Non-Entitlement Units

**Premium Pay Explored**

Facts about Premium Pay

* Payment up to $13.00 per hour in addition to normal wages
* Maximum pay to one employee is $25K
* Can cover work performed from January 27, 2020

**Who is eligible to receive Premium Pay?**

* Eligible workers performing essential work
* Individuals NOT working from home
* Eligible worker as defined by the U.S. Treasury - workers needed to maintain continuity of operations of essential critical infrastructure sectors
  + Examples include:

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| |  |  | | --- | --- | | Health care workers | Emergency response workers | | Sanitation, disinfection, and cleaning workers | Behavioral health workers | | Maintenance workers | Medical testing and diagnostic workers | | Grocery stores workers | Home and Community based health care workers | | Restaurants workers | Assistance workers for activities of daily living | | Food production workers | Family or childcare workers | | Food delivery workers | Social services workers | | Pharmacy workers | Public Health workers | | Biomedical research workers | Local government workers | | School nutrition workers | Education workers | | Additional workers to operate a school | Laundry workers | | Election workers | Solid waste or hazardous materials management, response, and cleanup workers | | Dental care workers | Transportation and warehousing workers | | Hotel or commercial lodging facility workers when facility used for a COVID-19 mitigation and containment unit | Mortuary workers | | Critical clinical research, development, and testing workers necessary for COVID-19 response |  | |  |
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| **What is considered essential work?**   * Work that is NOT done while working from home (teleworking is NOT eligible) * In-person interactions with patients, coworkers, and/or the public * Regular physical handling of items that were handled by patients, coworkers, or the public |  |
| **How do we use the funding?**   * For local government employees   + Calculate the amount to be paid on an hourly basis for actual hours the employee has been or will be compensated * For local industries   + Local government will need to provide a sub-recipient agreement to the local industry for an allotted amount for premium pay |  |
| **What does the funding cover?**   * Premium pay to employee * May cover employer costs – retirement, FICA match[[1]](#footnote-1)[1] |  |
| **What documentation is needed to support the use of funding for premium pay?**   * Justification for the following items:   + Which employees received premium pay including documentation of prioritization of low-income employees   + What type of work each employee performed to justify the employee’s classification as an eligible worker performing essential work   + How the premium pay calculation was performed including the premium pay hourly amount, the hours considered, and the distribution of funds   + How the premium pay or sub-recipient agreement is responsive to workers performing essential work |  |
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For additional information see the attached document.

Remember the U.S. Treasury is always a good source of information:

[Coronavirus State and Local Fiscal Recovery Funds | U.S. Department of the Treasury](https://home.treasury.gov/policy-issues/coronavirus/assistance-for-state-local-and-tribal-governments/state-and-local-fiscal-recovery-funds)

If you have general questions about the Coronavirus State and Local Fiscal Recovery Funds, please email the U.S. Department of Treasury at [SLFRP@treasury.gov](mailto:SLFRP@treasury.gov) or call 844-529-9527.

[1] If an employee’s wages and salaries are an eligible use of FRF, recipients may treat the employee’s covered benefits (leave, employee insurance (health, life, dental, vision), retirement (pensions, 401(k), unemployment benefit plans, workers’ comp insurance, and FICA taxes) as an eligible use of FRF.

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