

## MEMORANDUM

TO: City Council

FROM: Alfred D. Lott, City Manager

SUBJECT: COVID Vaccination Incentive

DATE: June 3, 2021

It has been over a year since COVID-19 overtook the world. At that time there was a great deal of uncertainty regarding its impact and how well society would be able to manage it. Mitigating steps such as of stay-at-home orders mask wearing mandates, teleworking, social distancing, frequent cleaning, and other steps were undertaken to slow the spread, reduce the impact on medical services, and hopefully prevent people from contracting this virus, which has killed millions of people.

We all benefitted when scientists created multiple vaccines with very high efficacy that greatly reduced the instances of severe disease. The vaccines have been available for almost six months now, with some Bowie employees having access to them as early as January of this year. Today, the vaccines are readily available. Appointments are easy to come by, and in many cases, there are walk in options available, as is the case at the City's own vaccine clinic being operated at our Senior Center.

I have asked Bowie employees to get vaccinated and provide a copy of their vaccine verification card to the Human Resources Office. At this time, just over 60% of our employees have done so. While this rate is better rate than Prince George's County's, it is substantially lower than the scientific range for herd immunity. Similar to what is trending nationwide, the pace of vaccination reporting has greatly slowed recently among our employees, with only 4 employees reporting that they received their first vaccination in the month of May. Bowie has a way to go, and it appears that general interest in getting vaccinated is waning.

In an effort to reinvigorate employee interest in receiving their COVID-19 vaccinations, I propose offering a financial incentive of \$100 to each vaccinated employee. Employees will be eligible for the incentive upon receipt of a copy of their vaccination verification card to Human Resources Office by August 9, 2021. With approximately 475 employees (this number varies depending on the number temporary and seasonal employees on staff at a given time), this will cost

approximately \$47,500 from the City Manager's contingency budget. Most of the funds will come from the available FY2021 budget and the remainder will be charged to FY2022.

As a measure of supporting our mission to have a completely vaccinated staff, I humbly ask that you approve a motion 'Authorizing the City Manager to incentivize COVID-19 vaccinations at \$100 per employee, if they report their vaccination to the Human Resources Office by August 9, 2021''

The motivation for implementing this program is rooted not only in my concern for the health and safety of our employees, but also for our residents and others that our employees interact with on a daily basis. Residents of Bowie should have confidence that whenever they interact with a City of Bowie staff member, that the employee has taken every precaution possible to avoid the spread of this highly infectious, and potentially dangerous disease.

ADL/sh