

RESOLUTION 2021-095
OF THE COUNCIL OF THE CITY OF FORT COLLINS
RECOGNIZING AND EXPRESSING GRATITUDE TO CITY EMPLOYEES FOR
DELIVERING EXCEPTIONAL CITY SERVICE TO THE COMMUNITY DURING A
PANDEMIC AND NEARBY FOREST FIRES AND AUTHORIZING A ONE-TIME
PAYMENT TO ELIGIBLE CITY EMPLOYEES

WHEREAS, the City organization has been substantially impacted by the COVID-19 pandemic, with the most significant impacts to City employees seen from Spring 2020 through Spring 2021; and

WHEREAS, many City employees have been required to work onsite or in the community on a regular basis during that time, which increased their exposure to the public health emergency and heightened the risk to themselves and their families; and

WHEREAS, during 2020 and into 2021 many City employees were also called upon to respond to and then recover from and restore City facilities and services in response to record-breaking forest fires; and

WHEREAS, during this time, those employees working onsite or in the community have continued to provide uninterrupted and critical City services to the public; and

WHEREAS, the pandemic has had a significant, multi-dimensional impact on the entire workforce, including those employees whose jobs allowed them the opportunity to work remotely or in a hybrid model; and

WHEREAS, all employees have demonstrated resilience, adaptability, and flexibility during these times of increased stress, personal hardship and financial insecurity; and

WHEREAS, the City Council has determined that it is in the best interests of the City to recognize the contributions made by City employees who did, and continue to, provide services for the public benefit while facing the significant challenges brought about by the COVID-19 pandemic, the 2020 nearby forest fires and their effects; and

WHEREAS, the City Council has determined that a one-time payment to all City employees as set forth below is an appropriate way to recognize those contributions and to express its gratitude.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FORT COLLINS that the City Council expresses its sincere appreciation and gratitude to all City employees for delivering exceptional City services in these challenging times, and be it furthermore RESOLVED:

Section 1. That the City Council hereby makes and adopts the determinations and findings in the recitals set forth above.

Section 2. That the Interim City Manager is hereby authorized to issue a one-time after-tax payment to eligible City employees totaling approximately \$2.9 Million dollars, consistent with the following:

Classified, Contractual, and Unclassified Management (regular, year-round) employees

- "Onsite" employees: \$1,500.00 each.
- All other employees: \$1,000.00 each.

Hourly (fluctuating, seasonal) employees

For the period June 2020 through May 2021:

- For those who worked an average of more than twenty hours per week: \$500.00 each.
- For those who worked an average of between eight and twenty hours per week: \$250.00 each.
- For those who worked less than eight hours per week: \$100.00 each.

Section 3. That to be eligible, employees must have been employed by the City on or before June 7, 2021, and must continue to be employed by the City through the date the payment is issued.

Section 4. That the Interim City Manager, in consultation with the City Attorney, is authorized to determine what constitutes "onsite" work.


Section 5. That said payments require no appropriation of funds because they will be funded through funds already appropriated and available for expenditure in 2021.

Passed and adopted at a regular meeting of the Council of the City of Fort Collins this 5th day of October, A.D. 2021.



Mayor

ATTEST:



Interim City Clerk

