



Frontline Team Members

Direct Care Workers: Stipend that will increase with the actual number of hours a team member directly cares for a resident positive for COVID-19, providing hands-on care within six feet of the resident for a prolonged period of time (5 minutes or more), within a one-week period of Saturday through Friday. Applies to all direct care team members in the Health & Rehab Center, in SHSS and EMTs in Independent Living.

- **Criteria**

- Applies to those who provide hands-on care to residents positive for COVID-19 AND are assigned to care for them.
- Pandemic pay applies as follows:
 - If resident tests positive and is symptomatic, pay begins two days prior to the date the resident was tested and remains through the end date of the exposure period, according to CDC guidelines
 - If resident tests positive or detected and is asymptomatic, pay begins on date the resident was tested and remains through the end date of the exposure period, according to CDC guidelines

- **Pay**

| Weekly Hours | Hands-on Care for COVID-19 Resident |
|---------------------|--|
| 1-19 Hours | \$125 |
| 20+ Hours | \$250 |

Housekeepers: Stipend that will increase with the actual number of hours a team member provides in-room housekeeping services for a resident positive for COVID-19 within a one-week period of Saturday through Friday.

- **Criteria**

- Applies to those who provide in-room housekeeping services for residents positive for COVID-19 AND are assigned to work directly in the resident home.
- Pandemic pay applies as follows:
 - If resident tests positive and is symptomatic, pay begins two days prior to the date the resident was tested and remains through the end date of the exposure period, according to CDC guidelines
 - If resident tests positive or detected and is asymptomatic, pay begins on date the resident was tested and remains through the end date of the exposure period, according to CDC guidelines



Sun Health[®]
PANDEMIC PAY GUIDELINES

- **Pay**

| Weekly Hours | In-Room Housekeeping in COVID-19 Resident Room |
|--------------|--|
| 1-19 Hours | \$50 |
| 20+ Hours | \$100 |

Maintenance Techs: Stipend that will be paid on an on-call basis.

- **Criteria**

- Applies to those who provide in-room maintenance services for residents positive for COVID-19 AND are assigned to work directly the resident home.

- **Pay**

- Utilize current on-call pay structure in place.
- If called in for an emergency, paid for a minimum of 2 hours or the actual hours worked (whichever is greater), plus \$25 per incident.

Emergency Response Team (ERT) Training:

- \$25 paid to each ERT member who completes the training plan. Training consists of online and in person.
- \$25 paid to each team member who facilitates in person training with ERT member.

ERT Backfill Volunteer Pay (housekeeping and cooks):

- Utilize shift pick up bonus structure.
- Housekeepers and Cooks: \$50 for full shift/\$25 for half shift.
- Note: Intermittent ERT Backfill hours worked will be paid as total cumulative hours within a pay period.