

Proposed changes to employee compensation due to Covid-19-related closure of the South Davis Recreation Center. All options will require that staff continue to work towards their normal 40 hours/wk:

- Item 1: Full-Time Staff accounting for hours 3/15/20 – 3/28/20
- Option A. All full-time employees receive 100% pay through April 1, 2020, for hours they would have worked if the Rec Center had not closed with no leave taken away.
 - Options B. Full-time employee pay accounted for as usual
- Item 2: Moving forward, Full-Time staff would account for hours by using the following options:
- Option A. All Full-Time staff working at least 32 hours would be paid as exempt employees; less than 32 hours would take leave as usual to reach 32 hours or use additional 80 hours of sick leave at full pay if they meet the qualifications of the FMLA or Emergency Leave act
 - Option B. All Full-Time staff working at least 32 hours would be paid as exempt employees; less than 32 hours would take leave as usual to reach 32 hours or use FMLA or Emergency Leave act if they qualify
 - Option C. All Full-Time staff would use comp time to reach 40 hours per week until they have used it all, and then would be exempt after working 32 hours; less than 32 would take leave as usual or use FMLA or Emergency Leave Act if they qualify
 - Option D. Full-time employee pay accounted for as usual with staff able to use sick leave if comp and vacation is used up or use FMLA or Emergency Leave Act if they qualify
- Item 3: Part-Time Staff accounting for hours 3/15/20 – 3/28/20
- Option A. Staff paid for scheduled shifts for entire pay period, while still earning pay for hours actually worked.
 - Option B. Staff paid for scheduled shifts for the first week of the pay period, while still earning pay for hours actually worked
 - Option C. Staff paid just for hours actually worked
- Item 4: Part-Time Staff Moving forward

Option A. Staff will qualify for a one-time bonus after having worked two weeks once we reopen. Bonus based off number of hours worked during closure; tiered scale where those who worked the most would receive larger bonus than those who worked less or not at all

Option B. Staff paid just for hours actually worked with no bonus

The board would vote on an option from each item or the board could propose a new option not listed. The board can a put a time that these options expire and revisit these options or new options. Our preferred options in each section would be Option A for each item.