

**TITLE: Contingent Proposal for a COVID-19 Compensation Framework for CM and CR Units**

**DATE: 06/11/2021**

**COUNTY OF SAN DIEGO'S CONTINGENT PROPOSAL**

**I. One-time payments for ASDCE-represented employees paid from funds under the American Rescue Plan Act (ARPA) as follows:**

• **Category A: \$2,500**

County employees who work directly with COVID-19 positive individuals and Persons Under Investigation (PUIs) of being COVID-19 positive, including those who work with the deceased; as well as all employees who perform field work that requires them to enter residences or facilities not operated by the County, those who work in locked correctional facilities, residential care, patient care settings, and County employees who work onsite at County work locations during a documented COVID-19 outbreak.

Employees who receive compensation under Category B or C are not eligible for Category A payment.

• **Category B: \$1,500**

County employees who do not perform work under Category A but engage with the public and/or clients that increases the potential for contact with COVID-19 positive individuals. Additionally, all County employees who are required to report to work onsite on a part-time or full-time basis and are at risk of exposure due to interaction with coworkers.

Employees who receive compensation under Category A or C are not eligible for Category B payment.

**II. Teleworking one time-payments are contingent upon the adoption of FY 2021-2022 Budget on June 29, 2021:**

• **Category C: \$750**

Teleworking payment to support employees who are teleworking and have incurred work-related expenses such as internet access, printing, equipment, electricity use, and other expenses necessary to fulfill job requirements.

Employees who receive compensation under Category A or Category B are not eligible for the telework payment.

**III. In order to be eligible for one of the compensation Categories above, the employee must meet all of the following criteria:**

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1. Employee is not eligible to receive any of the one-time lump sum payments above if they terminate before the first day of the pay period prior to the lump sum payment.
2. Employee was employed by the County on or before October 19, 2020.
3. Employee must have a minimum of 1040 paid work hours during the period of March 19, 2020 through May 31, 2021.
4. Employee performed the duties under the working conditions described in a Category for more than 50% of their paid working hours during the period of March 19, 2020 through May 31, 2021.
5. Part-time employees shall receive a pro-rated amount according to their standard hours.
6. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same COVID-19 compensation framework.

IV. This proposal is further contingent upon:

- Agreement between the County of San Diego and ASDCE on employee assignments to the three categories specified above.
- The adoption of an amendment to the County Compensation Ordinance by the County Board of Supervisors.

V. No portion of this proposed compensation framework shall be subject to the grievance procedures contained in the ASDCE Memoranda of Agreement.

VI. The one-time payments will be included in the employees' regular paycheck.

VII. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.

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**TENTATIVE AGREEMENT**

**FOR THE COUNTY OF SAN DIEGO**

**FOR THE ASSOCIATION OF SAN DIEGO COUNTY  
EMPLOYEES (CM AND CR UNITS)**



KEN WEIDMANN  
Sr. Labor Relations Officer



JOANN HOFELICH  
Executive Director

Date: 7/1/21

Date: 7-1-2021