

# COVID 19 Update: City Operations

Charlotte City Council Meeting  
August 23, 2021

1

## Briefing Objectives

- Employee Vaccination Survey
- Employee Vaccination Rewards
- Assisting Frontline Employees

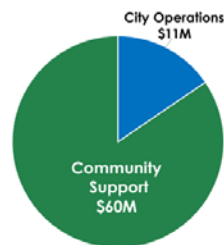
2

# Funding Sources

## ◀ Operating Funds & ARPA

- In July, staff presented the investment allocation of the City's use of the "Phase-1" ARPA monies.
- Included in the allocation was \$11M for City Operations

### Proposed Investment Allocation for ARPA "Phase-1" Local Fiscal Recovery Fund



#### Summary of Allowable Uses [shared with Council on March 22, 2021]

1. Assistance to households, small businesses, and nonprofits, or aid to impacted industries such as tourism, travel, and hospitality;
2. Premium pay to eligible workers that are performing essential work during the COVID-19 public health emergency;
3. The provision of government services to the extent of the reduction in revenue due to the COVID-19 public health emergency; or
4. To make necessary investments in water, sewer, or broadband infrastructure.

# Employee Vaccination Survey

- Employees required to answer vaccination status: Full, Partial, Unvaccinated
- Individuals' answers kept confidential
- Responses due by August 24<sup>th</sup>
- Data used to develop programs for frontline employees and to encourage all employees to become vaccinated

## Employee Vaccination Survey - Data

- As of August 23, 90% of employees have completed the survey – Approximately 7,000 employees have responded
- Employee vaccination rate amongst respondents is 66%
- Final number should be available by August 27<sup>th</sup>, and we expect employee vaccination rate to be in the 60% range

5

## Employee Vaccine Reward Programs

To keep employees and citizens safe, plus to minimize lost productivity from COVID and quarantines, the City is proposing the following:

- **Employee Individual Vaccination Reward**
  - Vaccination Reward Program to provide a \$250 payment for regular employees vaccinated by September 30<sup>th</sup>.
- **Employee Team Vaccination Reward**
  - Additional \$250 payment for all vaccinated regular employees if the Charlotte workforce achieves 75 percent vaccination by September 30<sup>th</sup>.

6

## Programs to Assist Frontline Employees

- **Reinstate Emergency Medical Leave**

- City will reinstate 7 days of emergency medical leave for employees to use for;
  - Positive COVID case – including family members
  - COVID Quarantine

- **Reinstate Premium Pay for Frontline Employees**

- The City will offer 8 weeks of premium pay to all frontline employees
- Premium pay will be 5% increase to base rate of pay

- **Both Programs will run for 8 weeks starting August 28<sup>th</sup>**

## Program(s) Cost Projection<sup>1</sup>

\$11M proposed in July for City operations ARPA Funding

- **Individual Vaccine Reward** – \$1.5 million
- **Team Vaccine Reward** - \$1.5 million (if achieved)
- **Premium Pay and Emergency Leave** - \$2 to 3 million

<sup>1</sup>Vaccine reward programs costs are modeled at 75 percent

