



HOWARD COUNTY OFFICE OF COUNTY EXECUTIVE

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TO: Howard County Employees

FROM: Calvin Ball
County Executive

SUBJECT: COVID-19 Response Pay

DATE: April 9, 2020

This communication was sent via global email to all Howard County employees on Thursday, April 9, 2020 at 3:03 p.m.

Dear Colleagues,

I'm incredibly grateful for your dedication to the welfare of our residents and commitment to providing essential services that our community relies upon, at a time when others have been ordered to stay home. Our strongest asset in Howard County has always been our workforce.

We've heard concerns regarding emergency response pay for our County workers who are not able to telework or work remotely throughout this public health crisis. I share these concerns, and we appreciate your patience as we've reviewed options to prioritize safety and address how to navigate this situation in a fiscally responsible manner.

Today, I signed an Executive Order that will provide COVID-19 Response Pay to emergency personnel who must report to their job-site.

The Order defines emergency personnel as firefighters, paramedics and emergency medical technicians, law enforcement officers, correctional officers, 911 operators, public works personnel, emergency management personnel, employees with training, skill, or expertise necessary to operate specialized equipment or to provide aid in a declared emergency, including for a catastrophic health emergency, and other employees who provide support functions in their agencies and whose work is not able to be performed through telework and therefore must be present at the job site, either full time or intermittently.

A one-time bonus of \$1,500 will be paid to eligible employees who are required to be present on-site full-time, and a one-time bonus of \$600 will be paid to eligible employees who are required to be present on-site intermittently of their normal workweek. Appointing authorities, deputies, senior management, Executive Exempt employees, and employees who telework or are on Administrative Leave will not be eligible for this COVID-19 Response Pay.

I've instructed Department heads to provide a list of employees that meet these qualifications to our Chief Administrative Officer, and these payments will be distributed on May 8th by the Department of Finance.

Thank you for all that you do and for being the best workforce and leaders not only in Maryland but across our nation. On behalf of all Howard County residents, I thank you for your continued partnership in this critical effort.

All the best,
Calvin Ball

Important. Easy. Safe

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✓ 2020 CENSUS

