

RESOLUTION #21-0578
2021 RESOLUTION BOOK, PAGE 238

**RESOLUTION AUTHORIZING THE CITY MANAGER TO IMPLEMENT THE CITY
OF WINSTON-SALEM APPROVED COVID-19 VACCINATION POLICY**

WHEREAS, the COVID-19 global pandemic continues to spread in the United States and the Piedmont Triad region; and

WHEREAS, the Food and Drug Administration (FDA) has offered full or emergency provisional approval to three (3) vaccinations proven to reduce the transmission rate of COVID-19 and proven to reduce the risk of serious illness and/or fatality if infected with COVID-19; and

WHEREAS, President Biden announced an impending Occupational Safety and Health Administration (OSHA) rule requiring employers with 100 employees or more to mandate COVID-19 vaccines or testing for unvaccinated employees; and

WHEREAS, research supports that similarly situated employers have effectively increased the number and percentage of their workforce vaccinated from COVID-19 through positive incentive programs; and

WHEREAS, the City Manager is granted the executive authority to create administrative policies governing City employees and is using that authority to draft a vaccination policy that would provide financial incentives to increase the vaccination rate among City employees and would implement testing requirements for unvaccinated employees.

NOW, THEREFORE, BE IT RESOLVED that the Mayor and Winston-Salem City Council hereby approve the City of Winston-Salem COVID-19 Vaccination Policy, attached hereto, which includes the provision of financial incentives for fully vaccinated employees and testing requirements for unvaccinated employees with and without exemptions and accommodations.

BE IT FURTHER RESOLVED that the Mayor and Winston-Salem City Council hereby authorize the City Manager to implement the City of Winston-Salem approved COVID-19 Vaccination Policy and provide a one-time, lump sum payment of \$1,000 to full-time City employees, including full-time temporary agency employees, who provide proof of full vaccination during a six-week incentive period starting shortly after approval of the policy. Part-time City and temporary agency employees would be eligible for a one-time payment of \$500.

BE IT FURTHER RESOLVED that the Mayor and Winston-Salem City Council hereby authorize the City Manager to explore additional measures to defray the cost of COVID-19-related policies including, but not limited to, health insurance premium surcharges.

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