



# City Commission Agenda Report

City of Kalamazoo

Date: **9/21/2020**

Item: **G.7.**

**TO:** Mayor Anderson, Vice Mayor Griffin, and City Commissioners

**FROM:** James K. Ritsema, ICMA-CM, City Manager  
Prepared by: Steve Vicenzi, CFO/Director of Management Services

**DATE:** September 21, 2020

**SUBJECT:** Approval of One-Time Hazard Pay Premium Under Senate Bill 690

## **RECOMMENDATION:**

It is recommended the City Commission approve and accept a grant to pay retroactive hazard pay in an amount not to exceed \$1,000 each for eligible first responder employees.

## **BACKGROUND:**

Senate Bill 690 was approved by the Michigan House and Senate and signed into law by Governor Whitmer on July 1, 2020. This bill provides funding for hazard pay to first responders who worked during the COVID-19 pandemic. Grant approvals were made on a first come first serve basis until funding was depleted. Initial applications were due July 17.

In March of 2020, a national emergency was declared for COVID-19. The State of Michigan followed with a state of emergency declaration. The City of Kalamazoo closed public facilities during this time frame. Kalamazoo Public Safety employees continued to work while facilities were closed to the public, responding to calls and interacting with the public daily. The activities of Kalamazoo Public Safety are essential to the overall safety of the community. We requested funding for 237 Public Safety employees for the hazard pay premium. Our recommendation is to approve the lump sum \$1,000.00 payment for employee's who worked in eligible positions in April and May 2020. This payment is required to be made by 09/30/2020.

## **STRATEGIC VISION ALIGNMENT:**

Relevant Priority Based Budgeting Program (program name and description):

Calls for Service  
Fire Suppression  
Emergency Medical Services

Strategic Goal Impact:



**Safe Community**- Creating a safe environment for living, working, and playing

**COMMUNITY ENGAGEMENT:**

Appropriate Depth of Engagement

**Inform (one-way conversation)** – No feasible alternatives available due to legal/regulatory restrictions, standards and best practices, or resource limitations; the community will be made aware of the project.

Discussion: Due to the nature of the grant being first come first serve, time was limited, making community engagement difficult to achieve.

**FISCAL IMPACT:**

The bill exempts this payment from retirement and unemployment insurance calculations. Grant funds will cover the cost of the hazard pay to employees. The fiscal impact to City funds will be \$18,130.50 for the amount of employer Social Security and Medicare Taxes.