



COVID-19 Hazard Pay Policy

On February 29, 2020, Governor Jay Inslee issued Proclamation 20-05 declaring a State of Emergency in all counties in the State of Washington to address the impacts of Coronavirus Disease 2019 (COVID-19). Under the "Stay Home, Stay Healthy" Proclamation 20-25 ("Proclamation"), all residents must stay home unless they need to pursue an essential activity. Transit is considered an essential and critical service and, as such, is exempt from the Proclamation. Columbia County Public Transportation has continued to operate so that members of the community can continue to rely on public transportation to make essential trips.

To recognize employees who have continued to work on-site during these uncertain times, Columbia County Public Transportation is implementing temporary hazard pay specific to its COVID-19 response.

- COVID-19 Hazard Pay ("Hazard Pay") will begin on September 1st, 2020 and shall consist of a \$3 an hour worked increase premium in addition to an employee's regular hourly base rate of pay.
- Hazard Pay will be paid to all department employees working on-site
- Hazard Pay will be paid for hours worked and shall not be paid for non-work hours such as vacation, sick, administrative leave, or supplemental leave
- Exempt employees (salary) will receive a \$480 a month stipend, due to close counter exposure and size of agency.
- Hazard Pay is provided on a temporary basis and will remain in effect until December 31, 2020 or until the Proclamation is no longer in effect, whichever is sooner, or unless otherwise modified by the Board of Directors of Columbia County Public Transportation.