

**COVID-19 Vaccination Policy Comparisons (1-3-22)**

	<b>VACCINE POLICY IN EFFECT</b>	<b>VACCINATION INCENTIVE</b>	<b>FUTURE INCENTIVE</b>	<b>TESTING</b>	<b>COST OF TESTING</b>	<b>COST SHARE</b>	<b>DISCIPLINE</b>	<b>EFFECTS ON PROMOTABILITY</b>
<b>CARY</b>	YES	\$1,000 OR 40 hours PTO for full vaccination; they have until 10/8/21 for this incentive, then weekly testing	N/A	yes - weekly after 10/8	NO DATA	NO DATA	NO DATA	NO DATA
<b>CHARLOTTE</b>	YES	\$250 with a goal of 75% all employees vaccinated; an additional \$250 if that goal reached <b>(current vaccination rate of 76%)</b>	Healthcare Wellness Program/Incentive now requires vaccination (average annual benefit of \$700)	Likely mandatory starting in February in line with new OSHA guidance	No Estimate	No Determination	No Determination	No Determination
<b>DURHAM</b>	YES	\$250 but no goal %; following CDC guidance on what % is needed for safety; incentive for both exempt and nonexempt employees; <b>(current vaccination rate of 85%)</b>	N/A	Mandatory - Three months of testing end January 1.	\$87k/week for 12 weeks of testing; City isn't paying for testing and will implement an insurance surcharge of \$70/month beginning 1/1/22 for unvaccinated employees	Employee	Standard policy disciplinary procedure - insubordination	No Determination
<b>GREENSBORO</b>	YES	Vaccinate and get 8 hours PTO	N/A	Mandatory	No Estimate	City	5-day suspension up to termination	No
<b>RALEIGH</b>	YES	\$250 for full time; \$125 for part time AND two days of leave based on employees' work shift. Fire gets a 24 hour day instead of 12. Exempt employees don't get the incentive . <b>(current vaccination rate of 83%)</b>	N/A	Mandatory - Testing period will expire when the positivity rate is below 5% AND when they are no longer a high area of community transmission.	No Estimate	Employee	Standard policy disciplinary procedure - insubordination	Unvaccinated employees ineligible for promotion
<b>WINSTON-SALEM</b>	YES	Initial incentive of 1 PTO day (eligibility period over); \$1,000 for full time and full time agency employees and \$500 for part time employees who are fully vaccinated employees - to be offered for a period of 6 weeks; full vaccination will also be required for new hires - they are ineligible for the incentive; <b>(current vaccination rate of 85%)</b>	N/A	Mandatory	\$35k/week	City	Written Reprimand, 1-day suspension, 3-day suspension, 5-day suspension	No