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4 **A NON-BINDING RESOLUTION VOICING SUPPORT FOR HAZARD PAY FOR**
5 **CIVIL CITY AND UTILITY EMPLOYEES WORKING IN HARMS WAY DURING**
6 **COVID-19 HEALTH CRISIS**
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9 **WHEREAS**, the COVID-19 pandemic is a national crisis which has stretched society outside of
10 the normal limits of activity and behavior; and
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12 **WHEREAS**, the City of Fort Wayne has worked diligently to be on the forefront of policy and
13 process to ensure that city workers are safe throughout the crisis by expanding upon federal leave policy
14 and providing safe conditions for city workers, and by extension citizens; and
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16 **WHEREAS**, while some city workers have jobs that can be done from home, as directed by
17 Governor Eric Holcomb, many city workers have responsibilities that requires them to work outside of
18 their homes, and some have jobs that require them to be in public, outside of secure government
19 buildings, potentially interacting with residents; and
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21 **WHEREAS**, these jobs include, but are not limited to Street Department and other Public Works
22 workers who are actively working on city streets and public concerns, Neighborhood Code Compliance
23 officers and Animal Care & Control officers who are still responding to calls, City Utility crews who are
24 responding to resident concerns with water and sewer issues, Parking Control officers working in the
25 neighborhoods and on city streets, Parks employees who are maintaining our park system, and others; and
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27 **WHEREAS**, Citizens Square was shut down on March 18th after Governor's Executive Orders
28 20-02 (Declaring a Public Health Crisis) and 20-04 (Further Orders and Directives in Response to the
29 Coronavirus), and the passage of R-18-20 approving COVID-19 Employee and Operations Policy to
30 provide the safest possible working environment for all employees, however many employees, including
31 but not limited to the above listed, have continued to work in the field potentially interacting with
32 residents; and
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34 **WHEREAS**, these employees were identified several weeks back and have continued to work in
35 public while the Employee and Operations Policy has been in effect; and
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37 **WHEREAS**, other governmental units in the surrounding area has proposed providing additional
38 compensation for those workers who have jobs that require them to have possible interaction with the
39 public that cannot be mitigated by usual processes such as limiting group numbers, meetings, or
40 appropriate distancing; and
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42 **WHEREAS**, Governor Holcomb announced on May 1 that \$300 million dollars in federal
43 reimbursement funds would be coming into communities as reimbursement for COVID-19 expenditures.
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1 **NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF**
2 **FORT WAYNE, THAT:**

3 **SECTION 1.** The Fort Wayne City Council believes that appropriate supplemental hazard pay
4 for workers who have been deemed essential, work regularly scheduled hours in the field, are at high risk
5 for coming into contact with residents who may have been exposed to COVID-19 because of the nature of
6 their work outside of city-owned buildings. These hazards are not included in the employee job
7 descriptions and therefore a supplemental payment is appropriate.

8 **SECTION 2.** The Fort Wayne City Council requests that the city executive branch work with
9 departments to identify which employees have continued to work in roles that require exposure to the
10 outside world where normal "office" mitigation options are not possible. These employees should be
11 compensated with an additional Hazard Pay stipend. Both non-exempt and exempt employees should be
12 eligible for supplemental benefits.

13 **SECTION 3.** The Fort Wayne City Council requests that the city executive branch and
14 appropriate staff work with members of Council to fully delineate an appropriate policy and/or expansion
15 or modification to the salary grid, to compensate the identified employees. This should include, but not be
16 limited to: an identified and defined, standard hourly wage adjustment paid on top of regular hourly
17 wages, recommended to be \$2.50/hour. This should be paid retroactively for all hours worked back to
18 March 18th, to the present in one lump sum. Moving forward, the supplemental Hazard Pay can be placed
19 on weekly payroll for the duration of the policy.

20 **SECTION 4.** The Fort Wayne City Council requests that appropriate departments report back to
21 Council within one week, via email, the number of employees impacted by this request as well as the
22 estimated fiscal impact, understanding that supplemental pay will come from existing budgets to be
23 reassessed after the COVID crisis passes. Council understands that there may need to be additional
24 requests for appropriations later in the year to cover overages, but anticipates that departments will make
25 ever attempt to balance their existing budgets.

26 **SECTION 5.** Since the end of this crisis is unknown, the Fort Wayne City Council believes the
27 policy this body is requesting to be created should be re-evaluated every 90 days with a beginning date of
28 March 18th, 2020, with the policy ending if it is not expressly extended.

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33 Michelle Chambers, Council Member
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36 APPROVED as to form and legality by

37 _____
38 Joseph Bonahoom, Attorney for Common Council
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