

## HEROES PREMIUM PAY EMPLOYEE FAQs

1. Which employees are eligible to receive the Premium Pay?
  - Employees who are full-time, part-time, Services-as-Needed (“SAN”), and Temporary Assignment Pool (“TAP”) are eligible. Elected officials, elected department heads, retired annuitants, volunteers, and employees working at the Zone 7 Water Agency are not eligible. Additionally, to be eligible an employee must have been (a) continuously employed between May 30, 2021, and May 28, 2022, and (b) in active status during the pay period ending on June 25, 2022.
2. What does “continuously employed” mean?
  - Continuously employed means **there was no break in County service** within the pay period beginning May 30, 2021, through the pay period ending May 28, 2022 (“covered period”).
3. Am I eligible for the Premium Pay if I started working for the County on June 14, 2021, or after and have been working continuously since then?
  - No, you are not eligible if you were not employed by the pay period beginning May 30, 2021.
4. Am I eligible for the Premium Pay if I worked through the covered period, but terminated on June 10, 2022?
  - No, you must have been in active status during the pay period ending June 25, 2022 (June 12, through June 25, 2022).
5. Am I eligible for Premium Pay if I worked as a TAP employee working 75- or 80- hours per pay period during the entire covered period?
  - Yes, you are eligible if you were also employed during the pay period ending June 25, 2022.
6. As a TAP employee, how many hours must I have worked during the covered period to be eligible for the Premium Pay?
  - 975 or 1040 for 75- or 80-hour classifications, respectively.
7. As a TAP employee, how do I find out if I worked the required 975 or 1040 hours during the covered period?
  - Contact your TAP Case Manager or call the TAP Hotline at (510) 208-4819.
8. Is the Premium Pay taxable?
  - Yes.
9. Where can I obtain the Self-Attestation form?
  - Contact your Agency/Department HR.
10. What does “regular in-person interactions” mean?
  - It means that you interacted in-person with a patient/public or with a coworker who regularly interacts with patients/public or if you regularly handled patients/public items or interacted with a coworker who regularly handled patients/public items.
11. Should I answer “Yes” on the Self-Attestation if I had regular in-person interactions with my coworkers who interacted frequently with patients, and I also only telecommuted at my residence once per week?
  - Yes.
12. Will it be a separate check?
  - No. The Premium Pay will be included with the September 30, 2022, paycheck.