

WORKFORCESOLUTIONS

G R E A T E R D A L L A S

Policy Number: A0118	RE: Workforce Solutions Greater Dallas Compensation Adjustment for Risk – COVID19
Date Issued: 07/02/2020	Effective Date: 03/16/2020

Compensation Adjustment for Risk

Background:

Since March 16th, Board staff was required to work from home, for an undetermined time, to abide by County orders and/or management decisions.

Policy:

Staff volunteers were requested and assigned to continue working at the Board Office to properly close out activities and incur certain health risk in returning to the office daily. In recognition of their commitment and continued performance, we assessed a *Compensation Adjustment for Risk* to be paid equally for weeks of service beyond those expected from the other team members. The assessment of \$400 per week was determined for all who incurred the same risk. That weekly sum will be paid for other staff assigned to return to the office for any “week” of work. Incidental day trips that are not required, or may not represent a significant risk, will not warrant the adjustment. CAR’s will be provided as a payroll adjustment only for the period assigned.

We appreciate the high-risk environment that exists during COVID-19 and recognize the service of staff volunteers; and the technology team that enables the system to continue performing, unabated.

Action Required

This policy should be distributed to all affected staff.

Contact

Inquiries regarding this policy should be directed to **Ashlee Verner, Chief Financial Officer at 214.290.1050.**

Approved for Content:	
<i>Connie Rash</i>	07/02/2020
Signature	Date
<i>Lauree Baulle Fran</i>	7/2/2020
President’s Signature	Date