

CITY OF MEMPHIS COVID-19 HAZARD PAY INCENTIVE FREQUENTLY ASKED QUESTIONS (FAQS)

Below is a summary of Frequently Asked Questions associated with Hazard Pay that is as a direct result of COVID-19. If you have additional questions please call 901-636-6800 or email compensation@memphistn.gov.

What is COVID-19 Hazard Pay?

COVID-19 hazard pay is additional compensation for performing duties that involve physical hardship or that place workers in potentially high risk to exposure situations. COVID-19 Hazard pay has two categories:

- **Citizen Facing/High Exposure Risk Employees – Tier 1**
Any employee whose work duties are substantially dedicated to mitigating or responding to COVID-19. These employees have direct contact with citizens and have a high COVID-19 exposure risk.
- **Indirect Citizen Facing/Support Focused – Tier II**
Employees who are essential to operations and provide administration and support functions to Citizen Facing/High Exposure personnel. These employees may have medium or low COVID-19 exposure while performing essential duties of City operations.

Who is Eligible?

Certain Full-Time and Part-Time employees who are either front facing to citizens or support those who are front facing to citizens.

What are the Tiers for Hazard Pay?

- **Tier I Employees**
Any employee whose work duties are substantially dedicated to mitigating or responding to COVID-19. These employees have direct contact with citizens and have a high COVID-19 exposure risk.
- **Tier II Employees**
Any employee who is essential to operational support of Tier 1 employees and work duties are substantially dedicated to mitigating or responding to Covid-19. These employees may have COVID-19 exposure while performing essential duties of support operations.

How much is COVID-19 Hazard Pay?

- **Tier 1**
\$100 per pay period
- **Tier 2**
\$50 per pay period

When will COVID-19 Hazard Payment begin?

COVID-19 Hazard payments will be retroactive to March 1, 2020 and will end on December 31, 2020.

When will I start to see Hazard Pay in my check?

The first Hazard Pay will appear on the June 26, 2020 paycheck.

Will I receive back payment?

Eligible employees will receive retro pay back to March 1, 2020 on the June 26, 2020 paycheck.

How will I know if I am eligible?

Eligible employees will be notified by June 5, 2020.

Where can I get additional information?

You can contact HR at 901-636-6800 or send an email to compensation@memphistn.gov.