



Memorandum

August 30, 2021

TO: Mayor Jerry L. Demings
- AND -
County Commissioners

FROM: J. Ricardo Daye, Human Resources Director

A handwritten signature in black ink, reading "J. Ricardo Daye".

SUBJECT: Consent Agenda – September 14, 2021
COVID-19 Grant – Personal/Vacation Leave Day

CONTACT: Reginald Davis, Human Resources Section Manager, (407) 836-5479

On July 28, 2021, Mayor Demings announced a directive for all County employees to be vaccinated against the COVID-19 virus in an effort to slow its spread and reduce the number of related hospitalizations and deaths in our community. The County's Safety Manual is scheduled to be updated to now require, as a condition of employment and continued employment, all full-time, part-time, and temporary employees to be fully vaccinated against SARS-CoV-2 (COVID-19), unless otherwise exempt due to medical and/or religious reasons.

Many surrounding governmental and non-governmental employers are offering incentives for employees to become vaccinated. The incentives vary but generally consist of one or more of the followings items: grants, cash, personal/vacation leave, contribution to health plan accounts, time-off to receive vaccine, and more. Human Resources has consulted with the County Attorney's Office on possible grants that may be offered to County employees.

Based on this review, the recommendation is to provide eligible employees who receive the Johnson & Johnson vaccine or the first dose of the Pfizer or Moderna vaccine and submit their COVID-19 vaccination certification on or before August 31, 2021, a \$250 one-time lump sum grant paid in October 2021, or as soon thereafter as possible, provided they are on the County's active payroll as of the date of the payment. This grant is in connection with a qualified disaster in order to promote the general welfare and to reimburse or pay reasonable and necessary personal, family, living, or funeral expenses incurred due to the qualified disaster. Additionally, we propose providing employees who receive the vaccine and submit their online COVID-19 vaccination certification on or before September 30, 2021, one full work shift off with pay. The shift off with pay must be taken by October 31, 2022, will not be paid out upon separation from employment, and is subject to supervisor approval. Bargaining unit employees are eligible subject to the same terms, if agreed upon in writing.

Temporary employees would be able to receive the grant payment; however, only benefits eligible employees will be able to receive the work shift off with pay. Employees who have an approved medical and/or religious exemption on file will be provided an alternative means to earn the incentive(s).

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Action Requested:

Approval to provide a \$250 grant payment to eligible employees who receive a COVID-19 vaccination and submit their online COVID-19 vaccination certification on or before August 31, 2021 and authorization to provide one shift off with pay for employees who receive the vaccine and submit their online COVID-19 vaccination certification on or before September 30, 2021.

c: Byron W. Brooks, AICP, County Administrator
Darren Gray, Deputy County Administrator