

Proposal to Encourage Increased County Employee Vaccinations

- Message importance of getting vaccination
 - Provide information on safety/efficacy of vaccines
 - Provide links to vaccination sites (or make vaccines available on-site)
 - Reiterate paid time is available to attend appointment if during the workday
 - Offer other types of incentives to unvaccinated employees (include attached suggestions from represented employee groups)

- Option 1- Mandate vaccination for all employees
 - Legal concerns regarding ability to mandate
 - Ensuring ability for ADA/religious opt out
 - Employee hesitancy and pushback
 - Consequence of not complying (e.g. follow existing progressive discipline track for unauthorized leave without pay)
 - Effective date

- Option 2 - Allow employees to volunteer vaccination status
 - Must submit proof of vaccination to Risk Management
 - Leave for vaccinated employees who become infected with COVID-19 (e.g. provide paid leave)
 - If employees does not want to share vaccination status – or is not vaccinated
 - Must submit proof of negative test to Risk Management
 - Burdensome for part-time employees (no insurance coverage)
 - Testing requirements
 - Type of test allowed (FDA approved PRC test)
 - County sponsored vendor/sites (e.g. Health District, UMC)?
 - Frequency (e.g. weekly)
 - Population eligibility (all unvaccinated employees on a weekly basis – or a portion each week)
 - Establish a percentage threshold to stop testing requirement (e.g. 70%)
 - Policy for vendors/contractors working in County facilities
 - Consequence of not complying (e.g. follow existing progressive discipline track for unauthorized leave without pay)
 - Effective date