



AGENDA STAFF REPORT

DATE: March 8, 2021

TO: Mayor and City Council

PREPARED BY: Carlos Campos, Best Best & Krieger, City Attorney

SUBJECT: "Hero Pay" Ordinance for Agricultural, Grocery, Restaurant, and Retail Pharmacy Workers

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Recommendation (by Council Member Urena and Council Member Romo):

That the City Council consider and conduct first reading (introduction) of Ordinance No. _____, entitled, "An Ordinance of the City Council of the City of Calexico, California, Amending the Calexico Municipal Code by Adding Chapter 5.100, Relating to Agricultural, Grocery, Restaurant, and Retail Pharmacy Workers in Calexico, and Establishing Labor Standards and Requirements for Premium Pay for Agricultural, Grocery, Restaurant, and Retail Pharmacy Workers Working in Calexico"

Summary:

The proposed ordinance would require agricultural operations, grocery stores, restaurants, and retail pharmacy stores to provide premium pay to their workers in Calexico for at least 120 days.

Background:

Since March of 2020, the COVID-19 pandemic has dramatically impacted Calexico citizens, business owners, employees, and visitors.

The global health pandemic has emphasized the importance of workers in industries now highlighted as essential, including agricultural, grocery, restaurant, and retail pharmacy workers. Due to the virus, millions of these workers nationwide have had to face new job-related hazards not previously considered especially dangerous. UFCW Local 135, who represents grocery store workers in San Diego and Imperial counties, reported 24 cases at 16 stores in September 2020, 30 cases at 26 stores in October 2020, 82 cases at 55 stores in November 2020 and 246 cases at 116 stores in the month of December. The data show the outbreaks

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impacted both store employees and customers. In a December 21, 2020, NBC San Diego article, all Food 4 Less locations within UFCW Local 135 have had employees test positive. The article quoted a Food 4 Less employee who had witnessed people get a COVID-19 exam across the street from her place of employment and immediately after come to her store to shop. This, while grocery stores across the country have seen record profits. The Brookings Institute found that top retail companies had a 39% increase in profit, averaging an extra \$16.9 billion in 2020. (<https://www.freep.com/story/news/local/michigan/2020/12/04/kroger-walmart-amazon-profits-covid-19-pandemic/6458910002/>)

Additionally, according to a new University of California San Francisco study, California agricultural and restaurant workers have suffered 50% to 60% higher death rates during the pandemic than before the pandemic. (<https://www.medrxiv.org/content/10.1101/2021.01.21.21250266v1>) The study's data shows that restaurant cooks carry the most risk of COVID-19-related death in the entire state. The National Center for Farmworker Health, Inc. reported that as of February 1, 2021 more than 480,000 agricultural workers have tested positive for COVID-19 nationwide, a figure likely to be underestimated. (<http://www.ncfh.org/msaws-and-covid-19.html>) The COVID-19 Farmworker Study (COFS) report entitled Always Essential, Perpetually Disposable: California Farmworkers and the COVID-19 Pandemic explores how the pandemic is exacerbating long-standing crises, vulnerabilities, and economic frailties within the food system and heightening insecurity, risk, and health disparities for farmworkers and their families through a survey of nearly 1,000 farm workers in California. (covid19farmworkerstudy.org)

Grocery store, retail pharmacy and restaurant workers have not only had to perform their jobs but have become "de facto public health marshals", enforcing critical mask and social distancing protocols. Over three-quarters of workers (78%) report experiencing or witnessing hostile behavior from customers in response to staff enforcing COVID-19 safety protocols, and nearly 60% report experiencing such hostility at least weekly. (https://onefairwage.site/wp-content/uploads/2020/12/OFW_COVID_WorkerExp-1.pdf)

Due to these shifting emergency circumstances, at the beginning of the pandemic, a number of companies initially provided extra COVID-19 related compensation to their workers. This bonus, commonly known as "Hero Pay", often was implemented as a temporary hourly wage increase or a one-off bonus for essential workers.

However, as the impacts of the pandemic subsided in June, many retail companies ended their temporary wage increase, and there has yet to be a meaningful commitment to restoring it. This has occurred even as the pandemic has continued to disproportionately impact low wage workers, leaving some grocery workers as the primary earners in their households.

(<https://www.pewsocialtrends.org/2020/09/24/economic-fallout-from-covid-19-continues-to-hit-lower-income-americans-the-hardest/>)

The December 6, 2020 regional stay-at-home order was lifted on January 25, 2021, but

the virus continues to be widespread throughout Southern California. Vaccines are being distributed throughout Imperial County to front-line essential workers in certain industries and persons who are age 65 and older. The vaccination effort is being done, in part, at retail pharmacies, putting those essential workers at an increased risk of exposure.

Discussion and Analysis:

The proposed ordinance would require agricultural operations, grocery stores, restaurants, and retail pharmacy stores within the City to provide premium pay to their workers for at least 120 days.

“Agricultural operation” would mean any operation devoted to the bona fide production of crops, or animals, or fowl including the production of fruits and vegetables of all kinds; meat, dairy, and poultry products; nuts, tobacco, nursery, and floral products; and the production and harvest of products from silviculture (i.e., growing/cultivating trees) activity. “Grocery store” would include stores that devote 70% or more of their business to selling food products. “Retail pharmacy” would include commercial chain pharmacies. “Restaurant” would mean a building or place the principal purpose of which is the preparation and serving, on a retail basis, of food and drink to people for consumption on the premises, and where take away meals and drinks or entertainment are also provided. Additionally, agricultural operations, grocery stores, restaurants, and retail pharmacies would only be subject to the ordinance if they employ three hundred (300) or more workers nationally and more than five (5) employees per location within the City.

Under the ordinance, agricultural operations, grocery stores, restaurants, and pharmacies may not retaliate against a worker by reducing compensation or otherwise limiting the worker’s earning capacity in order to avoid the application of the Hero pay. In addition, these businesses must provide their workers with notice of the ordinance, including their right to premium pay, their right to be protected from retaliation, and their ability to bring a civil action if these rights are violated. Records showing compliance with the ordinance must be kept by the stores for a time period of two years.

Any agricultural operation, grocery store, restaurant, or retail pharmacy that violates the ordinance is subject to appropriate relief at law or equity, including reinstatement of the aggrieved worker, front pay in lieu of reinstatement with full payment of unpaid compensation plus interest in favor of the aggrieved worker, and liquidated damages in an additional amount of up to twice the unpaid compensation. If a worker prevails in a civil action, reasonable attorneys’ fees and costs may be awarded against the employer, in addition other legal or equitable relief as may be appropriate.

The provisions of the ordinance may be expressly waived in a collective bargaining agreement. Otherwise, any other waiver by a worker of any provision will be deemed contrary to public policy, void, and unenforceable.

There are several other jurisdictions that are adopting, or at least considering, similar “hero pay” or “hazard pay” ordinances.

Latest Developments

On March 19, 2021, the City of Long Beach adopted a Hero Pay ordinance, covering grocery store workers. The following day, a lawsuit was filed by the California Grocers Association. On January 22, U.S. District Judge Dolly M. Gee denied the trade group's request for a temporary restraining order to stop enforcement of the ordinance before a court could hear the case. The preliminary injunction hearing was heard on February 23, 2021 by U.S. District Court Judge Otis Wright. Judge Wright said his decision "will follow very shortly" after 90 minutes of argument in Los Angeles Federal court.

Attachments:

1) Ordinance No. _____ - An Ordinance of the City Council of the City of Calexico, California, Amending the Calexico Municipal Code by Adding Chapter 5.100, Relating to Agricultural, Grocery, Restaurant, and Retail Pharmacy Workers in Calexico, and Establishing Labor Standards and Requirements for Premium Pay for Agricultural, Grocery, Restaurant, and Retail Pharmacy Workers Working in Calexico.

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF CALEXICO, CALIFORNIA, AMENDING THE CALEXICO MUNICIPAL CODE BY ADDING CHAPTER 5.100, RELATING TO AGRICULTURAL, GROCERY, RESTAURANT, AND RETAIL PHARMACY WORKERS IN CALEXICO, AND ESTABLISHING LABOR STANDARDS AND REQUIREMENTS FOR PREMIUM PAY FOR AGRICULTURAL, GROCERY, RESTAURANT, AND RETAIL PHARMACY WORKERS WORKING IN CALEXICO

WHEREAS, the new coronavirus 19 (“COVID-19”) disease is caused by a virus that spreads easily from person to person and may result in serious illness or death, and is classified by the World Health Organization (“WHO”) as a worldwide pandemic; and

WHEREAS, COVID-19 has broadly spread throughout California and remains a significant health risk to the community, especially members of our most vulnerable populations; and

WHEREAS, on March 4, 2020, California Governor Gavin Newsom proclaimed a state of emergency in response to new cases of COVID-19, directing state agencies to use all resources necessary to prepare for and respond to the outbreak; and

WHEREAS, on March 18, 2020, the City Council adopted a resolution declaring a local emergency regarding COVID-19, and this local emergency has been ongoing since then; and

WHEREAS, on March 19, 2020, California Governor Gavin Newsom issued a “Stay Home – Stay Healthy” proclamation closing all non-essential workplaces, requiring people to stay home except to participate in essential activities or to provide essential business services, and banning all gatherings for social, spiritual, and recreational purposes. In addition to healthcare, public health and emergency services, the “Stay Home – Stay Healthy” proclamation identified agricultural, grocery, restaurant, and retail pharmacy stores as essential business sectors critical to protecting the health and well-being of all Californians and designated their workers as essential critical infrastructure workers; and

WHEREAS, on December 3, 2020, Governor Newsom extended the “Stay Home – Stay Healthy” proclamation; and

WHEREAS, as of February 22, 2021, the WHO Situation Report reported a global total of 111,102,016 cases of COVID-19, including 2,462,911 deaths; the United States reports 27,773,047 cases of COVID-19, including 493,976 deaths; California reported 3,446,611 cases of COVID-19, including 49,338 deaths; Imperial County has reported 26,840 cases, resulting 584 deaths; Calexico has experienced 7,168 reported COVID-19 cases, resulting in 197 deaths; and,

WHEREAS, agricultural operations, grocery stores, restaurants, and retail pharmacy stores are essential businesses operating in Calexico during the COVID-19 emergency making agricultural, grocery, restaurant, and retail pharmacy workers highly vulnerable to economic insecurity and health or safety risks; and

WHEREAS, agricultural, grocery, restaurant, and retail pharmacy workers are essential workers who perform services that are fundamental to the economy and health of the community during the COVID-19 crisis. They work in high risk conditions with inconsistent access to protective equipment and other safety measures; work in public situations with limited ability to engage in physical distancing; and continually expose themselves and the public to the spread of disease; and

WHEREAS, premium pay, paid in addition to regular wages, is an established type of compensation for employees performing hazardous duty or work involving physical hardship that can cause extreme physical discomfort and distress; and

WHEREAS, agricultural, grocery, restaurant, and retail pharmacy workers working during the COVID-19 emergency merit additional compensation because they are performing hazardous duty due to the significant risk of exposure to the COVID-19 virus. Agricultural, grocery, restaurant, and retail pharmacy workers have been working under these hazardous conditions for months. They are working in these hazardous conditions now and will continue to face safety risks as the virus presents an ongoing threat for an uncertain period, potentially resulting in subsequent waves of infection; and

WHEREAS, the availability of agricultural, grocery, restaurant, and retail pharmacy stores is fundamental to the health of the community and is made possible during the COVID-19 emergency because agricultural, grocery, restaurant, and retail pharmacy workers are on the frontlines of this devastating pandemic supporting public health, safety, and welfare by working in hazardous situations; and

WHEREAS, establishing an immediate requirement for agricultural, grocery, restaurant, and retail pharmacy stores to provide premium pay to agricultural, grocery, restaurant, and retail pharmacy workers protects public health, supports stable incomes, and promotes job retention by ensuring that grocery and retail pharmacy workers are compensated for the substantial risks, efforts, and expenses they are undertaking to provide essential services in a safe and reliable manner during the COVID-19 emergency.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CALEXICO DOES ORDAIN AS FOLLOWS:

SECTION 1. Recitals. The City Council hereby finds that the foregoing recitals are true and correct and are incorporated herein as substantive findings of this Ordinance.

SECTION 2. Addition to Calexico Municipal Code. Chapter 5.100 *Premium Pay for Agricultural, Grocery, Restaurant, and Retail Pharmacy Workers* is hereby added to the Calexico Municipal Code as follows:

"CHAPTER 5.100

PREMIUM PAY FOR AGRICULTURAL, GROCERY, RESTAURANT, AND RETAIL PHARMACY WORKERS

5.100.005 Purpose.

As a result of the COVID-19 pandemic, this Ordinance aims to protect and promote the public health, safety, and welfare during the new coronavirus 19 ("COVID-19") emergency by requiring agricultural, grocery, restaurant, and retail pharmacy stores to provide premium pay for agricultural, grocery, restaurant, and retail pharmacy workers performing work in Calexico. Requiring agricultural, grocery, restaurant, and retail pharmacy stores to provide premium pay to agricultural, grocery, restaurant, and retail pharmacy workers compensates agricultural, grocery, restaurant, and retail pharmacy workers for the risks of working during a pandemic. Agricultural, grocery, restaurant, and retail pharmacy workers face magnified risks of catching or spreading the COVID-19 disease because the nature of their work involves close contact with the public, including members of the public who are not showing symptoms of COVID-19 but who can spread the disease. The provision of premium pay better ensures the retention of these essential workers who are on the frontlines of this pandemic providing essential services and who are needed throughout the duration of the COVID-19 emergency. As such, they are deserving of fair and equitable compensation for their work.

5.100.010 Short title.

This Ordinance shall constitute the "Premium Pay for Agricultural, Grocery, Restaurant, and Retail Pharmacy Workers Ordinance" and may be cited as such.

5.100.020 Definitions.

For purposes of this Ordinance:

"Adverse action" means reducing the compensation to a designated worker, garnishing gratuities, temporarily or permanently denying or limiting access to work, incentives, or bonuses, offering less desirable work, demoting, terminating, deactivating, putting a designated worker on hold status, failing to rehire after a seasonal interruption of work, threatening, penalizing, retaliating, or otherwise discriminating against a designated worker for any reason prohibited by Section 5.100.090. "Adverse action" also encompasses any action by the hiring entity or a person acting on the hiring entity's behalf that would dissuade a designated worker from exercising any right afforded by this Ordinance.

"Aggrieved party" means a designated worker or other person who suffers tangible or intangible harm due to a hiring entity or other person's violation of this Ordinance.

“Agricultural operation” means any operation devoted to the bona fide production of crops, or animals, or fowl including the production and/or packing of fruits and vegetables of all kinds; meat, dairy, and poultry products; nuts, tobacco, nursery, and floral products; and the production and harvest of products from silviculture (i.e., growing/cultivating trees) activity.

“Agricultural worker” means a worker whose principal employment is in agriculture (including farming; cultivating and tilling the soil; producing, cultivating, growing, irrigating, harvesting any commodity grown on the land; preparing, processing, packing for market and delivery to storage or to market or to carriers for transportation to market any commodity grown in or on the land), and includes migratory agricultural workers and seasonal agricultural workers. Agricultural worker does not include managers or supervisors.

“City” means the City of Calexico.

“Designated worker” means an agricultural worker, grocery store worker, restaurant worker, retail pharmacy worker employed directly by a hiring entity who is entitled to premium pay pursuant to this Ordinance.

“Grocery worker” means a worker employed directly by a hiring entity at a grocery store. Grocery worker does not include managers, supervisors, or confidential employees.

“Grocery store” means a store that devotes seventy percent (70%) or more of its business to retailing a general range of food products, which may be fresh or packaged. There is a rebuttable presumption that if a store receives seventy percent (70%) or more revenue from retailing a general range of food products, then it qualifies as a grocery store.

“Hiring entity” means an agricultural operation, grocery store, restaurant, or retail pharmacy that employs over three hundred (300) designated workers nationally and employs more than five (5) employees per agricultural operation location, grocery store location, restaurant location, or retail pharmacy location in the City of Calexico.

“Premium pay” means additional compensation owed to a designated worker that is separate from hiring entity payments for providing services, bonuses, and commissions, as well as tips earned from customers.

“Respondent” means an agricultural operation, grocery store, restaurant, retail pharmacy, parent company or any person who is alleged or found to have committed a violation of this Ordinance.

“Restaurant” means a building or place the principal purpose of which is the preparation and serving, on a retail basis, of food and drink to people for consumption on the premises, and where take away meals and drinks or entertainment are also provided.

“Restaurant worker” means a worker employed directly by a hiring entity at a restaurant. Restaurant worker does not include managers, supervisors, or confidential employees.

“Retail pharmacy” means a corporate or chain pharmacy that is licensed as a pharmacy by the State of California and that dispenses medications to the general public at retail prices. Such term does not include a pharmacy that dispenses prescription medications to patients primarily through the mail, nursing home pharmacies, long-term care facility pharmacies, hospital pharmacies, clinics, charitable or not-for-profit pharmacies, government pharmacies, or pharmacy benefit managers.

“Retail pharmacy worker” means a worker employed directly by a hiring entity at a retail pharmacy. Retail pharmacy worker does not include managers, supervisors, or confidential employees.

5.100.030 Designated worker coverage.

For the purposes of this Ordinance, covered designated workers are limited to those who perform work for a hiring entity where the work is performed in the City of Calexico.

5.100.040 Hiring entity coverage.

A. For purposes of this Ordinance, hiring entities are limited to those who employ three hundred (300) or more designated workers nationally and employ more than five (5) employees per agricultural operation, grocery store, restaurant, or retail pharmacy location in the City of Calexico.

B. To determine the number of designated workers employed for the current calendar year:

1. The calculation is based upon the average number per calendar week of workers who worked for compensation during the preceding calendar year for any and all weeks during which at least one (1) designated worker worked for compensation. For hiring entities that did not have any designated workers during the preceding calendar year, the number of designated workers employed for the current calendar year is calculated based upon the average number per calendar week of designated workers who worked for compensation during the first ninety (90) calendar days of the current year in which the hiring entity engaged in business.

2. All designated workers who worked for compensation shall be counted, including but not limited to:

(a) Agricultural workers, grocery workers, restaurant workers, and retail pharmacy workers who are not covered by this Ordinance; and

(b) Designated workers who worked in Calexico.

5.100.050 Premium pay requirement.

A. Hiring entities shall provide each designated worker with premium pay consisting of an additional ____ Dollars (\$_.00) per hour for each hour worked.

B. Hiring entities shall provide the pay required by Subsection 5.100.050 (A) for a minimum of one hundred twenty (120) days from the effective date of this Ordinance.

C. Unless extended by City Council, this Ordinance shall expire in one hundred twenty (120) days.

5.100.060 Designated worker and consumer protections.

A. No hiring entity shall, as a result of this Ordinance going into effect, take any of the following actions:

1. Reduce a designated worker's compensation;
2. Limit a designated worker's earning capacity.

B. It shall be a violation if this Ordinance is a motivating factor in a hiring entity's decision to take any of the actions in Subsection 5.100.060 (A) unless the hiring entity can prove that its decision to take the action(s) would have happened in the absence of this Ordinance going into effect.

5.100.070 Notice of rights.

A. Hiring entities shall provide covered designated workers with a written notice of rights established by this Ordinance. The notice of rights shall be in a form and manner sufficient to inform designated workers of their rights under this Ordinance. The notice of rights shall provide information on:

1. The right to premium pay guaranteed by this Ordinance;
2. The right to be protected from retaliation for exercising in good faith the rights protected by this Ordinance; and
3. The right to bring a civil action for a violation of the requirements of this Ordinance, including a hiring entity's denial of premium pay as required by this Ordinance and a hiring entity or other person's retaliation against a covered designated worker or other person for asserting the right to premium pay or otherwise engaging in an activity protected by this Ordinance.

B. Hiring entities shall provide the notice of rights required by posting a written notice of rights in a location of the agricultural operation, grocery store,

restaurant, or retail pharmacy location utilized by employees for breaks, and in an electronic format that is readily accessible to the designated workers. The notice of rights shall be made available to the designated workers via smartphone application or an online web portal, in English and any language that the hiring entity knows or has reason to know is the primary language of the designated worker(s).

5.100.080 Hiring entity records.

A. Hiring entities shall retain records that document compliance with this Ordinance for covered designated workers.

B. Hiring entities shall retain the records required by Subsection 5.100.080 (A) for a period of two (2) years.

C. If a hiring entity fails to retain adequate records required under Subsection 5.100.080 (A), there shall be a presumption, rebuttable by clear and convincing evidence, that the hiring entity violated this Ordinance for each covered designated worker for whom records were not retained.

5.100.090 Retaliation prohibited.

No hiring entity employing a designated worker shall discharge, reduce in compensation, or otherwise discriminate against any designated worker for opposing any practice proscribed by this Ordinance, for participating in proceedings related to this Ordinance, for seeking to exercise their rights under this Ordinance by any lawful means, or for otherwise asserting rights under this Ordinance.

5.100.100 Violation.

The failure of any respondent to comply with any requirement imposed on the respondent under this Ordinance is a violation.

5.100.110 Remedies.

A. The payment of unpaid compensation, liquidated damages, civil penalties, penalties payable to aggrieved parties, fines, and interest provided under this Ordinance is cumulative and is not intended to be exclusive of any other available remedies, penalties, fines, and procedures.

B. A respondent found to be in violation of this Ordinance for retaliation under Section 5.100.090 shall be subject to any appropriate relief at law or equity including, but not limited to reinstatement of the aggrieved party, front pay in lieu of reinstatement with full payment of unpaid compensation plus interest in favor of the aggrieved party under the terms of this Ordinance, and liquidated damages in an additional amount of up to twice the unpaid compensation.

5.100.120 Private right of action.

A. Any covered designated worker that suffers financial injury as a result of a violation of this Ordinance, or is the subject of prohibited retaliation under Section 5.100.090, may bring a civil action in a court of competent jurisdiction against the hiring entity or other person violating this Ordinance and, upon prevailing, may be awarded reasonable attorney fees and costs and such legal or equitable relief as may be appropriate to remedy the violation including, without limitation: the payment of any unpaid compensation plus interest due to the person and liquidated damages in an additional amount of up to twice the unpaid compensation; and a reasonable penalty payable to any aggrieved party if the aggrieved party was subject to prohibited retaliation.

5.100.130 Encouragement of more generous policies.

A. Nothing in this Ordinance shall be construed to discourage or prohibit a hiring entity from the adoption or retention of premium pay policies more generous than the one required herein.

B. Nothing in this Ordinance shall be construed as diminishing the obligation of a hiring entity to comply with any contract or other agreement providing more generous protections to a designated worker than required by this Ordinance.

5.100.140 Other legal requirements.

This Ordinance provides minimum requirements for premium pay while working for a hiring entity during the COVID-19 emergency and shall not be construed to preempt, limit, or otherwise affect the applicability of any other law, regulation, requirement, policy, or standard that provides for higher premium pay, or that extends other protections to designated workers; and nothing in this Ordinance shall be interpreted or applied so as to create any power or duty in conflict with federal or state law. Nothing in this Section shall be construed as restricting a designated worker's right to pursue any other remedies at law or equity for violation of their rights.

5.100.150 Severability.

The provisions of this Ordinance are declared to be separate and severable. If any clause, sentence, paragraph, subdivision, section, subsection, or portion of this Ordinance, or the application thereof to any hiring entity, designated worker, person, or circumstance, is held to be invalid, it shall not affect the validity of the remainder of this Ordinance, or the validity of its application to other persons or circumstances.

5.100.160 Exemption for collective bargaining agreement.

All of the provisions of this Ordinance, or any part thereof, may be expressly waived in a collective bargaining agreement, but only if the waiver is explicitly set forth in the agreement in clear and unambiguous terms. Unilateral implementation of terms and conditions of employment by either party to a collective bargaining relationship shall not constitute a waiver of all or any of the provisions of this Ordinance.

5.100.170 No waiver of rights.

Except for a collective bargaining agreement provision made pursuant to Section 5.100.160, any waiver by a designated worker of any or all provisions of this Ordinance shall be deemed contrary to public policy and shall be void and unenforceable. Other than in connection with the bona fide negotiation of a collective bargaining agreement, any request by a hiring entity to a designated worker to waive rights given by this Ordinance shall be a violation of this Ordinance.

SECTION 3. Effective Date. This Ordinance shall take effect thirty (30) days after its adoption.

SECTION 4. CEQA. The City Council determines that the adoption of this Ordinance is exempt from environmental review under the California Environmental Quality Act ("CEQA") pursuant to the following provisions of the CEQA Guidelines, 14 California Code of Regulations, Chapter 3: this Ordinance is exempt under CEQA Guidelines Section 15378(b)(5) in that it is not a "project" under CEQA, and will not result in direct or indirect physical changes in the environment.

SECTION 5. Severability. If any section or provision of this Ordinance is for any reason held to be invalid or unconstitutional by any court of competent jurisdiction, or contravened by reason of any preemptive legislation, the remaining sections and/or provisions of this Ordinance shall remain valid. The City Council hereby declares that it would have adopted this Ordinance, and each section or provision thereof, regardless of the fact that any one or more section(s) or provision(s) may be declared invalid or unconstitutional or contravened via legislation.

SECTION 6. Certification. The City Clerk shall certify the passage of this Ordinance and shall cause the same to be entered in the book of original ordinances of said City, shall make a minute passage and adoption thereof in the records of the meeting at which time the same is passed and adopted; and shall, within fifteen (15) days after the passage and adoption thereof, cause the same to be published as required by law, in a local newspaper of general circulation and which hereby designated for that purpose

THIS ORDINANCE IS PASSED, ADOPTED, AND APPROVED at a regular meeting of the City Council of the City of Calexico this 3rd day of March, 2021.

ROSIE ARREOLA-FERNANDEZ
MAYOR

ATTEST:

GABRIELA T. GARCIA
CITY CLERK

APPROVED AS TO FORM:

CARLOS CAMPOS
CITY ATTORNEY

CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF IMPERIAL) ss.
CITY OF CALEXICO)

I, GABRIELA T. GARCIA, City Clerk of the City of Calexico, California, do hereby certify that Ordinance No. _____ is a full, true, and correct copy, and was adopted without introduction at a regular meeting of the City Council held on March 3, 2021 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of Calexico, California, this 3rd day of March, 2021.

GABRIELA T. GARCIA
CITY CLERK