

RESOLUTION #22-0038
2022 RESOLUTION BOOK, PAGE 28

**RESOLUTION REVISING THE CITY OF WINSTON-SALEM COVID-19
VACCINATION POLICY**

WHEREAS, over the last several months, 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 policy; and

WHEREAS, on October 18, the Mayor and City Council approved the City of Winston-Salem COVID-19 Vaccination Policy ("Vaccination Policy"), that 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 is set to end on December 30, 2021; and

WHEREAS, currently, 1,920 employees, or 85% of the City's workforce, have provided proof of full vaccination status. The City paid out \$1.8 million in full and partial vaccination incentives as part of the December 17 payroll; and

WHEREAS, currently, 383 employees who remained unvaccinated have been required to submit to weekly COVID-19 testing; and

WHEREAS, the City Manager is granted the executive authority to create administrative policies governing City employees and is using that authority to revise 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.

NOW, THEREFORE, BE IT RESOLVED that the Mayor and City Council of the City of Winston-Salem hereby approve the following revisions to the City of Winston-Salem COVID-19 Vaccination Policy, outlined in Exhibit A and attached hereto, which includes additional financial incentives for employees to get fully vaccinated and revises and extends the weekly testing requirement for unvaccinated employees, including additional progressive disciplinary measures.

BE IT FURTHER RESOLVED that this resolution is effective upon adoption.