

OGDEN CITY POLICE

Office of the Chief

Policy No: 67

Subject Pandemic Premium Hazard Pay	Effective Date March 1, 2020
Department Police	Replaces Policy Dated
Division All Police Personnel	Review Date September 2026
Authorized Signature 	

NOTE: This rule or regulation is for internal use only and does not enlarge an officer's civil or criminal liability in any way. It should not be construed as the creation of a higher standard of safety or care in an evidentiary sense, with respect to third party claims. Violations of this directive, if proven, can only form the basis of a complaint by this agency, and then only in a non-judicial administrative setting.

I. PURPOSE

The purpose of this policy is to establish guidelines in regard to consideration of additional compensation involving employee duties substantially dedicated to mitigating or responding to the Pandemic COVID-19 public health emergency.

II. POLICY

It is the policy of the Ogden City Police Department that all employees of the department shall adhere to Pandemic Premium Hazard Pay Eligibility as per funding allowed under the Coronavirus Relief Fund (CRF) included in the Coronavirus Aid, Relief, and Economic Security Act Federal Funding (CARES) Act.

III. PROCEDURE

A. Eligibility

It is recognized sworn Officers and Animal Control Officers working Field Operations are at risk of COVID-19 exposure due to the nature of their assignment(s).

IV. DEFINITIONS:

Field Operations: For the purposes of this policy, field operations refer to any sworn Officer or Animal Control Officer who regularly works and performs task directly in the field requiring interaction with the public. This includes Patrol, Investigations, Crime Reduction Unit, Gang Task Force, Strike Force, Community Policing, Traffic, and Animal Services. Tasks and procedures in which exposure might occur, but not limited to, include:

1. First aid and medical treatment of wounds and injuries.
2. Arrest of combative persons.
3. Search of persons and property
4. In person interviewing and/or interrogation
5. Collection of physical evidence, picture identification, or paper documents
6. Transportation of arrested persons or suspects

During any work shift, sworn Officers and Animal Control Officers regularly perform in-person interaction with members of the general public whereby assumption of transmission of COVID-19 airborne contagious disease is very possible. This regular interaction creates the potential for transmission, which in turn, creates a potential for transmission to coworkers, as employees of this department often work in teams and/or groups.

Street Hours: Defined as the time spent working directly in the field or on case investigation. Examples include, but are not limited to, responding to patrol calls, self-initiated police activity, investigation follow-up, animal complaints, proactive and preventative police activities, enforcement projects, crowd/riot control. The following **do not** qualify as Street Hours: Paid Administrative Leave, Light Duty Assignments, Assignments to POST, Training, Work from Home Status, and any leave usage (comp, sick, or vacation).

V. AVAILABILITY OF FUNDING

- A. Pandemic Premium Hazard Pay eligibility dates are from March 1, 2020 through September 4, 2020 as per funding under the State of Utah Coronavirus Relief Fund Local Government Allocation Agreement. The Mayor may extend pandemic premium hazard pay from September 5, 2020 through December 30, 2020 subject to availability of funds. The Pandemic Premium Hazard Pay is specific to the Coronavirus pandemic and no other hazardous circumstances or events.

- B. Eligible officers will receive a stipend for the eligible period based on a hazard pay premium in the amount of \$3.50 per hour for Street Hours worked. The stipend will be paid in a lump sum during the next full pay period cycle.
- C. The Ogden Police Department in cooperation with the Ogden Fire Department and the Weber Morgan Health Department will participate in the COVID-19 Antigen testing program. Lieutenants and Captains will serve as specimen collectors for the program. During the period between November 7th, 2020 and December 30th, 2020 Lieutenants and Captains who have conducted testing will have all regular work hours compensated with the Hazard Premium due to the risk presented by the collection of specimens.

VI. PERMISSIBLE USE OF FUNDING

The CARES Act and additional guidance issued by the United States Treasury provides that CRF funds may only be used to cover costs that meet the following conditions:

- A. Are necessary expenditures incurred due to the public health emergency with respect to the Coronavirus Disease 2019 (COVID-19).
 - 1. The requirement that expenditures be incurred “due to” the public health emergency means that expenditures must be used for actions taken to respond to the public health emergency.
 - 2. Funds may NOT be used to fill shortfalls in government revenue to cover expenditures that would not otherwise qualify under the statute.
 - 3. The expenditure is reasonably necessary for its intended use in the reasonable judgement of the government officials responsible for spending the funds.
- B. Were not accounted for in the State’s or recipient’s budget most recently approved as of March 27, 2020 (the date of the enactment of the CARES Act) for the recipient; and
 - 1. A cost meets this requirement if either
 - i. The cost cannot lawfully be funded using a line item, allotment, or allocation within that budget, or.
 - ii. The cost is for a substantially different use from any expected use of funds in such a line item, allotment, or allocation.

2. The “most recently approved” budget refers to the State’s or recipient’s enacted budget for the relevant fiscal period for the recipient, without taking into account subsequent supplemental appropriations enacted or other budgetary adjustments made by the recipient in response to the COVID-19 public health emergency.
3. A cost is not considered to have been accounted for in a budget merely because it could be met using a budgetary stabilization fund, rainy day fund, or similar reserve account.

VII. ACCOUNTABILITY FOR THE USE OF FUNDS

Funds provided through the CRF fund are considered to be federal financial assistance subject to the Single Audit Act (31 U.S.C 7501-7507) and the related provisions of the Uniform Guidance, 2 C.F.R. 200.303 regarding internal controls, 200.330 through 200.332 regarding subrecipient monitoring and management, and subpart F regarding audit requirements.

VIII. REPORTING ON USE OF FUNDS

Documentation shall be retained related to any use of the funds, including but not limited to invoices, sales receipts, and payroll expenditures.

A quarterly report of CRF expenditures will be uploaded to Transparent Utah.