

March 22, 2022

Update on the City of Winston-Salem COVID-19 Vaccination Incentives & Testing Policy

Timeline

- ▶ September 30, 2021 - Deadline for employees to submit proof of full vaccination status to qualify for an additional eight hours of paid time off
- ▶ October 18, 2021 - Adoption of the City of Winston-Salem COVID-19 Vaccination Incentives and Testing Policy (Effective October 25)
- ▶ December 5, 2021 - Deadline for employees to provide proof of full vaccination status to qualify for vaccination incentives (\$1,000 for full-time and \$500 for part-time)
- ▶ December 6, 2021 - Start of four-week mandatory weekly testing period for unvaccinated employees
- ▶ December 17, 2021 - \$1.8 million in vaccination incentives paid out to full-time and part-time employees
- ▶ December 30, 2021 - End of mandatory testing period for unvaccinated employees
- ▶ January 11, 2022 - Update on implementation of policy and proposed revisions to policy presented to Community Development/Housing/General Government Committee
- ▶ January 18, 2022 - Adoption of revisions to COVID-19 Vaccination Incentives and Testing Policy (Effective January 18, 2022)
- ▶ January 21, 2022 - Resume mandatory weekly testing for unvaccinated employees

Incentive Cost

\$1.8

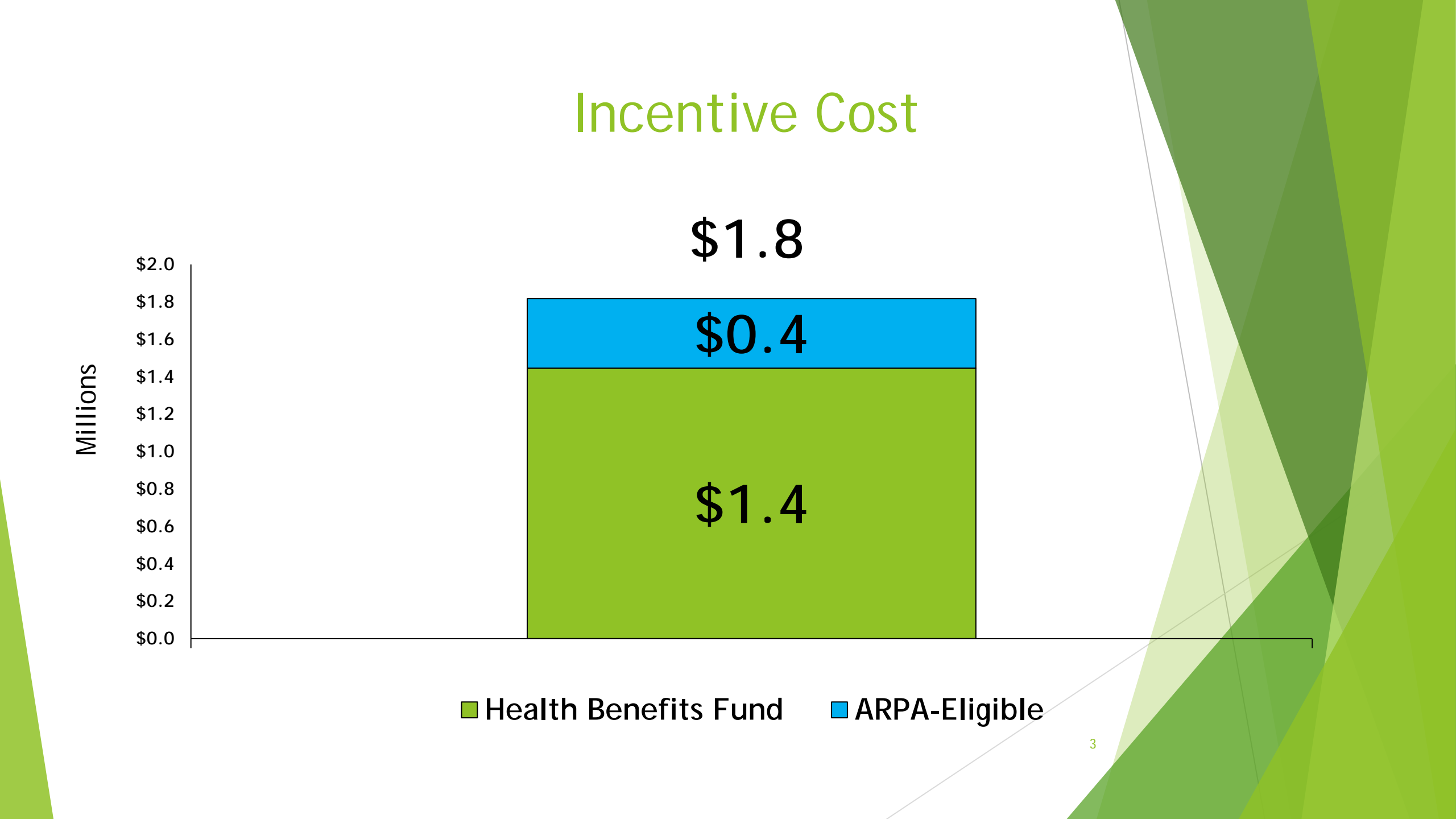
\$0.4

\$1.4

Millions

\$2.0
\$1.8
\$1.6
\$1.4
\$1.2
\$1.0
\$0.8
\$0.6
\$0.4
\$0.2
\$0.0

■ Health Benefits Fund ■ ARPA-Eligible



Adopted Revisions to Policy

(January 18, 2022)

- ▶ Established a vaccination financial incentive of \$200 for Full-Time Employees (\$100 for Part-Time Employees) who receive a booster.
- ▶ Extended the availability of the partial vaccination financial incentive of \$500 for Full-Time Employees and \$250 for Part-Time Employees beyond the four-week mandatory testing period.
- ▶ Required unvaccinated employees to provide proof of a negative test result each week by the deadline.
- ▶ Reinforced that employees who test positive for COVID-19 must follow existing protocols for positive COVID-19 test results. Employees are not to report to work.
 - If an employee tests positive for COVID-19, or is diagnosed with COVID-19 by a licensed health care provider, that employee will be removed from the system for mandatory testing during their quarantine period and will not be penalized for failing to adhere to weekly testing protocols.

Adopted Revisions Continued

- ▶ Establishes additional disciplinary measures for non-compliance with the weekly testing requirement.

First Missed/Refusal Week	Written Reprimand
Second Missed/Refusal Week	One-Day Suspension Without Pay
Third Missed/Refusal Week	Three-Day Suspension Without Pay
Fourth Missed/Refusal Week	Five-Day Suspension Without Pay
Fifth Missed/Refusal Week	Ten-Day Suspension Without Pay
Sixth Missed/Refusal Week	Indefinite Suspension Without Pay

The progressive disciplinary process does not start anew with this revised policy.

- ▶ States that the City Manager will provide periodic reports to City Council and seek additional guidance regarding future measures.
- ▶ If approved by the Mayor and City Council, revised policy would be effective immediately.

Vaccination & Testing Metrics (March 17, 2022)

Number of City Employees Vaccinated	1,944
Percent of City Employees Vaccinated	86%
Amount Paid out in Full and Partial Vaccination Incentives	\$1.8 million
Number of Employees Who Have Submitted Proof of Booster	612
Amount Paid out in Booster Incentives	\$114,900
Number of Unvaccinated Employees Who Continue to Submit to Weekly Testing	301
Number of Unvaccinated Employees Who Have Tested Positive for COVID-19	81
Number of Unvaccinated Employees Who Have Received Disciplinary Action	34

City COVID-19 Vaccination & Testing Metrics

