with the County through the pay period 18 of 2021 shall receive a lump-sum payment of \$1,250 on or about September 8, 2021.

Second Incentive Payment

- Eligible employees who were in the classification/assignment between March 28, 2020 and March 26, 2021 and worked at least sixteen (16) pay periods in that classification/assignment during that period who are in paid status and continuously remained with the County through pay period 23 of 2021 shall receive a lump-sum payment of \$1,250 on or about November 17, 2021.
- Eligible employees who were in the classification/assignment between March 28, 2020 and March 26, 2021 and worked at least six (6) pay periods in that classification/assignment who are in paid status and continuously remained with the County through pay period 23 of 2021 shall receive a lump-sum payment of \$1,250 on or about November 17, 2021.

Section 3 – Limitations and Exclusions

- (a) An employee who was in a non-Teamsters Unit position that was eligible for the retention bonus who entered a Teamsters Unit prior to receiving the bonus shall be eligible to receive his/her applicable retention bonus as provided above.

- (b) An employee who worked less than six (6) pay periods in that classification/assignment shall receive the COVID Leave Bank. Employees who receive the bonus are not eligible to receive the COVID Leave Bank.
- (c) In no instance shall an employee be eligible for both the retention incentive and the COVID Leave Bank (i.e., employees who receive the retention bonus are not eligible to receive the COVID Leave Bank, and employees who receive the leave bank are not eligible for the retention bonus).
- (d) An eligible employee who is not in paid status in the pay period for which the incentive payment is paid shall, upon return to paid status, be eligible to receive the payment amount the employee would have received, provided that the employee returns to paid status during the term of the MOU.
- (e) An employee who has separated from County employment for any reason; or who worked less than six (6) pay periods in the classification/assignment; or who is no longer in a Unit position for any reason prior to the pay period for which an incentive payment is paid shall not be eligible to receive the payment.
- (f) Eligible employees in Per Diem classifications who worked a minimum of 1,150 hours in the required March 28, 2020 through March 26, 2021 period shall receive a \$2,500 retention incentive payment. Eligible employees in Per Diem classifications who worked less than 1,150 hours but at least 800 hours in the required March 28, 2020 through March 26, 2021 period shall receive a \$1,250 retention incentive payment.
- (g) No employee shall receive a bonus of more than \$2,500.

Date Agreed: _____

County

Teamsters Local 1932
