

RESOLUTION #22-0210
2022 RESOLUTION BOOK, PAGE 98

**RESOLUTION SUSPENDING THE CITY OF WINSTON-SALEM COVID-19
VACCINATION INCENTIVES AND TESTING POLICY**

WHEREAS, until recently, variants of COVID-19 have contributed to a rise in positive cases and hospitalizations across the country and locally; and

WHEREAS, the Mayor and City Council, as well as City management, have taken measures to ensure the health and safety of the City's workforce, including personal protective equipment, social distancing requirements, a mask mandate, a paid time-off incentive, and a vaccination incentives and testing policy; and

WHEREAS, on October 18, 2021, the Mayor and City Council approved the City of Winston-Salem COVID-19 Vaccination Policy ("Vaccination Policy"), which awarded financial incentives to City employees who presented proof of full vaccination status as of Sunday, December 5, 2021 (\$1,000 for Full-Time Employees and \$500 for Part-Time Employees). Employees who elected to become vaccinated after December 5th were eligible for a reduced vaccination incentive. The policy went into effect on Monday, October 25, 2021; and

WHEREAS, the Vaccination Policy also established a four-week mandatory testing period in which unvaccinated employees were required to provide weekly proof of testing to report to work. That testing period ended on December 30, 2021; and

WHEREAS, on January 18, 2022, the Mayor and City Council revised the Vaccination Policy to provide additional financial incentives for employees to get fully vaccinated and to revise and extend the weekly testing requirement for unvaccinated employees, including additional progressive disciplinary measures; and

WHEREAS, as of March 17, 2022, 1,944 employees, or 86% of the City's workforce, had provided proof of full vaccination status. The City has paid out \$1.8 million in full and partial vaccination incentives as of this date; and

WHEREAS, currently, 301 employees who have remained unvaccinated have been required to submit to weekly COVID-19 testing; and

WHEREAS, as of March 22, 2022, the 14-day positivity rate in Forsyth County was 2.5%, down from 4% in early March; and

WHEREAS, the number of cases per 100,000 residents over the last 14 days in Forsyth County has dropped from 74 in late March to 62 in early April.

NOW, THEREFORE, BE IT RESOLVED, considering the decrease in the positivity rate and COVID-19 cases, the Mayor and City Council of the City of Winston-Salem hereby suspend all provisions of the City of Winston-Salem COVID-19 Vaccination Incentives and Testing Policy as follows.

BE IT FURTHER RESOLVED that mandatory testing for unvaccinated employees will cease upon adoption of this resolution.

BE IT FURTHER RESOLVED that the City will suspend the requirement that all new hires must be fully vaccinated for those employees hired after the adoption of this resolution.

BE IT FURTHER RESOLVED that vaccination financial incentives no longer will be available starting on April 25, 2022.

BE IT FURTHER RESOLVED that all other provisions of the City of Winston-Salem Vaccination Incentives and Testing Policy are suspended upon adoption of this resolution.

BE IT FURTHER RESOLVED that the Mayor and City Council have the authority to reinstate provisions of the policy, as needed, to ensure a safe workplace if any variants cause increases in the positivity rate, cases, and other metrics that indicate a resurgence of COVID-19.