



Legislation Details (With Text)

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File created: 11/19/2021 **In control:** City Council

On agenda: 12/6/2021 **Final action:** 12/6/2021

Title: Vaccine Incentive Program for City Employees

Sponsors: City Administrator

Indexes: Personnel, Policy

Code sections:

Attachments: 1. Vaccine Incentive Program Memo to Council

Date	Ver.	Action By	Action	Result
12/6/2021	1	City Council	Approved	Pass

Submitted by: Tracey Douglas, City Administrator
Submitting Department: Administration
Agenda Section: Action

Item Title:
Vaccine Incentive Program for City Employees

Suggested Action:

I move that the Mayor and Council adopt a Vaccine Incentive Program for City Employees to incentivize employees to become inoculated from COVID-19, costs not to exceed \$75,000 and paid for using American Rescue Plan funds.

Summary Background:

The spread of COVID-19 continues to be a major threat to City operations and a barrier to safely returning staff to in-person work. While many City staff members have received a COVID-19 vaccine, there remain approximately 10% of our workforce who are unvaccinated. A vaccine incentive program has the dual impact of providing a financial incentive for unvaccinated employees to get a COVID-19 vaccine, and to reward employees who proactively sought the vaccine already.

The staff recommendation is for Council to establish a Vaccine Incentive Program for City Employees, which would offer a one-time \$500 vaccine incentive payment to each employee who is fully vaccinated under one of the three Food and Drug Administration (FDA) approved vaccines produced by Pfizer, Moderna, and Johnson & Johnson. Upon submission of documentation proving the employee is fully vaccinated, the City will provide a one-time \$500 payment.

Next Steps:

Policy rollout and implementation to City Employees.

Fiscal Impact:

\$75,000

City Administrator Comments:

Recommend approval.

Community Engagement:

Internal to City Staff only.

Strategic Goals:

Goal 3 - Promote a Safe and Vibrant Community

Legal Review Required?

Pending