



CITY OF CARSON

Legislation Text

File #: 2021-516, Version: 1

Report to Mayor and City Council

Tuesday, July 06, 2021

Discussion

SUBJECT:

CONSIDER RECOMMENDATION FROM THE PREMIUM PAY AD HOC COMMITTEE TO ADOPT RESOLUTION NO. 21-092 ESTABLISHING PREMIUM PAY FOR UNREPRESENTED PART-TIME EMPLOYEES IN ROLES THAT WERE DEEMED ESSENTIAL IN THE CITY OF CARSON (CITY COUNCIL)

I. SUMMARY

The Premium Pay Ad Hoc Committee recommended that the City Council adopt a one-time lump sum Premium Pay in the amount of \$1,000 for all City employees that meet certain criteria. The City Council further determined that represented employees receive the Premium Pay through ongoing labor negotiations for successor MOUs and unrepresented employees receive the Premium Pay through City Council Resolution. Accordingly, the attached Resolution provides the authorized premium pay to each unrepresented part-time City employee who worked out of a City facility in roles deemed essential for any amount of time between the months of December 1, 2020 to March 1, 2021 (the peak period of COVID-19 cases in the City of Carson), who are still employed by the City in an unrepresented part-time position at the time that this Resolution is approved. The authorized premium pay would be paid out in the first full pay period following approval of the Resolution.

II. RECOMMENDATION

1. DISCUSS and PROVIDE direction on Premium Pay recommendation from Premium Pay AD HOC Committee.
2. WAIVE further reading and ADOPT Resolution No. 21-092 "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA ESTABLISHING PREMIUM PAY FOR UNREPRESENTED, PART-TIME EMPLOYEES WHO WORKED OUT OF A CITY FACILITY IN ROLES DEEMED ESSENTIAL DURING THE DECLARED

EMERGENCY IN THE CITY OF CARSON FOR ANY AMOUNT OF TIME BETWEEN THE MONTHS OF DECEMBER 1, 2020 to MARCH 1, 2021 WHO ARE STILL EMPLOYED BY THE CITY IN AN UNREPRESENTED PART-TIME POSITION AT THE TIME THAT THIS RESOLUTION IS APPROVED”.

III. ALTERNATIVES

TAKE another action deemed appropriate by the City Council.

IV. BACKGROUND

As a result of the City’s declaration of a local emergency in response to the coronavirus pandemic on March 17, 2020 through Resolution No. 20-053, the City made the decision to close all City facilities to the public, including the Community Center and parks. This decision was reinforced by Governor Newsom’s Executive Order N-33-20, issued on March 19, 2020, which required “all individuals living in the State of California to stay home or at their place or residence except as needed to maintain continuity of operations of the federal critical infrastructure sectors,” as outlined by the federal Department of Homeland Security’s Cyber and Infrastructure Security Agency (CISA) in its March 19, 2020 Memorandum.

As a result, it was necessary that the City adhere to the federal and State governments’ mandate to identify essential services critical to the City’s governmental operations in support of the federal infrastructure sectors while reducing its other non-critical operations, as outlined in the CISA Memo dated March 19, 2020. All our City employees are valuable members of our team, and all the services we perform are important City functions that contribute to the smooth and efficient operation of the City’s services. However, to the extent that employee services were not immediately essential to maintain public safety, critical infrastructure, or internal functioning of the City, employees were required not to report to work or do any work at home, in order to reduce and slow the community spread of COVID-19, as mandated by the Governor’s Executive Order. Even for those services that were deemed essential, the City continued to manage with fewer employees, so that lives can be saved from the pandemic.

The Premium Pay Ad Hoc Committee recommended that the City Council adopt a one-time lump sum Premium Pay in the amount of \$1,000 for all City employees that meet certain criteria. The City Council further determined that represented employees receive the Premium Pay through ongoing labor negotiations for successor MOUs and unrepresented employees receive the Premium Pay through City Council Resolution. Accordingly, the attached Resolution provides the authorized premium pay to each unrepresented part-time City employee who worked out of a City facility in roles deemed essential for any amount of time between the months of December 1, 2020 to March 1, 2021 (the peak period of COVID-19 cases in the City of Carson), who are still employed by the City in an unrepresented part-time position at the time that this Resolution is approved. The

authorized premium pay would be paid out in the first full pay period following approval of the Resolution.

V. FISCAL IMPACT

Premium Pay was not included in the recently approved General Fund. The financial impact for unrepresented, part-time employees is \$109,000. Premium Pay for these unrepresented part-time employees would be paid out on the first full payroll period following City Council approval of Resolution No. 21-092.

VI. EXHIBITS

1. Resolution No. 21-092 (pgs. 4-7)

Prepared by: Sharon Landers, City Manager/Director of Emergency Preparedness