

To the Mayor and Members of the City Council**September 21, 2021**

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**SUBJECT: COVID-19 VACCINATION REWARD PROGRAM**

Since the onset of the pandemic, the City of Fort Worth has attempted to provide support and care to our employees in every feasible way. The City and Fire Health Plans have paid out millions of dollars in claims for testing, active cases, and vaccinations for the members. City employees have had the ability to get vaccinated, via the partnership between Tarrant County and the City of Fort Worth, since early in 2021 and their family members soon after. City Management has made it as easy as possible for employees to get vaccinated by providing them two (2) hours of paid time per shot in order for them to get vaccinated during their normal work schedules. In addition, the City's Wellness program has rewarded points for fully vaccinated employees to use towards the Health Challenge payout program, which is an opportunity for each employee to earn up to \$250 per year through wellness activities. Now that the Pfizer vaccine has received full approval, and given that not all employees have been vaccinated yet, this informal report will outline an additional reward/incentive program for employees who are or become fully vaccinated within the remainder of this year.

For the calendar year, 2022, the City of Fort Worth will provide additional paid leave in the form of three (3) additional Personal Holidays, for a total of five (5), to regular full-time employees who were fully vaccinated by September 1st, 2021, and provide a copy of their vaccination cards to Human Resources via electronic upload by December 1st, 2021. Employees who become fully vaccinated by November 1st, and do the same upload to Human Resources, will receive one (1) additional Personal Holiday for 2022, for a total of three. In addition, those same employees will receive forty (40) hours of Sick Leave in order to provide additional support for the employee, and their family, should they get sick even after being vaccinated. Personal holidays do not roll over from year to year and are not paid out upon termination, so they will be used within 2022. This will have minimal impact to the City's budget and provide a strong reward and incentive for all employees at the City of Fort Worth who have or will be vaccinated.

Other options were reviewed and considered, but were found to be too administratively difficult to implement. For example, two options that were looked at were for members on the City's health plan to receive a premium discount for being vaccinated or, if unvaccinated, receive a premium increase/penalty. Unfortunately, both of these options would not affect all employees at the City, because some are not on the City's plan and the firefighters are on a separate health plan. Additionally, in a review of the marketplace, it is well documented that employees are leaving employers who mandate the vaccine, are considering legal action, and mandates of this nature have an overall effect on employee morale. A reward/incentive approach, affecting all employees, is considered the best practice at this time.

It is believed that the implementation of the incentive part of this strategy will allow the City to increase the number of vaccinated City employees and will support the efforts underway both locally and nationally to slow the spread of the virus through higher vaccination rates. We will continue to update you on the progress of this reward/incentive program for the employees at the City of Fort Worth.

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

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City Manager