

City of Craig
Resolution 20-10
2020 CITY OF CRAIG COVID-19 Response
Hazard Pay for City Employees

WHEREAS, COVID-19 is a respiratory disease that can result in serious illness or death and is easily transmittable from person to person, and which poses a significant public health risk; and,

WHEREAS, on March 11, 2020, the World Health Organization (WHO) declared the virus a pandemic; and,

WHEREAS, on March 11, 2020, Governor Dunleavy issued a declaration of public health disaster emergency in the State of Alaska; and,

WHEREAS, on March 13, 2020, President Donald J. Trump declared a national emergency in response to the virus pandemic; and,

WHEREAS, on March 17, 2020, the City of Craig activated the Craig Emergency Operations Center; and,

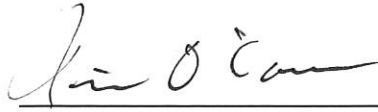
WHEREAS, on March 24, 2020 the City of Craig issued a disaster declaration and a stay at home advisory for non-essential workers to slow the spread of the virus and to protect residents; and,

WHEREAS, the Centers for Disease Control and Prevention (CDC), WHO, and Alaska Department of Health and Social Services (AKDHSS) issued a number of advisories and mandates regarding the COVID-19 pandemic including mandates to limit non-essential travel, to work from home, to close non-essential businesses and to quarantine travelers from out of state; and,

WHEREAS, many city employees continued to work at the regular work locations to provide essential services to the public despite the increased risk of exposure; and,

WHEREAS, the Craig City Council has determined that city employees who worked at their regular work locations while most businesses and workers were directed or encouraged to stay at home should receive additional compensation for working in hazardous conditions.

NOW THEREFORE BE IT RESOLVED, the Craig City Council resolves that the City of Craig should provide hazard pay for eligible personnel for qualifying hours and events as shown in Attachment A.



Craig Mayor Tim O'Connor



ATTEST: Jill Carl, City Clerk



Craig Resolution 20-10
Attachment A

Based on alerts, advisories, mandates, and declarations from national, state, and local officials for residents to stay at home as much as possible (including telework); most City of Craig employees continued to work under increased hazardous conditions from their normal work locations in order to provide essential services and manage the city's COVID-19 response. This need to be present at their normal work location constitutes "hazardous duty" since these employees were subjected to greater risk of infection than the general population and employees who were allowed to stay home. Employees who have worked or are working under this "hazardous duty" designation are eligible for hazard pay. Hazard pay is subject to the following conditions:

1. Hazard pay applies to eligible work hours worked between March 11, 2020 (date of the State Disaster Declaration) and May 22, 2020 (date of Alaska Reopening Plan Phase 3/4 reopening businesses and loosening travel restrictions).
2. Hazard pay applies to all full time and part time permanent and seasonal employees of the City of Craig.
3. Hazard pay applies to all volunteer EMTs and ambulance drivers who qualify for the regular EMS stipends for calls.
4. Hazard pay only applies to hours actually worked at the primary work location or at a designated work location for employees retasked for other unbudgeted work items.
5. Hazard pay DOES NOT apply to hours worked from home (telework) or for hours where sick leave, annual leave, leave without pay, or any other designation for time not at the employee's work location.
6. Hazard pay applies to all hours qualifying under item 2 retroactive to March 11, 2020 when the State of Alaska declared a disaster.
7. Hazard pay will be paid in lump sum from the retroactive start date of March 11, 2020 through May 22, 2020.

Hazard pay shall be paid at the following rates:

1. City employees will be paid an additional \$2.00 per hour (above their regular hourly or salary pay) for all qualifying hours and employees described in this definition.
2. Volunteer EMTs and Ambulance Drivers will be paid at the rate of \$25.00 per call for hazard pay in addition to their regular stipend per call.

The Craig City Council may declare additional periods where hazard pay is applied to city employees based on future mandates, advisories, or events.