



CITY of CALABASAS

CITY COUNCIL AGENDA REPORT

DATE: JUNE 25, 2021

TO: HONORABLE MAYOR AND COUNCILMEMBERS

FROM: MICHAEL MCCONVILLE, MANAGEMENT ANALYST

SUBJECT: APPROVE AN APPROPRIATION AMOUNT FOR A ONE-TIME "HERO/HAZARD" PREMIUM PAY PROGRAM FOR FRONTLINE GROCERY WORKERS

MEETING DATE: JUNE 29, 2021

SUMMARY RECOMMENDATION:

That the City Council approve an appropriation amount for a one-time "Hero/Hazard" Premium Pay Program for frontline grocery workers.

BACKGROUND:

On May 26, 2021, staff provided City Council with recommended guidelines for the "Hero/Hazard" Premium Pay Program, including both store and employee definitions, eligibility requirements, and distribution options. The City Council reached consensus on primary program provisions, but requested that staff return at a future meeting to consider different Program alternatives on both the total appropriation amount, as well as individual premium pay.

DISCUSSION/ANALYSIS:

To provide additional consideration to employees who may have endured greater health risks during the pandemic, the City Council directed staff to distribute the one-time premium pay to eligible frontline grocery workers based on average weekly

hours worked from March 2020 to March 2021. The chart below displays the approved distribution of individual premium pay:

Average Weekly Hours Worked	Percent of Full Hero Payment
31-40	100%
21-30	75%
11-20	50%
0-10	25%

Individual Payment and Program Appropriation Options

With the assistance from each of the six retail grocery stores, staff calculated the average weekly hours worked for eligible frontline workers from March 2020 to March 2021. The number of eligible recipients totaled 454. Staff is presenting the following premium pay options for consideration: \$250, \$500, \$750, and \$1000; each option also lists its corresponding Program funding requirement.

**Option 1:
\$250**

Hero Payment %	Hero Payment \$	# of Hero Payments	Total Hero Payment \$
100%	\$250	176	\$44,000
75%	\$188	147	\$27,636
50%	\$125	60	\$7,500
25%	\$63	71	\$4,473

Totals: 454 \$83,609

**Option 2:
\$500**

Hero Payment %	Hero Payment \$	# of Hero Payments	Total Hero Payment \$
100%	\$500	176	\$88,000
75%	\$375	147	\$55,125
50%	\$250	60	\$15,000
25%	\$125	71	\$8,875

Totals: 454 \$167,000

**Option 3:
\$750**

Hero Payment %	Hero Payment \$	# of Hero Payments	Total Hero Payment \$
100%	\$750	176	\$132,000
75%	\$563	147	\$82,761
50%	\$375	60	\$22,500
25%	\$188	71	\$13,348

Totals: 454 \$250,609

**Option 4:
\$1000**

Hero Payment %	Hero Payment \$	# of Hero Payments	Total Hero Payment \$
100%	\$1,000	176	\$176,000
75%	\$750	147	\$110,250
50%	\$500	60	\$30,000
25%	\$250	71	\$17,750

Totals: 454 \$334,000

FISCAL IMPACT/SOURCE OF FUNDING:

Staff will appropriate a portion of the anticipated \$5.7 million in American Rescue Plan Act (ARPA) monies to fund the one-time “Hero/Hazard” Premium Pay Program to frontline grocery workers.

REQUESTED ACTION:

That the City Council approve an appropriation amount for a one-time “Hero/Hazard” Premium Pay Program for frontline grocery workers. The City Council delegates to the City Manager or his designee the authority to promulgate regulations necessary to manage this program.