



# Agenda Report

2725 Judge Fran Jamieson  
Way  
Viera, FL 32940

## Unfinished Business

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I.4.

8/24/2021

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### **Subject:**

Board Discussion: Letter to Employees That Have Been Approved for the Voluntary Vaccine Incentive Program

### **Fiscal Impact:**

None to Minimal, \$0 from General Fund

### **Dept/Office:**

District 3

### **Requested Action:**

Board Discussion and Ratification of Attached Letter

### **Summary Explanation and Background:**

On August 3<sup>rd</sup>, the Board unanimously approved the Voluntary Vaccine Incentive Program proposed under the District 3 allocation of the American Rescue Plan Act. Staff is in the process of implementing this program, with pay expected to be distributed to eligible employees in October.

Attached to this item is a proposed letter, for consideration of the Board for ratification, which would be sent to employees who are approved for pay under the program. While the method of distribution of this letter is left to staff to determine what is most practical and cost efficient, it is envisioned that this would be sent electronically via email in conjunction with, or attached to, eligible employees' payroll statements.

### **Clerk to the Board Instructions:**



Kimberly Powell, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

Telephone: (321) 637-2001  
Fax: (321) 264-6972  
Kimberly.Powell@brevardclerk.us

August 25, 2021

**M E M O R A N D U M**

**TO:** Commissioner John Tobia, District 3

**RE:** Item I.4., Letter to Employees That Have Been Approved for the Voluntary Vaccine Incentive Program

The Board of County Commissioners, in regular session on August 24, 2021, discussed and ratified the letter to be sent to employees who are approved for pay under the Voluntary Vaccine Incentive Program. Enclosed is a fully-executed Letter.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS  
RACHEL M. SADOFF, CLERK

*Kimberly Powell*  
Kimberly Powell, Clerk to the Board

Encl. (1)

cc: Finance  
Budget



## BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

Rita Pritchett  
Chair, District 1

Bryan Lober  
Commissioner, District 2

John Tobia  
Commissioner, District 3

Curt Smith  
Commissioner, District 4

Kristine Zonka  
Vice-Chair, District 5

[Date]

Dear [First Name, Last Name]

The Brevard County Board of County Commissioners would like to show its appreciation for your essential work on behalf of the taxpayers of Brevard County during the COVID-19 emergency and recognize you for making responsible choices.

The latest available data indicates that more than 95% of those hospitalized with COVID-19 are unvaccinated. This not only has health and financial consequences for those hospitalized and their families, but for their employer as well. Every time a County employee is hospitalized, it costs the County, which is largely self-insured, tens of thousands of dollars. Additionally, while an employee is out of work sick, their coworkers must fill in the gaps to perform the essential work, often leading to additional costs in overtime pay. Indeed, the County has now logged more than 75,000 hours of leave taken by employees for reasons related to COVID-19. That is 75,000 hours of essential work that was either done by another employee or delayed.

Additionally, scientific research shows that employees that are vaccinated are less likely to spread the disease, and therefore are less likely to infect their families, coworkers, and the general public that they so ably serve. The public should be able to have confidence that we, as a responsible organization and employer, are doing everything we can to avoid putting their health at risk.

It is for these reasons that the Board of County Commissioners unanimously approved awarding incentive pay to essential employees such as you, who made the voluntary rational decision to be vaccinated, and it is our pleasure to inform you that you have been approved for these funds.

Sincerely,

Rita Pritchett, Chair

Bryan Lober, Commissioner

John Tobia, Commissioner

Kristine Zonka, Vice-Chair

Curt Smith, Commissioner

As ratified by the Board on August 24, 2021

**Brevard County Board of County Commissioners**

2725 Judge Fran Jamieson Way, Viera, FL 32940 / (321) 633-2000



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