

**AN ORDINANCE TO PAY A BONUS TO EMPLOYEES OF THE CITY OF  
HARRISONBURG IN RECOGNITION OF SERVICE DURING THE COVID-19  
PANDEMIC**

**WHEREAS**, on March 11, 2020, the World Health Organization declared the outbreak of the novel coronavirus, SARS-CoV-2, and the disease it causes, commonly referred to as COVID-19, a pandemic (for reference in this ordinance, this virus and the disease that it causes are referred to as “COVID-19”); and

**WHEREAS**, on March 12, 2020, Governor Ralph S. Northam issued Executive Order Number Fifty-One (“EO 51”) declaring a state of emergency for the Commonwealth of Virginia because of the COVID-19 pandemic; EO 51 acknowledged the existence of a public health emergency arising from the COVID-19 pandemic and that it constitutes a “disaster” as defined by Virginia Code § 44-146.16 because of the public health threat presented by a communicable disease anticipated to spread; and

**WHEREAS**, on March 14, 2020, the City Manager, acting as the Director of Emergency Management, declared a local emergency because of the COVID-19 pandemic pursuant to his authority under Virginia Code § 44-146.21, and this declaration was confirmed by the Harrisonburg City Council on March 24, 2020; and

**WHEREAS**, City of Harrisonburg employees have continued to provide essential City services to the residents of Harrisonburg during the local emergency and the COVID-19 pandemic; and

**WHEREAS**, the City’s public safety personnel have continued to perform their duties and provide vital services to City residents often at increased risk to their own health and safety; and

**WHEREAS**, the Harrisonburg City Council wishes to acknowledge and reward the efforts of City employees during the local emergency and the COVID-19 pandemic by providing a one-time bonus to City employees as set forth in this resolution.

**NOW, THEREFORE, BE IT ORDAINED** by the City Council of the City of Harrisonburg, Virginia:

That all current full-time and part-time employees of the City of Harrisonburg, Virginia (including the Harrisonburg-Rockingham Emergency Communications Center) who were employed on November 1, 2020 are hereby awarded a one-time bonus, to be paid no later than December 11, 2020, as follows:

Public safety personnel and other employees designated by the City Manager employed on or before July 1, 2020	\$2500.00
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Public safety personnel and other employees designated by the City Manager employed after July 1, 2020	\$1500.00
Other full-time employees employed on or before July 1, 2020	\$1500.00
Other full time employees employed after July 1, 2020	\$750.00
Part-time employees who worked an average of 20 or more hours a week for the pay date of March 27, 2020 through the pay date of November 6, 2020	\$750.00
Part-time employees who worked an average of more than 5 but less than 20 hours a week for the pay date of March 27, 2020 through the pay date of November 6, 2020	\$250.00

That the City Manager shall determine the eligibility for bonuses of part-time employees who worked an average of less than 5 hours a week for the pay date of March 27, 2020 through the pay date of November 6, 2020.

**ADOPTED AND APPROVED** this \_\_\_\_\_ day of December, 2020.

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**MAYOR**

ATTESTEE:

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CITY CLERK