

CREATING A VOLUNTARY VACCINATION INCENTIVE PROGRAM FOR CITY EMPLOYEES AND PROVIDING FOR IMMEDIATE ENACTMENT

WHEREAS, COVID-19 is a respiratory disease that can result in serious illness or death and can easily spread from person to person; and

WHEREAS, on March 11, 2020 the World Health Organization announced that the COVID-19 outbreak can be characterized as a pandemic; and

WHEREAS, throughout the pandemic, the City has adopted policies and practices to ensure the health and safety of our employees; and

WHEREAS, the City will create a Voluntary Vaccination Incentive Program for employees to participate in the vaccination campaign against the global health pandemic of COVID-19 given its benefits for the individual, the organization and the community at large; and

WHEREAS, the City has received funding through the American Rescue Plan Act Coronavirus State and Local Fiscal Recovery Funds that can be used for COVID-19 mitigation and prevention.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TALLMADGE, COUNTIES OF SUMMIT AND PORTAGE, STATE OF OHIO:

SECTION 1. That there is hereby created the Voluntary Vaccination Incentive Program for all city employees, excluding seasonal employees. Under this program, fully vaccinated employees eligible for the City’s health insurance shall receive a one-time bonus of \$1,000 and all other fully vaccinated employees, excluding seasonal employees, shall receive a one-time bonus of \$500. In addition, any fully vaccinated employee who is eligible for the City’s health insurance shall receive a one-time bonus in the amount of \$100 for each fully vaccinated dependent that qualifies to be on the City’s health insurance. For the purposes of the incentive bonus, fully vaccinated employees (and eligible dependents) are individuals who have received their second dose in a 2-dose series, such as Pfizer or Moderna, or after a single-dose vaccine, such as Johnson & Johnson’s vaccine. For employees to qualify for the City’s incentive bonus, employees and eligible dependents must be fully vaccinated by January 31, 2022 and provide a copy of their vaccination card(s) to the Human Resource Administrator by such date.

SECTION 2. That the Director of Finance there is hereby directed to pay such bonuses through payroll to employees subject to all applicable withholdings within 30 days of the vaccination deadline.

SECTION 3. That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees on or after November 28, 1975 that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

SECTION 4. That this ordinance is necessary to provide for and to accomplish the purposes herein set forth, which are conducive to the health, safety, and welfare of the citizens of Tallmadge. For that reason, provided this ordinance shall receive the affirmative vote of three-fourths of the members of Council and approval by the Mayor, it shall be enacted immediately and shall be of immediate effect.

Passed: \_\_\_\_\_

\_\_\_\_\_  
Susan E. Burton, Clerk of Council  
MER/jt  
11/8/21  
Filed with the Mayor \_\_\_\_\_

\_\_\_\_\_  
Dennis K. Loughry, President of Council

Approved:

\_\_\_\_\_  
David G. Kline, Mayor

This \_\_\_\_\_ day of \_\_\_\_\_, 2022

Committee Assignment: \_\_\_\_\_

Readings: 1st \_\_\_\_\_ 2d \_\_\_\_\_ 3d \_\_\_\_\_

For: \_\_\_\_\_ Against: \_\_\_\_\_ Abstain: \_\_\_\_\_

Note: \_\_\_\_\_