

# Frontline Worker Pay Overview of Other States



August 3, 2021

Presented by: House Research & Senate Counsel, Research, and Fiscal Analysis

# Programs in Other States (1/2)

## **State Employees**

- Georgia “Bonus” for state employees
- Maryland “Response Pay”

## **Educators**

- Florida Child Care and Early Learning “Disaster Relief” payments
- Florida “Qualified Disaster Relief Payments” for teachers
- Georgia “Bonus” for teachers

## **First Responders**

- Florida “Pandemic Bonus” for first responders
- Indiana “Hazard Pay” for Corrections Employees, State Troopers, and State Capitol Police
- Michigan “First Responder Hazard Pay Premiums Program (FRHPPP)”
- New Hampshire “First Responder COVID-19 Stipend”

# Programs in Other States (2/2)

## Health Workers

- Michigan “Direct Care Worker Wage Increase”
- Virginia “Hazard Pay for Home Health Workers”

## Broader Frontline Worker Programs

- Louisiana “Frontline Worker Rebate Program”
- Pennsylvania “Hazard Pay Grant”
- Vermont “Frontline Employees Hazard Pay Grant Program”

# Other States: Eligibility (1/6)

Program	Eligibility
<b>State Employees</b>	
Georgia “Bonus” for state employees	State employees making less than \$80,000 per year
Maryland “Response Pay”	<ul style="list-style-type: none"><li>• Essential employees with no opportunity for social distancing who have prolonged contact with individuals in the care and custody of the State.</li><li>• Some public-facing Human Services and Public Safety workers</li><li>• Individuals required to work in a “designated quarantine area”</li></ul>
<b>Educators</b>	
Florida Child Care and Early Learning “Disaster Relief” payments	Child care and early learning instructors assigned part- or full-time to a classroom at a private child care, early learning center, or family child care home.
Florida “Qualified Disaster Relief Payments” for teachers	Full-time child care, classroom teachers and principals.
Georgia “Bonus pay” for educators	School-level faculty and staff, including but not limited to teachers, paraprofessionals, school counselors, school psychologists, school nurses, custodians, bus drivers, school nutrition staff, media specialists, clerical staff and administrative assistants, school principals, assistant principals, instructional coaches, and therapists.

# Other States: Eligibility (2/6)

Program	Eligibility
<b>First Responders</b>	
Florida “Pandemic Bonus” for first responders	Essential frontline workers in responding to the pandemic who are sworn law enforcement officers, emergency medical technicians, firefighters, paramedics, Institutional Security Officers, Chiefs, Specialists, or Supervisors of the Department of Children and Families or Agency for Persons with Disabilities, or Department of Corrections' Certified Correctional Officers, Certified Correctional Probation Officers, or IG Inspectors.
Indiana “Hazard Pay”	Correctional officers and other corrections department employees. State Troopers and State Capitol Police Officers.
Michigan “First Responder Hazard Pay Premiums Program (FRHPPP)”	Law Enforcement Officers Firefighters Emergency Medical Technicians (EMTs) Paramedics 9-1-1 Operators Local Unit of Government Corrections Officers Airport Public Safety Officers Eligible personnel associated with ambulance operations Private EMTs and paramedics who contract with municipalities or hospitals
New Hampshire “First Responder COVID-19 Stipend”	Individuals engaged in a first responder activity that requires them to interact, in person, with the public or to be out among the general public. Includes members of a public or private agency providing law enforcement, correctional, fire protection, or emergency medical services within the state.

# Other States: Eligibility (3/6)

Program	Eligibility
<b>Health Workers</b>	
Michigan “Direct Care Worker Wage Increase”	<ul style="list-style-type: none"><li>• RNs, LPNs, CNAs and respiratory therapists who are employed by the Department of Human Services, provide direct patient care at an area agency on aging, skilled nursing facility, licensed home for the aged, or adult foster care facility.</li><li>• Direct support employees and job coaches who work in supportive employment arrangements.</li><li>• “Front line workers employed by child caring institutions.”</li></ul>
Virginia “Hazard Pay for Home Health Workers”	Personal care aides and attendants who provided personal care services to Medicaid members from March 12, 2020, through June 30, 2020.

# Other States: Eligibility (4/6)

Program	Eligibility
<b>Broader Frontline Worker Programs</b>	
Louisiana “Frontline Worker Rebate Program”	<p>Workers earning \$50,000 or less and employed in the following positions on or after March 11, 2020:</p> <ul style="list-style-type: none"><li>• Nurses, assistants, aides, medical residents, pharmacy staff, phlebotomists, respiratory therapists, and workers providing direct patient care in inpatient and outpatient dialysis facilities.</li><li>• Housekeeping, laundry services, food services, and waste management personnel in hospitals and healthcare facilities.</li><li>• Long-term care facility personnel, outpatient care workers, home care workers, personal assistance providers, home health providers, home delivered meal providers, childcare service providers.</li><li>• Emergency medical services (EMS) personnel, fire and rescue personnel, law enforcement personnel, public health epidemiologists.</li><li>• Bus drivers; retail fuel center personnel; sanitation personnel; residential, commercial, &amp; industrial solid waste and hazardous waste removal personnel; storage and disposal personnel.</li><li>• Grocery store, convenience store, &amp; food assistance program personnel.</li><li>• Mortuary service providers.</li><li>• Veterinary service staff.</li></ul>

# Other States: Eligibility (5/6)

Program	Eligibility
<b>Broader Frontline Worker Programs</b>	
Pennsylvania “Hazard Pay Grant”	<p>Direct, full-time and part-time employees of businesses. Must earn less than \$20/hour, excluding fringe benefits and overtime, in the following industries:</p> <ul style="list-style-type: none"><li>• Healthcare and Social Assistance</li><li>• Food Manufacturing</li><li>• Food Retail Facilities</li><li>• Transit and Ground Passenger Transportation</li><li>• Security Services for eligible industries listed above and commercial industries that were not closed as a result of the Governor’s Business Closure Order</li><li>• Janitorial Services to Buildings and Dwellings</li></ul>



# Other States: Eligibility (6/6)

Program	Eligibility
<b>Broader Frontline Worker Programs</b>	
Vermont “Frontline Employees Hazard Pay Grant Program”	<p>Current and former employees of private-sector employers in the following industries:</p> <ul style="list-style-type: none"><li>• <b>Health care:</b> Assisted living residences, nursing homes, residential care homes, therapeutic community residences, health care facilities, physician’s offices, dentists, home health agency, qualified health centers, rural health clinics, clinics for the uninsured, ambulance or first responder services, morgues, traveling nurse agencies.</li><li>• <b>Social services:</b> Homeless shelter, licensed residential treatment programs, providers of necessities and services to disadvantaged populations, vocational rehabilitation service providers.</li><li>• <b>Support services to health care and social service employers:</b> Janitorial, cleaning, food staff.</li><li>• <b>Retail:</b> Grocery stores, pharmacies, retailers serving “basic human needs.”</li><li>• <b>Child care facilities</b></li><li>• <b>Security:</b> Security services for other listed industries.</li><li>• <b>Other essential services:</b> Trash collection, privately-owned water and pollution abatement, funeral establishments or crematory.</li></ul>

# Other States: Payment Amount (1/3)

Program	Payment Amount
<b>State Employees</b>	
Georgia “Bonus” for state employees	\$1,000
Maryland “Response Pay”	\$3.13/hour pay increase \$5.13/hour for work in a designated quarantine area
<b>Educators</b>	
Florida Child Care and Early Learning “Disaster Relief” payments	Two bonuses of \$1,000; July 2021 and January 2022
Florida “Qualified Disaster Relief Payments” for teachers	\$1,000
Georgia “Bonus pay” for educators	\$1,000

# Other States: Payment Amount (2/3)

Program	Payment Amount
<b>First Responders</b>	
Florida “Pandemic Bonus” for first responders	\$1,000 (prorated based on full-time percentage)
Indiana “Hazard Pay”	\$1,600
Michigan “First Responder Hazard Pay Premiums Program (FRHPPP)”	\$1,000 per employee \$5 million per applicant (employer)
New Hampshire “First Responder COVID-19 Stipend”	\$300/week for up to 8 weeks for full-time (30+ hours) works. \$150/week for up to 8 weeks for part-time workers.

# Other States: Payment Amount (3/3)

Program	Payment amount
<b>Health Workers</b>	
Michigan “Direct Care Worker Wage Increase”	\$2.25/hour pay increase, from July 1, 2020, to September 30, 2021
Virginia “Hazard Pay for Home Health Workers”	\$1,500
<b>Broader Frontline Worker Programs</b>	
Louisiana “Frontline Worker Rebate Program”	\$250
Pennsylvania “Hazard Pay Grant”	\$3/hour hazard pay for 10 weeks. Employers may apply for up to \$1,200 per full-time equivalent (FTE) employee, for up to 500 employees per location. Limit is \$3 million per employer.
Vermont “Frontline Employees Hazard Pay Grant Program”	\$1,200 or \$2,000 depending on the number of hours worked in a job with an elevated risk of exposure to COVID.

# Other States: Administration (1/4)

Program	Administration
<b>State Employees</b>	
Georgia “Bonus” for state employees	Paid directly to state employees.
Maryland “Response Pay”	Paid directly to state employees.
<b>Educators</b>	
Florida Child Care and Early Learning “Disaster Relief” payments	Child care centers provide list of educators to state Department of Education. Department mails teachers checks.
Florida “Qualified Disaster Relief Payments” for teachers	School districts provide list of teachers to state Department of Education. Department mails teachers checks.
Georgia “Bonus pay” for educators	State Department of Education provides funds to local school districts, who make payments to eligible educators.

# Other States: Administration (2/4)

Program	Administration
<b>First Responders</b>	
Florida “Pandemic Bonus” for first responders	Employers submit employee information to the Florida Department of Economic Opportunity (DEO). DEO sends checks via U.S. Mail to employee addresses.
Indiana “Hazard Pay”	Paid directly to eligible Department of Corrections, State Patrol, and Capitol Police.
Michigan “First Responder Hazard Pay Premiums Program (FRHPPP)”	Used CARES Act funding to reimburse cities, villages, townships, counties, public airport operators, ambulance operations, and local government employees for hazard pay premiums paid in 2020.
New Hampshire “First Responder COVID-19 Stipend”	Employers applied to the Department of Homeland Security and Emergency Management.

# Other States: Administration (3/4)

Program	Administration
<b>Health Workers</b>	
Louisiana “Frontline Worker Rebate Program”	Workers apply directly to the Department of Revenue, which verifies eligibility against employment and tax data.
Michigan “Direct Care Worker Wage Increase”	Employers provide pay increases to employees and apply to the Department of Health and Human Services for reimbursement.

# Other States: Administration (4/4)

Program	Administration
<b>Broader Frontline Worker Programs</b>	
Louisiana “Frontline Worker Rebate Program”	Workers apply directly to the Department of Revenue, which verifies eligibility against employment and tax data.
Pennsylvania “Hazard Pay Grant”	Department of Community and Economic Development provides grants to private sector employees.
Vermont “Frontline Employees Hazard Pay Grant Program”	Employers apply to the Agency of Human Services to receive grants, and provide payments to eligible current and former employees.



# Policy Questions

- Who qualifies?
- Period of time worker needs to have been employed to qualify?
- Amount of payment?
- Structure for distributing payments: by individual application to the agency, direct to the public, direct to state employees, via grants to employers, or through information supplied by employers?
- Administrative costs?
- Taxation: Does payment account for tax withholding? Do some payments qualify for an exclusion as Qualified Disaster Relief?

# Thank You

Bjorn Arneson, SCRFA, [bjorn.arneson@senate.mn](mailto:bjorn.arneson@senate.mn)

Solveig Beckel, House Research, [solveig.beckel@house.mn](mailto:solveig.beckel@house.mn)

Carlton Doyle Fontaine, SCRFA, [carlton.doyle.fontaine@senate.mn](mailto:carlton.doyle.fontaine@senate.mn)

Sean Williams, House Research, [sean.williams@house.mn](mailto:sean.williams@house.mn)