

Public Records Request #6087

The following materials have been gathered in response to public records request #6087. These materials include:

- Vaccine Reward Programs Information & Updates Email – September 1, 2021
- City Department Vaccine Rate Statistics

This information was provided as a response to a public records request on 9/1/21 and is current to that date. There is a possibility of more current information and/or documents related to the stated subject matter.

Further Information

For further information about this request or the Citywide Records Program, please contact:

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Flotree, Cheyenne

From: Charlotte Communications & Marketing
Sent: Wednesday, September 1, 2021 3:31 PM
To: _Everyone (City & CMPD)
Subject: Vaccine Reward Programs Information & Updates



HUMAN RESOURCES COMMUNICATION: *ACTION REQUIRED*



Team Charlotte,

Getting vaccinated is the best way to protect yourself, your family and friends and our community from COVID-19. Last week we announced a vaccine reward program for all city staff. Any City of Charlotte employee who is vaccinated by Sept. 30 will receive \$250 and if 75% of the staff are vaccinated by Sept. 30, all vaccinated employees will receive an additional \$250.

To get your vaccine visit the city's [COVID-19 vaccination page](#) on CNet or visit [vaccines.gov](https://www.vaccines.gov).

Here is how to make sure you are eligible to receive your \$250 and help us reach our 75% vaccination goal.

Employees need to upload proof of their vaccination into [the PeopleSoft vaccination record site](#). Look for the "Vaccination Card" button and click "Add Attachment" to upload an image of your vaccination card. Do not wait to upload proof of vaccination. Human Resources will be reviewing each upload to confirm that the vaccination status is complete. If you lost your vaccine card and received a vaccine in North Carolina, visit [North Carolina Department of Health and Human Services](#) to retrieve your vaccination information.

Individual Vaccine Reward Program

- Employees do not have to be fully vaccinated by Sept. 30 but must have received their first vaccine shot by Sept. 30 **AND** must have uploaded proof of their vaccination or proof of their first dose by Sept. 30.
 - Employees who are fully vaccinated must upload their vaccine cards by Sept. 30.
 - Employees can receive any of the three currently available vaccines – Pfizer, Moderna or Johnson & Johnson – to receive the reward.
- Partially vaccinated employees must complete their full vaccination on or before Nov. 19 **AND** have uploaded proof of their vaccination into the PeopleSoft vaccination record site.
 - The Centers for Disease Control and Prevention recommends that people wait a minimum of three weeks before the second dose and a maximum of six weeks.
 - Nov. 19 allocates enough time for someone who starts on Sept. 30 to have the full six weeks.
- Employees who are not fully vaccinated by Nov.19 will not be eligible to receive the individual reward even if they have received partial vaccination.

Team Charlotte Vaccine Reward Program

- Based on the vaccine status survey, 62% of all city employees are vaccinated and the goal to reach is 75%. We need approximately 1,100 unvaccinated employees to be vaccinated in order to reach our goal.
- To be eligible to receive the Team Charlotte Vaccine Reward, employees must be fully vaccinated by Nov. 19 **AND** have uploaded proof of their vaccine to the PeopleSoft vaccination record site by Nov. 19.

Payments for both programs will be made to eligible employees by the end of the calendar year.

As a reminder, we are also making paid emergency sick leave and premium pay available to eligible employees.

Emergency Paid Sick Leave

- The city will reinstate seven days of emergency paid sick leave for all employees to use for a positive COVID-19 case (including family members) and for situations that require quarantine related to COVID-19.

Premium Pay for Frontline Employees

- The city will offer eight weeks of premium pay to frontline employees.
- Premium pay will be 5% increase to base rate of pay.

Emergency Paid Sick Leave and Premium Pay will run for eight weeks beginning Aug. 28.

Getting vaccinated is the best way to protect yourself, your family and friends and our community from COVID-19. To get your vaccine visit the city's [COVID-19 vaccination page](#) on CNet or visit [vaccines.gov](https://www.vaccines.gov).

Please help us reach our 75% vaccination goal. Thank you for your continued hard work.

Department	Staff	Statistics Based on Respondents Only		Statistics Based on Respondents and Non-Respondents - Assumes N-R are Unvaccinated	
		%Vac. Resp. Only	%Unvac. Resp. Only	% Vac.	%UnVac.
Attorney's Office	39	92%	8%	92%	8%
Aviation	638	67%	33%	62%	38%
CATS	468	69%	31%	60%	40%
CC&M	36	86%	14%	83%	17%
CDOT	351	66%	34%	65%	35%
Clerk's Office	8	63%	38%	63%	38%
CLT Water	913	68%	32%	64%	36%
Community Relations	16	88%	13%	88%	13%
City Manager's Office	9	100%	0%	100%	0%
Economic Development	18	94%	6%	94%	6%
Finance	95	86%	14%	86%	14%
CFD	1224	49%	51%	48%	52%
General Services	411	72%	28%	71%	29%
H&NS	218	65%	35%	63%	37%
Human Resources	54	91%	9%	91%	9%
I&T	211	81%	19%	80%	20%
Internal Audit	10	100%	0%	100%	0%
Planning	109	87%	13%	87%	13%
CMPD	2407	63%	37%	59%	41%
Strategy & Budget	15	93%	7%	93%	7%
Stormwater	185	74%	26%	74%	26%
Solid Waste	305	61%	39%	61%	39%
Grand Total	7740	65%	35%	62%	38%