



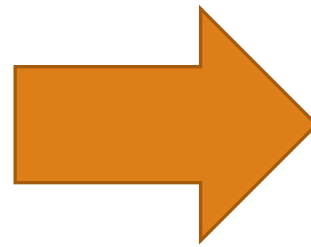
January 11, 2022

# Proposed Revisions to the City of Winston-Salem Covid-19 Vaccination Policy

# COVID-19 Variants



Why?



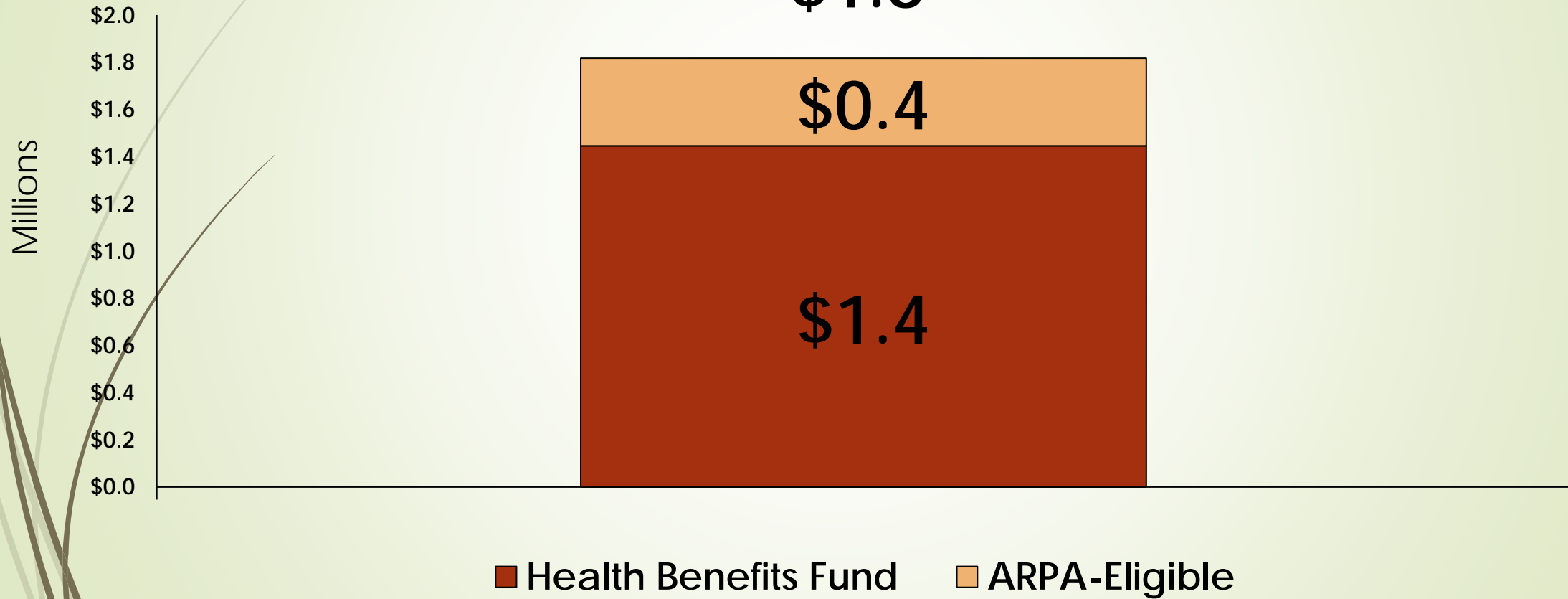
- Increased costs
- Lost time away from work
- Loss of accrued personal time
- Impact on operations
- Impact on employee physical and mental health

**Goal: Increase Safety in the Workplace**

# Update

- ▶ October 18 – Mayor and City Council adopted the City of Winston-Salem COVID-19 Vaccination Policy (Effective October 25)
  - One-Time, Lump Sum Incentive Payments – Paid out on December 17
  - Four-Week Mandatory, Weekly Testing Period for Unvaccinated Employees – Require Proof of Testing Only
  - Progressive Discipline for Non-Compliance
  - Full Vaccination Required for Newly Hired Employees
  - Termination for Submitting False Records
- ▶ Currently, 1,920 employees, or **85%** of the City's workforce, have provided proof of full vaccination status.
- ▶ **383** employees who remain unvaccinated have been required to submit to weekly COVID-19 testing.

# Incentive Cost



# Proposed Revisions

- ▶ Establishes a vaccination financial incentive of \$200 for Full-Time Employees (\$100 for Part-Time Employees) who receive a booster.
- ▶ Extends 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.
- ▶ Authorizes department heads to provide exempt employees who are unvaccinated with comp time to get tested.
- ▶ Requires unvaccinated employees to provide proof of a negative test result each week by the deadline.
  - Employees must provide results issued by the testing facility that include their name, testing location, date, and negative test result.
  - If the negative test result is not available by the weekly deadline, employees must provide proof of testing to report to work.
  - A negative test result must then be provided by the following Monday.

# Proposed Revisions Continued

- Reinforces 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.
- 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.

# Proposed Revisions Continued

- ▶ Notes that Human Resources will maintain records with the status of all employees as they submit their records of vaccination and testing.
- ▶ States that the City Manager will provide periodic reports to City Council and seek additional guidance regarding future measures.
- ▶ Includes edits to distinguish provisions established as part of the original policy from the proposed revisions.
- ▶ **If approved by the Mayor and City Council, revised policy would be effective immediately.**