
30.00 HAZARD PAY POLICY

Effective Date 04/2020

Policy Number AC_29.00

Reviewed Date

Authorization CEO, COO, CFO

30.10 Purpose

Hazard pay includes additional compensation for performing hazardous duty or work involving physical hardship. Work duty that causes extreme physical discomfort and distress which is not adequately alleviated by protective devices is deemed to impose a physical hardship. FoundCare recognizes that some employees may perform hazardous duties or duties in hazardous locations, or both. The objective of the policy is to compensate employees for their willingness to take on hazardous duties.

30.20 Policy

All full and part-time employees assigned to positions or locations classified as “hazardous” are eligible for Hazard Duty Pay (HDP). HDP will be paid as a supplement to the employee’s base pay.

30.30 Procedures

- A. Employees eligible for HDP will receive \$2 per hour in addition to their base pay.
- B. Employees must complete six months of services to be eligible for HDP.
- C. HDP will be paid for all hours worked to include overtime in assigned positions classified as “hazardous”.
- D. HDP will not be paid when the employee is away on paid or unpaid leave of the assigned position and/or location.
- E. HDP will be reported on the employee’s W-2 as taxable income.