



**BEFORE THE BOARD OF COLUMBIA COUNTY PUBLIC
TRANSPORTATION**

Resolution to Temporarily Declare)

A Hazard Pay Salary Schedule

)

Resolution 2020 -5

WHEREAS: The United States of America, with Washington state at the epicenter, is experiencing a health emergency cause by COVID-19. The President has declared a National Emergency, and state and local officials have issued emergency proclamations as well, and under Chapters 38.08, 38.52 and 43.06 RCW

WHEREAS: this crisis has impacted Columbia County Public Transportation’s ridership, even prior to the most recent closures of retail and other spaces in the community, and further cause staffing shortages due to hazard exposure, and Columbia County Public Transportation is deemed an essential and critical service, and

WHEREAS: safeguarding the health of our staff and community must be our highest priority;

IT IS HEREBY RESOLVED BY THE COLUMBIA COUNTY PUBLIC TRANSPORTATION BOARD: That the Board of Columbia County Public Transportation hereby declare a state of emergency and authorize the following and all amendments thereto remain in effect as otherwise amended:

- **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 and COVID-19 hour supplementation can not be used in conjunction unless prior approval given by Columbia County Public Transportation Board.**
- **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Pay is provided on a temporary basis and will remain in effect until December 31, 2020 or until the Proclamation is no longer in effect, whichever is sooner, or unless otherwise modified by the Board of Directors of Columbia County Public Transportation. Approved and passed this 1st day of September 2020.**

PASSED AND ADOPTED by the Columbia County Public Transportation Board, State of Washington, on this 1st day of September 2020.

Board of Columbia County
Transportation, Columbia
County, Washington

Mike Talbott, Chairman

Attested, David Ocampo