



## CITY OF DETROIT HAZARD BONUS PAY POLICY

### PREAMBLE

The City of Detroit recognizes the contributions that our employees make in support of our residents and businesses during a state of emergency.

### SCOPE

While all City of Detroit employees perform important jobs, certain positions may receive additional compensation to ensure that public health and safety are maintained during a state of emergency.

### POLICY

In the event of a declared state of emergency, the City of Detroit may compensate employees in frontline classifications with Hazard Bonus Pay upon approval of the Mayor of Detroit. The amount of Hazard Bonus Pay shall be determined by varying characteristics of the emergency or hazard.

Eligible positions must be deemed necessary to protect the health, well-being and safety of our residents and businesses and must be in direct proximity to the emergency or have heightened exposure to the hazard.

Hazard Bonus Pay shall be authorized by the Executive Order of the Mayor of Detroit.

Employees must be working and not on a leave of absence, out sick, on vacation, or otherwise unavailable for work to qualify for Hazard Bonus Pay.

The City's Hazard Bonus Pay shall terminate:

1. When the qualifying employee is no longer available to work or on active duty; or
2. Upon the introduction of federal hazard benefits/pay for eligible employees; or
3. Upon the conclusion of the state of emergency, as determined by the Mayor; or
4. Upon Mayoral Executive Order.