

Agenda Item #: C - 12

VILLAGE OF ROYAL PALM BEACH AGENDA ITEM SUMMARY

AGENDA ITEM: Approval to allocate American Rescue Plan Act funds to provide 1) a one-time Vaccination Incentive in the amount of \$500.00 (net) per eligible Village employee and 2) a one-time lump sum Premium Pay payment in the amount of \$1,000.00 (net) to eligible Village employees who worked through the COVID-19 pandemic.

ISSUE: Village staff is proposing:

Vaccination Incentive:

It is proposed that ARPA funds be allocated for a one-time Vaccination Incentive for each Village employee who meets the following criteria:

1. Employee must be currently employed by the Village and have been employed for at least three (3) months;
2. Employee must have received the vaccine subsequent to March 3, 2021, as required by the American Rescue Plan Act;
3. Employee must be fully vaccinated against COVID on or before December 10, 2021; and
4. Employee must provide a legible copy of the Centers for Disease Control and Prevention "COVID-19 Vaccination Record Card" to the Human Resources Department no later than close of business on December 10, 2021.

A Vaccination Incentive in the amount of \$500.00 (net) is proposed to be provided to each Village employee meeting the above-referenced criteria. If approved, employees providing proof of vaccination by close of business on December 10, 2021 will receive the Vaccination Incentive payment with the December 23, 2021 paycheck.

Premium Pay – General Employment:

It is proposed that ARPA funds be allocated for Village-wide Premium Pay – General Employment based on the following criteria:

1. Employee must be currently employed by the Village and have been employed for at least three (3) months; and
2. Employee must have routinely worked the majority of the time during the COVID-19 pandemic in person at a Village facility or in the field.

Eligible employees will receive a one-time lump sum Premium Pay payment in the amount of \$1,000.00 (net). If approved, the COVID-19 Premium Pay shall be non-precedent setting and paid as a one-time lump sum payment with the December 23, 2021 paycheck.

RECOMMENDED ACTION: Staff recommends that the Village Council approve the Vaccination Incentive and Premium Pay allocations using ARPA funds.

Initiator	Village Manager Approval	Agenda Date	Village Council Action
Stanley G. Hochman Finance Director		October 21, 2021	