Insight

State and Local Hazard Pay

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Executive Summary

- President Biden recently proposed giving essential workers "back hazard pay," and while he provided few details around who would be eligible, how much they would receive, and who would pay, previous proposals from House Democrats as well as state and local hazard pay laws can indicate what form a federal plan could take.
- House Democrats proposed last year giving a $13 per hour raise to certain medical professionals along with other essential or front-line employees, such as pharmacists and grocery-store clerks, funded by $200 billion from the federal government.
- Seattle's targeted hazard-pay ordinance, which requires only grocery workers receive an extra $4 an hour, and Maryland's broad hazard-pay proposal, which would require all essential workers with income up to $100,000 a year receive an extra $3 an hour, mark the potential range of options for what a federal hazard pay requirement could look like.
- On a national scale, Seattle's proposal could cost employers up to $12.4 billion over one year, and Maryland's plan could cost employers up to $238 billion over one year.

Introduction

President Biden recently put out a statement "calling on employers to meet their obligations to frontline essential workers and provide back hazard pay." While the idea of "back" hazard pay is somewhat counterintuitive, as back pay would not encourage essential workers to stay at their jobs amid the COVID-19 pandemic, this is not the first time that policymakers have floated the idea of mandating national hazard pay. Congressional Democrats included hazard pay in their Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act in May, while Senator Mitt Romney introduced his own proposal the same month.

Since that initial burst of proposals, however, interest has waned at the federal level, yet states and municipalities have enacted a variety of hazard pay bills or ordinances. Because President Biden has not provided any details on his proposal for back hazard pay, it is worth exploring what states and cities have done in order to get a sense for how different eligibility criteria could affect cost and the number of affected workers at the national level.

The city of Seattle and Maryland provide useful examples. Seattle extended hazard pay to grocery store workers alone, while Maryland is proposing hazard pay for all essential workers. While examining these programs will not answer all questions about a federal program—who will pay, most obviously—they along with the congressional proposals can give a sense of what a proposal from the Biden Administration could look like.

Previous Federal Hazard Pay Proposals

In April 2020, Senate Democrats proposed the "Heroes Fund" plan, a hazard pay proposal that eventually became part of the HEROES Act, which passed the House in May 2020. According to Senator Schumer, the

plan would have covered a number of different medical professionals in addition to other workers in essential services such as truck drivers, pharmacists, and grocery store clerks. This proposal would have applied a flat-rate hazard pay increase of $13 an hour paid for by $200 billion in federal funding. Employers would apply for grants to provide workers with the $13 bonus. While the federal government would provide $200 billion toward these grants, the American Action Forum estimates that the plan could cost up to $673 billion.

Senator Romney introduced a different stand-alone hazard pay bill, Patriot Pay. The legislation would mandate that essential workers receive a $12 an hour bonus, with a quarter covered by employers and three quarters paid by the federal government. Employers would receive a 75 percent refundable payroll tax credit for the additional pay, up to $12 an hour.

While funding streams are different, both proposals would place a mandate on employers to provide support and fund the aid, at least partially, through grants or refundable tax credits.

As part of initial negotiations over the American Rescue Plan, the Biden Administration called for back hazard pay for frontline and essential workers, stating that the president would "call on CEOs and other business leaders to take action to meet these obligations." Without any additional detail, this statement suggests the administration would like a national hazard pay system that would mandate employers increase pay. Given that call and subsequent language from the White House, the White House appears to prefer an employer mandate where business owners would be responsible for covering the cost of pay bonuses.

Previous Research and State-Level Variation

Previous American Action Forum research estimated the cost of nationalized hazard pay under the HEROES Act proposal and at different percent wage hourly increases. Since this proposal, many states have decided to pass their own legislation. In some cases states and local governments provide support to pay for costs; in others hazard pay is done through mandates on employers. Some states opted to leave hazard pay rules up to cities and counties, but 15 have enacted statewide hazard pay legislation. Each statewide policy varies in terms of who bears responsibility for costs, amount, duration, and eligibility. State-by-state hazard pay legislation and proposals can be found in the appendix.

Pay and Duration

One model being used by states has hazard pay provided over increments of weeks, months, or pay periods totaling between $60 and $300 a week. Other states opted for hourly increases between $1 and $10 or simply provided one-time supplemental payments (with the most generous example totaling $2,000). Most statewide payments began between March and May 2020, aligning with the start and initial spike in COVID-19 cases and unemployment. Some of the legislation passed in the later months of 2020 were retroactively applied to earnings in March. Currently, end dates for enacted legislation mostly remain within 2020, with very few spilling into the early months of 2021. There are different options when it comes to who would cover the cost of hazard pay. In some cases the state provides funds to support their proposals, while in other examples hazard pay is merely mandated, meaning costs would fall on employers.

Eligibility

Across plans, eligible employees range from general frontline workers such as first responders and grocery store workers, to more specific groups represented by unions or working for particular companies. Connecticut, New

Jersey, and New York's statewide legislation only applied to ShopRite employees. In Massachusetts, eligibility was limited to state health care workers represented by the union American Federation of State, County and Municipal Employees. Similarly, Michigan offered payment only to correction officers represented by the Michigan Corrections Organization.

Seattle and Maryland

In order to illustrate the differences in scope and cost of different plans, this analysis looks at the hazard pay plan from the city of Seattle and the state of Maryland. While both plans, if applied nationally, would use an hourly increased pay structure, what makes them different is eligibility criteria, a consistently challenging aspect of any hazard pay plan.

In short, the Seattle ordinance mandates all grocery stores with over 500 workers provide their workers with hazard pay of $4 an hour. The affected workers and the flat increase amount are clearly defined. This likely reduces administrative burden, but a flat rate also means all workers receive the same amount regardless of role or compensation level. Looking at the national level, legislation like this one could affect nearly 2 million workers and cost $12.4 billion over one year. At the $4 hazard pay level, grocery store worker would see between an 18 and 33 percent increase in wages. The Seattle Ordinance took effect February 3 and will continue "until the end of the COVID-19 civil emergency." The increased costs seem to have led to closures of some stores as a result of the ordinance coupled with dwindling profit margins. Taken to national scale, the Seattle hazard pay ordinance could total $12.4 billion over one year.

Cost of Seattle Hazard Pay Ordinance

Occupation	Employment	Avg. Hourly Wage	Hourly Hazard Pay	Weekly Cost of $4/hr. Hazard Pay	Annual Cost of $4/hr. Hazard Pay
Butchers and meat cutters	107,980	$16.20	$4.00	$13,087,176	$680,533,152
Cashiers	940,170	$12.00	$4.00	$113,948,604	$5,925,327,408
First-line supervisors/managers	173,470	$21.78	$4.00	$21,024,564	$1,093,277,328
Food preparation workers	190,060	$12.72	$4.00	$23,035,272	$1,197,834,144
Stock clerks and order fillers	556,220	$13.32	$4.00	$67,413,864	$3,505,520,928
TOTAL	**2 million**			**$238.5 million**	**$12.4 billion**

Estimates were made using detailed 2019 employment and wage data. Given job losses and reduction in hours, these numbers represent upper bound estimates.

As previous nationwide hazard pay proposals have not been as specifically targeted, it is unlikely that a federal plan would be limited to a single occupation. The much broader Maryland plan is more in line with Democrats' previously proposed HEROES Act plan that includes all essential workers.

The Maryland hazard pay proposal is far broader and more inclusive than most other state and local plans.

Eligibility for this proposal largely follows the Cybersecurity and Infrastructure Security Agency advisory list that had previously been used by the HEROES Act proposal. Not only would the proposal, on a national scale, cover over 14 industries or sectors totaling between 25 and 35 percent of the labor force, but according to the legislation text, the pay could be back dated to the start of the pandemic. Of course, the costs would be significantly higher compared to the Seattle plan given that there would be more eligible workers for likely a longer period of time. Workers from eligible industries who make less than $100,000 a year would receive $3 an hour in hazard pay. Taken to national scale, the Maryland hazard pay proposal could total $238 billion over one year.

Cost of Maryland Hazard Pay Proposal

Occupation	Employment	Hazard Pay	Weekly Cost of $3 Hazard Pay	Annual Cost of $3 Hazard Pay
Healthcare Practitioners and Technical Occupations	5,659,224	$3.00	$679,106,862	$35,313,556,824
Healthcare Support	5,106,562	$3.00	$612,787,388	$31,864,944,197
Protective Services	2,934,793	$3.00	$352,175,213	$18,313,111,066
Food Preparation and Service-Related Occupations	8,015,786	$3.00	$961,894,375	$50,018,507,510
Building and Grounds Cleaning and Maintenance	2,630,885	$3.00	$315,706,248	$16,416,724,896
Transportation and Material Moving	9,361,426	$3.00	$1,123,371,169	$58,415,300,798
Installation, Maintenance, and Repair	4,422,210	$3.00	$530,665,236	$27,594,592,272
TOTAL	**38 million**		**$4.6 billion**	**$238 billion**

Estimates were made using detailed 2019 employment and wage data and adjusted for estimated job loss during in relevant industries in addition to excluding workers who make more than $100,000 a year.

Conclusion

Hazard pay has gained renewed attention due to President Biden's support for a back hazard pay plan. While there are few details surrounding what form a nationwide hazard pay plan could take and no funding has been allocated to hazard pay, existing and recently proposed state and local legislation could offer a sense of scope and costs. As more time goes on, however, hazard pay becomes less likely to pass due to vaccine rollout and more individuals returning to work. Furthermore, many large businesses have opted to implement broad hazard pay policies in order to support their workers and incentivize work. Small business hazard pay policies are less common. Where they exist, they may be considerably more ad hoc, and focused on perks like meals and childcare arrangements rather than bonus compensation. Encouraging businesses that can to provide hazard pay without a mandate would avoid unnecessary permanent business closures and avoid further exacerbating long-term unemployment.

Appendix

State	City or County	Date	Amount	Eligibility	Duration	Status
Alabama	Attalla	20-Apr-20	$2 per hour	Firefighters, police officers and dispatchers	4 weeks (28 days)	
Alabama	Attalla	20-Apr-20	$1 per hour	Public works employees	4 weeks (28 days)	
Alabama	Birmingham	7-Apr-20	5% pay raise	City employees who directly interact with the public	One month	
Alabama	Baldwin County	7-Apr-20	$240,000 per pay period	Deputies, corrections officers and communications officers	-	Ended due to COVID-19 concerns
Alabama	Boaz	1-Apr-20	$200 per month	Police and fire department employees	Until all employees are back to working normal hours	
Alabama	Columbiana	21-Apr-20	5% pay increase to hour rate	Police, fire, street/sanitation, sewer, court and senior center departments	2 pay cycles	
Alabama	Daphne	6-Apr-20	$3 per hour	First responders	4 weeks (28 days)	
Alabama	Daphne	6-Apr-20	One-time $250 payment	Public safety personnel		
Alabama	Rainbow City	17-Apr-20	$2 per hour	Police officers, investigators and firefighters	3 Weeks (21 days)	
Alabama	Riverside	5-May-20	$1 per hour	First responders	Throughout stay-at-home orders	Riverside Mayor Rusty Jessup signed an executive order
Alabama	Selma	28-Apr-20	$1.75 per hour	Police department and fire department employees	30 days (subject to extension)	
Alabama	Southside	28-Apr-20	One-time payment of $500	Police officers, firefighters, dispatchers and animal control officers	N/A	
Alabama	Summerdale	14-Apr-20	$1.50 per hour	Police officers	28 days (subject to reconsideration)	
Alabama	Vestavia Hills	14-Apr-20	5% pay increase	First responders, building and engineering inspectors and administrative employees who work with the public	30 days	

Alaska	Statewide	13-Apr-20	N/A			*ASEA requested Hazard Pay for State employees but was denied by the state
Arizona	Pima County	12-Apr-20	$2 per hour	Deputies, corrections officers, animal care officers, medical service posts and front-line clerk positions with direct contact with the public	30-Jun-20	
Arkansas	statewide	5-Apr-20	$125 per week (working 20-39 hours) or $250 per week (40+ hours a week)	Emergency medical workers	30-May-20	
California	Los Angeles County	5-Jan-21	$5 per hour	Workers at large grocery and drugstore chains	120 Days	Voted on Mandate
California	Montibello	27-Jan-21	$4 per hour	Workers at grocery and drug store with at least 300 employees nationwide	180 Days	Passed as an urgency ordinance
California	Oakland		$5 per hour	Grocery store workers		Passed as an emergency ordinance
California	San Francisco	Early January				Passed as a non-binding ordinance
California	San Jose	2/23/2021 (go into effect March 25, 2021)	$3 per hour	Retail food workers at stores with 300 employees nationwide	120 days	Ordinance will be formalized on 2/23/2021
California	Santa Monica	12-Jan-21	$5 per hour	Grocery workers at large employers		Approved
Colorado	Aurora	18-Mar-20	$3,000 in 2020	Police officers and fire crews that interacted with the public daily	31-Dec-20	
Colorado	Jefferson County	1-Mar-20	$50 per day worked	Sheriff's office says deputies, control room operators and support personnel	30-Sep-20	
Colorado	Lakewood		$1800 in 2020	Police officers		
Colorado	Thornton	Mar-20	$250 one-time payment	Frontline workers	Apr-20	
Connecticut	South Windsor	13-Apr-20	$200 weekly	Fire marshal's office, voters' registrar, parks and recreation, health, finance, town planning, town administration and public transit	37 days	
Connecticut	South Windsor	13-Apr-20	$4 per call	Firefighters	37 days	
Connecticut	South Windsor	13-Apr-20	$350 per week	Police officers	37 days	

Connecticut	Statewide	26-Jul-20	$1 an hour	ShopRite workers	22-Aug-20	ENDED
DC	D.C.	16-Mar-20	$14 per day	First responders required to physically report to work	As long as city can provide it	
Delaware	New Castle County	Aug-20	$5 million of CARES Act money for all hazard pay	Government employees		
Florida	Brevard County	Dec-20	One-time payment $1,500	First Responders	N/A	
Georgia	Atlanta	7-Apr-20	$500 a month	Public safety, sanitation and other front-line workers	through June	
Georgia	Augusta		$5 per hour	-	-	Terminated due to reopening of Georgia economy
Georgia	Barrow County	14-Apr-20	$250 per month	Emergency services	Duration of statewide emergency	
Georgia	Carrollton	7-Apr-20	$200 every two weeks	Firefighters, police officers, public works employees, sanitation workers, City Hall cashiers, treatment plant workers and sewer infrastructure employees	10 weeks	
Georgia	Cherokee County	9-Apr-20	$250 per month (elevated risk) or $500 per month (significantly elevated risk)	Front line workers	3 months	
Georgia	Douglas County	16-Mar-20	$200 per pay period	Sheriff's deputies, 911 dispatchers, coroner's office employees, firefighters, animal shelter workers and landfill workers	2 months	
Georgia	Douglas County	1-Feb-21	$1000 one-time payment	Teachers and other school employees	N/A	
Georgia	Forsyth County	19-Mar-20	$500 per month	Employees who are put in contact with the public	6 pay periods	
Georgia	Forsyth County	19-Mar-20	$250 per month	Employees who cannot practice social distancing or must enter occupied residences as part of their job	6 pay periods	
Georgia	Fulton County	18-Mar-20	$750 one-time payment	Front line workers	60 days	
Georgia	Grady County	21-May-20	$300 one-time bonus (part time employees) or $600 one-time bonus (full time employees)	EMS employees	N/A	

Georgia	Henry County	17-Mar-20	$2.50 per hour	Employees who have the potential of direct contact with the public on a daily basis	1 month	
Georgia	Henry County	17-Mar-20	$1.50 per hour	Employees working in county offices	1 month	
Georgia	Savannah	12-Apr-20	$2.50 per hour	City employees	8 weeks	
Georgia	Smyrna	20-Mar-20	$2 per hour	First responders, community development employees and public works employees	throughout the city's declared state of emergency	
Georgia	Walton County	1-Apr-20	$100 per week	Firefighters, EMTs, paramedics, deputies, jail employees, public works employees and animal control officers	1 month	
Georgia	Woodstock	16-Mar-20	$500/month (primary assigned duties)or $250/month (secondary assigned duties)	Firefighters and police officers	2 months	
Hawaii	Honolulu		$800 per month	Bus and Handivan drivers		* Bus and Handivan drivers are requesting hazard pay after 42 staff members contracted COVID-19
Idaho	Statewide	1-Mar-20	Biweekly payment	An employee must be deemed as performing hazardous, critical or essential duty for the substantial majority of their scheduled work hours	30-Dec-20	
Illinois	Chicagoland			Illinois Amazon Warehouse Workers		* Workers petitioning for hazard pay
Indiana	Elwood	6-May-20	$1000 one time payment	Police and fire department	N/A	
Kansas	Lansing	5-Apr-20	$400 per pay period	Staff at Lansing Correctional Facility		
Kansas	Sedgwick	8-Apr-20	$200 per month	County employees	2 pay periods (subject to extension)	
Kentucky	Lexington		$2 per hour	Kroger employees	late spring 2020	ENDED (workers are now asking for more hazard pay)
Louisiana	Statewide	11-Mar-20	$250 one time payment	Frontline workers	28-Dec-20	ENDED

Maine	Augusta	Mar-20	$3-$5	Certain employees within the correctional, agricultural and marine resources, administrative services and public health departments, and some staff at the Riverview and Dorothea Dix psychiatric centers	31-Dec-20	ENDED
Maine	Portland	2022	1.5 times normal pay	Low-wage store workers	Unknown	Provision delayed until 2022
Maryland	Baltimore	26-Mar-20	$200 biweekly and $100 biweekly (mission critical)	Firefighters, EMTs and police officers/ employees who are mission critical		
Maryland	Montgomery County	13-Apr-20	$10 per hour	County employees represented by the IAFF and FOP		
Maryland	Montgomery County	13-Apr-20	$10 or $3 per hour	MCGEO-represented employees depending on whether or not they regularly interact with the public.		
Massachusetts	Statewide	15-Apr-20	$10 per hour	State health care workers represented by the American Federation of State, County and Municipal Employees (AFSCME) Council 93	6 weeks	
Michigan	Burton	23-Apr-20	$1000 one time payment	police officers	N/A	
Michigan	Burton	23-Apr-20	$250 one-time payment	firefighters	N/A	
Michigan	Burton	23-Apr-20	up to $1000 one-time payment	Any city employee working “above and beyond the call of duty”	N/A	
Michigan	Detroit		$800 per month	City’s first responders and other employees that work with the public	duration of state emergency	
Michigan	Flint	14-May-20	$1,200 ($750 for other police and fire department staff, $1000 for public works water service)	Sworn police officers and firefighters	2 payment installments	
Michigan	Macomb County	4-Apr-20	$1/$2 per hour	County employees based on interaction with the public		
Michigan	Mount Clemens	1-Apr-20	$2 per hour	Firefighters and bus drivers	1 month	

Michigan	Oakland County	7-May-20	Hourly pay depending on how long the employee spends on sight	Sheriff's office, health division, emergency operations, facilities and water resources employees		
Michigan	Statewide	5-Apr-20	$750 per pay period	Corrections officers represented by the Michigan Corrections Organization		
Michigan	Washtenaw County	1-Jan-20	4% pay increase	Deputies and corrections officers	One year	
Minnesota	Minneapolis		$2 an hour	Cub Foods workers	4-Jul-20	ENDED
Minnesota	Minneapolis		$2 an hour	Linden Hills Co-op, Eastside Food Co-op, Kowalski's Market workers	Oct-20	
Minnesota	Minneapolis	13-Apr-20	4% wage increase	Lunds & Byerlys employees	27-Sep-20	ENDED
Minnesota	Minneapolis	Mar-20	3 rounds of $300 (full time workers) or $150 (part-time workers)	Walmart workers	Aug-20	
Mississippi	Clarksdale	7-Apr-20	5% pay raise	First responders and public works employees	at least 2 pay periods	
Mississippi	Jackson	End of April	$600 one time payment	First responders	N/A	
Mississippi	Ocean Springs	14-May-20	$100 per week	Police officers and firefighters	10 weeks	
Missouri	Statewide		$250 a month	State employees working in detention facilities, with mental health patients and with the developmentally disabled	31-Dec-20	
Montana	Statewide	May-20	$4 per hour ($2 per hour for the month of March 2021	Frontline workers	Mar-21	
Nebraska	Statewide	Nov-20	Unclear	Bryan's Health Staff		*$3.3 million of CARES Act funding
Nevada	Las Vegas	Jul-20	3.23% wage increase	1,300 city employees (even if they did not attend work)	1 month	
New Hampshire	Statewide	5-May-20	$300 weekly (full time first responders) or $150 (part time and volunteer firefighters and EMTs)	Police officers, firefighters, EMS providers, corrections officers and other first responders	Through end of June	
New Jersey	Statewide	26-Jul-20	$1 an hour	ShopRite workers	22-Aug-20	ENDED

New Mexico	Statewide	27-Nov-20	$600 one time payment	Low-wage essential workers	N/A	
New York	Statewide	26-Jul-20	$1 an hour	ShopRite workers	22-Aug-20	ENDED
North Carolina	Charlotte	26-Mar-20	5% increase in base pay	Employees who have frequent, direct contact with the public, including first responders	Until county stay at home order is lifted	
North Carolina	Rockingham	29-Apr-20	$250 one time payment	Police and fire department	N/A	
North Dakota	Valley City	15-Mar-20	$500 a month	Nine city police officers	3 months	
Ohio	Statewide	Mar-20	10% per hour (at facilities where staff and inmates have tested positive) $8 per hour (specific cases if other state employees weren't home but corrections officers were still working)	State corrections officers	Feb-21	
Oklahoma	Stephens County	11-May-20	$2 per hour	Sheriff's office employees		
Oregon	Statewide	May-20	Department of Human Services provide payment equal to 2.5% of Medicaid revenue	Nursing facilities	Jul-20	
Pennsylvania	Lock Haven	17-Mar-20	$2 per hour	on-site essential employees	TBD	
Rhode Island	Statewide		$1000 a week	Essential workers		* Not an official program * It is being advocated for by the Rhode Island Health Care Association
South Carolina	Charleston County	20-Apr-20	$100 per week(salaried) or $250 (hourly workers)	Essential county employees		
South Carolina	Summerville	22-Apr-20	$300 per week	Summerville town employees		
Tennessee	Statewide					*Governor Lee said that the state wouldn't consider offering hazard pay for essential workers during the pandemic
Texas	Collin County	6-Apr-20	$6 per hour (mandatory workers) or $3 (non-mandatory workers)	County workers	Duration of county's emergency period	
Texas	Dallas County	7-Apr-20	not released	First responders and health workers		

Texas	Denton County	7-Apr-20	$80 per week	Critical employees (detention officers, sheriff's deputies and constables)	Until county's disaster declaration is lifted	
Texas	Donna	7-Apr-20	$700 per month	Patrol officers and firefighters	6 weeks	
Texas	Glen Heights	13-Apr-20	$2 per hour	Front line workers	Until disaster declaration is lifted	
Texas	Navarro County	25-Apr-20	$5 per hour	Sheriff's department and Road and Bridge personnel	Through July 2020	
Utah	South Salt Lake	30-Oct-20	$150 per pay check	First responders	30-Dec-20	
Vermont	Statewide	13-Mar-20	$1,200 (68-216 hours between start and end date) or $2,000 (216+ hours)	Front line employees in public health, public safety, health care, and human services	15-May-20	Second round started at the end of October
Virginia	Fairfax County	Feb-21	$2,000 one time payment	Government workers whose jobs put them at high risk of exposure	N/A	
Virginia	Statewide	12-Mar-20	$1,500 one time payment	Consumer Direct Care Network attendees	30-Jun-20	
Virginia	Statewide	Oct-20	$1500 one time payment	Home health workers who worked between March 12 and June 30	N/A	
Washington	Seattle	January 25,2021	$4 per hour	Grocery workers at grocery and food retail businesses with at least 500 employees		Mandate unanimously passed
Washington	Burien	17-Feb-21	$5 per hour	All grocery workers at stores with 250+ employees		Passed ordinance
Washington	King County	11-Feb-21	$4 per hour	Grocery store workers		Introduction and consideration of bill
West Virginia	Kanswha-Charleston Health Department	Oct-20	$500 one-time payment	Kanswha-Charleston Health Department workers	N/A	
West Virginia	Lewisburg City	Nov-20	$1,500 one-time payment	City employees	N/A	
West Virginia	Putnam County	Feb-21	$250 or $500 per month	First responders and emergency personnel	May-21	
Wisconsin	Sheboygan County		$10 per hour	Long Term Care facility workers	During a confirmed positive case in the unit	
Wisconsin	Fond du Lac County	End of 2020	One time payment dependent on full or part time status	Nursing home employees	N/A	

Wisconsin	Ozaukee County	15-Mar-20	Lump sum based on average number of weekly hours of six pay periods	Sheriff's Office, Public Health, Lasata, and Human Services employees	24-Oct-20	
Wisconsin	Rock County		$500 one time payment	Nursing home, sheriff's office, ME office, HSD, youth services center, communications center, and facilities and IT		
Wisconsin	Rock County		$5 per hour	Staff working in a closed down unit with a positive case		
Wisconsin	Bayfield County		$1.50 per hour	On call health department staff		
Wisconsin	Washington County		$20 each day worked	Custodians. Medical Examiner Staff, direct care staff in nursing homes, jail workers, deputies and detectives in Sheriff's department		
Wisconsin	Waupaca County		One-time payment	Salaried Public Health Officers and Health Managers		

Wyoming	Johnson County	27-Jan-21	$5000 (full time) $2500 (part time)One time payment	Employees at Johnson County Health Center	N/A	