



# OFFICE OF THE CITY CLERK

DAWN M. JONES, CITY CLERK

## PERSONNEL AND FINANCE COMMITTEE

JANUARY 24, 2022, 3:30 P.M.

Committee Members Present: Chair Sheila Niezgodski\*, Vice-Chair Eli Wax\*, Rachel Tomas Morgan\*, Troy Warner\*

Committee Members Absent: Dr. Oliver Davis

Others Present: Dawn Jones, Karen White, Canneth Lee, Kacey Gergely

Presenter: Stan Parker

Agenda: Bill No. 01-22 – American Rescue Plan – COVID Premium Pay Ordinance

Members marked with an asterisk (\*) are present digitally

Please note the attached link for the meeting recording:

<https://docs.southbendin.gov/WebLink/browse.aspx?dbid=0&mediaid=350197&cr=1>

Committee Chair Sheila Niezgodski called to order the Personnel and Finance Committee at 3:30 p.m.

### **Bill No. 01-22: American Rescue Plan – COVID Premium Pay Ordinance Text**

Committee Member Tomas Morgan motioned to accept the Substitute Bill No. 01-22, seconded by Committee Vice-Chair Wax, and carried by a vote of three (3) ayes.

Committee Chair Sheila Niezgodski - Aye	Committee Member Oliver Davis - Absent
Committee Vice-Chair Eli Wax - Aye	Committee member Troy Warner - Absent
Committee Member Rachel Tomas Morgan - Aye	

Stan Parker noted that premium pay will be allocated from the American Rescue Plan funds received by the City of South Bend from the federal government in 2021. It will be distributed to essential employees, who worked during the COVID-19 pandemic over a fifteen-month period from March, 2020 to May, 2021. Three (3) essential steps determined employee eligibility, including: (i) ensuring the worker was necessary to maintain the continuity of essential critical infrastructure operations; (ii) verifying that eligible work was not performed while teleworking and involved regular in-person interactions with patients, the public, or coworkers; and (iii)



confirming that premium pay is for workers performing essential tasks during the COVID-19 public health emergency.

Stan Parker emphasized an important change in the substitute version of the bill, which stipulates that an eligible employee must have been employed by the City as of December 31, 2021, or have retired or passed away between October 1, 2021, and December 31, 2021.

Stan Parker reported that over the stated period, one thousand six hundred and forty-two (1,642) employees worked with the City, but only eight hundred and ninety-five (895) were found eligible for premium pay based on federal government regulations. Payment is scheduled for the following employee groups: elected officials – none ; non-bargaining – two hundred and eight (208), sworn fire – two hundred and fifty-one (251); sworn police – two hundred and nineteen (219); and teamsters – two hundred and seventeen (217). The total payment to be distributed to these employees is one million nine hundred six thousand three hundred seventy-five and thirty-one hundredths' dollars (\$1,906,375.31).

The floor was opened for discussion. Vice-Chair Wax asked if the departments understand and approve of the final determinations. Stan Parker explained that the list of eligible non-bargaining employees was developed in consultation with department heads and the Mayor's office. Committee Member Tomas Morgan inquired about the number of employees in the retired category. Stan Parker clarified that there are only sixteen (16) employees who retired during that period, and they are included in the total count of eight hundred and ninety-five (895) eligible employees. Councilwoman Karen White inquired about the process for identifying the two hundred and eight (208) employees in the non-bargaining category. Stan Parker clarified that the department head collaborated with the Mayor's office, adhering to specific criteria outlined by the Treasury. The primary criterion was whether the employee was required to work in-person over the period. Councilwoman Karen White further probed if there had been any resistance from employees who were not selected in the non-bargaining category. Stan Parker emphasized that while all employees are valued, the objective criterion of in-person work carried more weight in determining eligibility for premium pay. Councilman Canneth Lee sought clarification on the timeline for rolling out premium pay to employees. Stan Parker confirmed that if the bill passes on January 24, 2022, payments will be disbursed on January 28, 2022. Clerk Jones, County City Building, fourth (4<sup>th</sup>) Floor, requested clarity on the initial (1<sup>st</sup>) list of individuals considered in the elected officials' category, which Stan Parker provided. Clerk Jones also inquired about the eligibility of employees who worked in the clerk's office, as they alternated between in-person and remote work during the period. Kacey Gergely, Mayor Miller's Chief of Staff, acknowledged the oversight and pledged to address the concerns raised by the clerk's office promptly.

The floor was opened for public comment. There were no comments in favor or opposed to the resolution.

Committee Chair Niezgodski now entertains a motion to send substitute Bill 01-22 to the Committee of the Whole with a favorable recommendation.

Committee Vice-Chair Wax motioned to send Substitute Bill 01-22 to the Committee of the Whole with a favorable recommendation, seconded by Committee Member Warner, and carried by a vote of four (4) ayes.



Committee Vice-Chair Eli Wax – Aye	Committee Member Troy Warner - Aye
Committee Chair Sheila Niezgodski – Aye	Committee Member Oliver Davis - Absent
Committee Member Rachel Tomas Morgan – Aye	

With no further business, Committee Chair Sheila Niezgodski adjourned the Personnel and Finance Committee meeting at 3:57 p.m.

Respectfully Submitted,

Sheila Niezgodski, Committee Chair

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Auxiliary Aid or Other Services may be Available upon Request at No Charge.  
Please give Reasonable Advance Request when Possible