

**To the Mayor and Members of the City Council****January 18, 2022**

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SUBJECT: COVID-19 VACCINATION REWARD PROGRAM RESULTS

In the informal report about this topic on September 21, 2021, Human Resources provided the framework for the COVID-19 Vaccination reward program which would grant an additional three (3) Personal Holidays and an additional forty (40) hours of Sick Leave in 2022 for those regular full-time employees who were fully vaccinated by September 1, 2021. Employees who were fully vaccinated by November 15, 2021, would receive an additional two (2) Personal Holidays and an additional forty (40) hours of Sick Leave in 2022. The purpose of this informal report is to provide the results of the Vaccination Reward Program.

The goal of the program was to reward those employees who had received their vaccinations and incentivize any who still needed to be vaccinated. In 2020 and 2021, the City's health plan paid over \$6.4M in COVID claims and the City had employees pass away due in part to contracting the virus. In order to encourage vaccination, which is the best way to prevent getting a severe case of COVID, City Management made it as easy as possible for employees to receive their vaccination providing them two (2) hours of paid time off in order to get their vaccine during their normal work hours. In addition, the City's Healthy Challenge wellness program awarded employees points towards the Healthy Challenge payout program which provides employees up to \$250 per year for participating in wellness activities.

In total, 3,921 employees submitted their vaccination cards via secure upload to the Human Resources department, which represents 59% of all City Employees. Of those, 3,695 were fully vaccinated before September 1, 2021, and an additional 226 were fully vaccinated by November 15th, and will therefore be receiving the additional leave time in 2022. This means, in total, the City will be rewarding members with 11,793 additional personal holidays and 162,604 hours of Sick Leave.

The overall departmental results can be seen in the chart below. All departments, except for two, had well over 50% participation and you'll note several departments had at least 80%, and some even over 90%, participation.

Department	Number of Vaccinated Participating Employees	% of Department
Aviation	15	60%
City Secretary	12	92%
City Manager's Office	22	92%
Code Compliance	221	65%
Communications & Public Engagement	29	76%
Development Services	130	79%
Diversity and Inclusion	14	88%
Economic Development	9	69%

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Financial Management	71	90%
Fire	452	44%
Human Resources	45	83%
Internal Audit	10	59%
Information Technology	123	87%
Law	46	92%
Library	163	82%
Municipal Court	96	85%
Neighborhood Services	93	68%
Park & Recreation	237	70%
Planning and Data Analytics	20	95%
Police	1068	49%
Property Management	122	65%
Public Events	78	68%
Transportation Public Works	281	66%
Water	564	62%

For any questions, please contact Human Resources Director Dianna Giordano at (817) 392-7783.

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City Manager