



City of Virginia Beach

VBgov.com

OFFICE OF THE CITY MANAGER
(757) 385-4242
(757) 427-5626 FAX

MUNICIPAL CENTER
BUILDING 1, ROOM 234
2401 COURTHOUSE DRIVE
VIRGINIA BEACH, VA 23456-9001

August 18, 2020

The Honorable Robert M. Dyer, Mayor
Members of City Council

Subject: One-time Payment to Employees Ensuring Day-to-Day Operations Continue

Dear Mayor and Council Members:

Today, City Council will consider providing hazard pay to employees who are eligible for such pay through the Coronavirus Aid, Relief, and Economic Security (CARES) Act of 2020. These employees are primarily within public safety departments, but also include Human Services and City employees within the Health Department. Positions that qualify for hazard pay through the CARES Act are generally grouped into two types. First, there are employees who perform services to mitigate or respond to the COVID-19 public health emergency. Second, there are employees who work directly with patients or clients to provide medical services, such as physical and mental health services, administer federal and state benefits required to be continued to help citizens during the pandemic, or provide protective services, such as Child Protective Services. These eligible employees work in a face-to-face capacity to provide services and are generally not working remotely or teleworking. Eligible sworn public safety positions will receive between \$1,000 and \$2,000, depending on rank, and those in Health and Human Services will receive \$1,500. Hazard pay will be provided in lump sum payments to approximately 2,273 eligible employees.

While this is a significant portion of the City's workforce, the majority of the workforce did not qualify for hazard pay through direct use of CARES Act funding. In fact, some employees, due to the critical nature of their work, were identified as "Emergency Responders." This classification made them ineligible to receive paid leave for childcare due to school and/or childcare center closures as a result of the pandemic, in accordance with the Families First Coronavirus Response Act. These employees, as well as the remainder of the City's workforce, have worked hard to ensure the continuity of day-to-day operations through the COVID-19 pandemic. For this reason, I am requesting that City Council consider providing these workers a one-time payment to compensate them for their hard work during these unprecedented times. A summary of the request and recommended implementation is provided on the following page.

Eligibility Criteria:

- Individuals employed by the City and have been working in a full-time capacity since March.
- Individuals who make less than \$100,000.
- Individuals who did not previously receive a Hazard Pay allocation (Aug 18th).

One-time payment amounts:

- \$1,000 for individuals identified as “Emergency Responders” and omitted from the previous hazard pay allocation. These are the same individuals who were deemed essential and denied the two weeks of child care leave previously provided to employees.
- \$250 for all other City employees who meet the established criteria.

Total Eligibility and Total Request:

- 3,532 positions will qualify for this one-time payment, for a total projected cost of \$1,887,105 to implement this initiative. A more granular breakdown of the allocation is provided in the attachments titled “Exhibit A” and “Exhibit B”.

As these employees are not eligible for a one-time payment through the use of CARES Act funding, they were omitted from the August 18th agenda item for hazard pay. To provide this one-time payment, I recommend funding this initiative through the use of vacancy savings generated via the hiring freeze. I plan to request that an ordinance be placed on the September 1st City Council agenda for consideration.

If you have any questions or comments, please contact me or Deputy City Manager David Bradley.

Respectfully,



Patrick A. Duhaney
City Manager