

Summary of Revisions to the COVID-19 Compensation Plan
Pursuant to the Mayor’s Termination of Orders Issued Under Proclamation of Local Emergency
(See Compensation Plan for Full Plan Details)
Last Updated on 11/6/20; 9:00am

Compensation	Current	Revised
Additional City Paid Sick Leave Allocation	All regularly scheduled employees hired before April 1, 2020 received 80 hours of additional sick leave ('COV') to use for any sick-leave related purpose; pro-rated for part-time employees. This leave expires on COB December 31, 2020.	Continue existing program with the following revisions effective October 31, 2020: <ul style="list-style-type: none"> • Expand benefit to employees hired on or after April 1, 2020; and • Limit usage to COVID-19 related reasons including school closures/remote learning; and • Leave expiration extended to COB June 30, 2021.
Additional Floating Holiday Accruals	All regularly scheduled employees working in the workplace earn 8 hours of Floating Holidays for 40 hours of regularly scheduled work up to 80 hours, with hours credited at the end of the emergency.	End existing program COB October 30, 2020, and credit employees with Floating Holidays hours earned through that date by November 30, 2020.
Caps for Vacation, Floating Holidays	<p>All regularly scheduled employees may earn up to 80 hours of vacation above existing caps for the duration of the emergency; pro-rated for part-time employees. Employees must use balances above caps by December 31, 2021.</p> <p>Employees can roll over an additional 80 hours of floating holidays above the normal roll over limit for FY20-21 and FY21-22.</p>	<p>End accrual of additional hours over existing vacation caps until COB June 30, 2021.</p> <p>Employees can roll over an additional 120 hours of floating holidays above the normal roll over limit for FY20-21 and an additional 80 hours for FY21-22.</p> <p>Accordingly, for example, employees that earn 40 floating holiday hours per fiscal year may maintain the following floating holiday balances for the following fiscal years:</p> <ul style="list-style-type: none"> • FY20-21: 200 hours • FY21-22: 160 hours
Compensatory Time for Salaried Employees	All salaried employees may earn up to 80 hours of compensatory time for hours worked in excess of 40 regularly scheduled hours, through the duration of the emergency. No expiration on use of earned compensatory time.	<p>End accrual of additional compensatory time on COB October 30, 2020.</p> <p>Employees must use compensatory time balance by December 31, 2021.</p>