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[John Goodwin](#)

Below is a memo I wrote for the same request:

It is my understanding that some employees have inquired as to whether the City of Canandaigua will be providing compensation in the form of hazard pay or extra time off. There have been some communities in our region that have provided extra time off for essential personnel that have continued to work during the COVID-19 response.

My position is that the City of Canandaigua should refrain from providing any such additional compensation for several reasons.

- Essential personnel should have an expectation that they will be required to work without additional bonus compensation during an emergency, in the case at hand being public health emergency, as part of their job for which they are already fairly compensated. Some of the work that we do every day had/has and will continue to have inherent risks before, during and after COVID-19.
- The City of Canandaigua will be subject to financial strain due to lost revenue from sales tax, occupancy tax, and mortgage tax. The Governor is also indicating that the State will cut State aid funding. It is very difficult to guestimate the full impact, due to the uncertainly, but right now I am estimating up to a \$2.2 million in impact. Further, I foresee the City Council being put under tremendous pressure to keep the tax levy increase for 2021 as low as possible during a period of challenging and uncertain economic times and potentially a depression. As such, we may need to preserve our resources for the provision of services.
- I do not believe that it is appropriate to commit additional public resources, be it additional time off or money, when many local governments across the State will likely be considering layoffs and other drastic measures in the near future. Further, the unemployment rates continue to rise and are predicted to rise to alarming levels.

Please don't mistake my position for anything other than it is. I value and appreciate the work that is being done and the potential risks that COVID-19 poses. This certainly is an unprecedented and uncertain time. I am very proud of our City staff when I hear from residents or City Council that it doesn't feel like we skipped a beat. What I am trying to say is that it's not an either/or proposition in that the City provide additional hazard/emergency pay type compensation or the City doesn't value employees. This is not the case. We can value and appreciate the considerable work and effort and not compensate beyond normal standards for the work being done. There may be resources after COVID-19 becomes a thing of the past, but we don't know. Until that time, fiscal responsibility demands that the City focus its resources on maintaining essential services to its residents. Because we have

been fiscally prudent, we are in position to weather this storm, but we will not be immune from difficult decisions.

John Goodwin MPA
City Manager
City of Canandaigua
Canandaigua NY
John.Goodwin@canandaiguanyork.gov
