Supposal
Frontline Worker Incentive Offer
October 18, 2021

The County values the work of its frontline workers who have continued to provide critical public services during the longest public health crisis in recent history. In appreciation for their continued service to support the most vulnerable in our community the County wishes to provide a monetary incentive.

In exchange for a one-year contract extension (rollover) the County offers the following:

- Frontline employees will receive a one-time incentive payment of $1,500 prorated by FTE subject to all regular taxes and withholdings.

- Frontline workers are defined as those who worked for the County between March 1, 2020, and June 30, 2021, and were required during the COVID-19 pandemic to maintain continuity of operations of essential and critical county functions. Frontline workers generally worked on-site, with customers or clients, provided needed internal services, and/or provided required in person services to maintain critical county services.

  - Examples of frontline workers include but are not limited to: shelter workers, corrections / detention workers, deputy sheriffs, on-site IT and facilities workers, healthcare workers, on-site public health workers.

- Eligible employees include those who are represented and in temporary, limited duration or regular positions.

- Employees designated as “essential” per their union contract may or may not be included as a frontline worker and are subject to the definition above.

- Eligible workers worked in a frontline capacity for a minimum of 320 hours.

- Frontline employees do not include employees who returned to work onsite or in the field when the County began to reopen regular services.

- Employees on a leave of absence and who were frontline workers during the pandemic are eligible.
• Employees hired after July 1, 2021, are not eligible.

• Employees must be currently employed at the time of payout to be eligible.

• Employees who are not included in the frontline worker list and believe they should be may request a department review. The County maintains the sole discretion to determine who is included as a frontline employee for the purposes of this incentive.