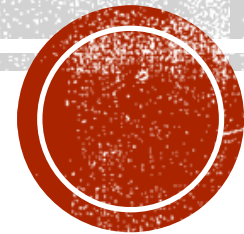


PROPOSED CITY VACCINATION POLICY

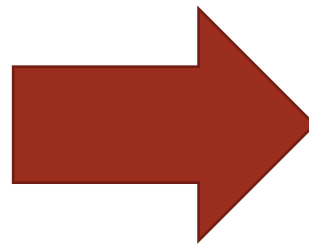
**Community Development/Housing/General Government
Committee**

October 12, 2021



WHY?

**Delta
Variant**



- 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

INCENTIVE

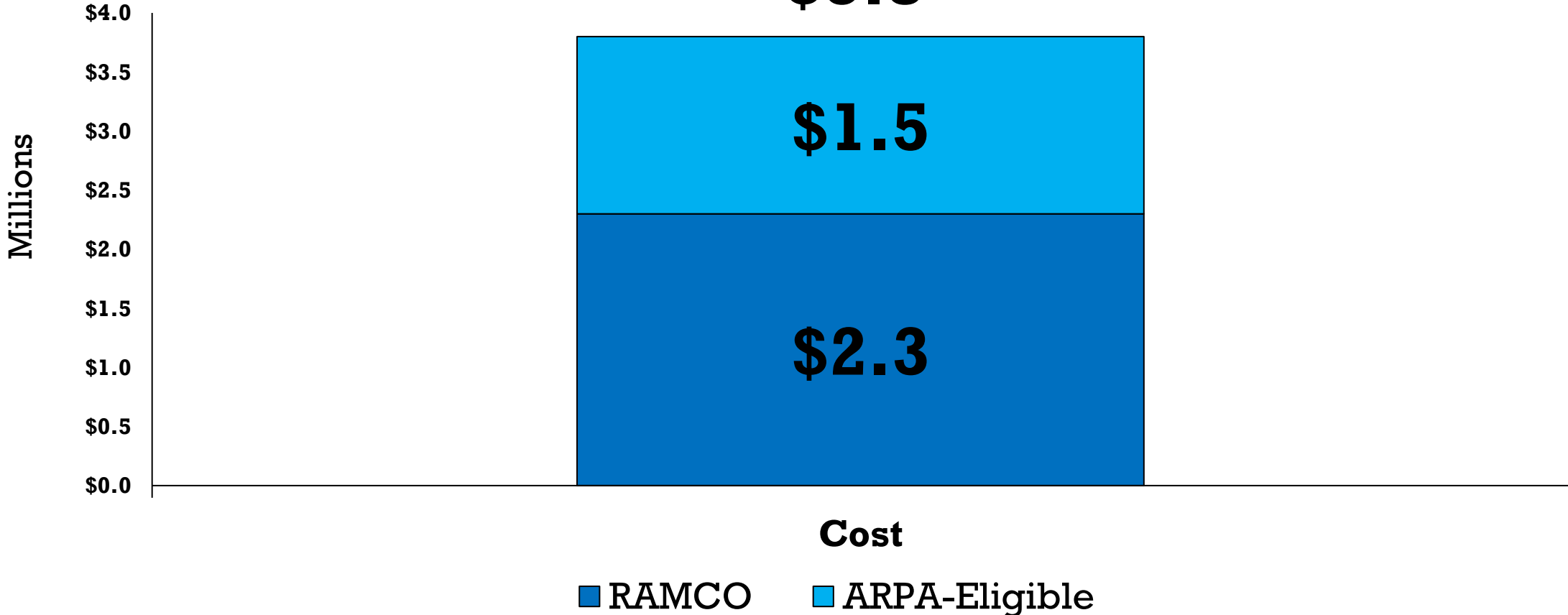
- Eligibility
 - Provide proof of full vaccination within six weeks of effective date of policy
 - Two shots of Pfizer or Moderna, or one shot of Johnson & Johnson
 - No partial credit and no partial payment

- One-Time, Lump Sum Payment (minus required deductions)
 - Full-Time City Employees \$1,000
 - Part-Time City Employees \$500
 - Full-Time Temporary Employees \$1,000

- After six-week opportunity to qualify for full incentive:
 - Full-Time City Employees and Temps \$500
 - Part-Time City Employees \$250

INCENTIVE COST

\$3.8



Note: Based on 100% vaccination rate

EXEMPTIONS

- **Medical**
 - Reasonable accommodations under ADA
 - Individualized assessment based on most current medical knowledge

- **Religious**
 - Reasonable accommodation under Title VII: “Sincerely held religious beliefs, practices, or observances”

- **Requirements**
 - Review and approval by Human Resources
 - Employees must sign an Exemption Affidavit.
 - Exempted employees must adhere to reasonable accommodations such as wearing a face mask, social distancing, working a modified shift, periodic testing, teleworking, or reassignment.

AFTER SIX WEEKS

- Unvaccinated employees must submit to weekly tests for four weeks and provide negative results to work.
 - Applies to employees with and without exemptions
 - City pays for the testing.
 - Employees will be allowed to get tested on City time, as long as it does not impact City operations or services.
 - Non-exempt employees may be paid overtime, if warranted.
 - Exempt employees may have to test on their own time.
 - Employees may not be late to work or miss shifts.
 - Rapid tests will be acceptable as proof of a negative test result. Home testing kits will not be acceptable.
 - Employees must document when they arrived for test and when they were tested and left the facility.

- Results
 - If asymptomatic: Report to work as regularly scheduled while awaiting test results.
 - If negative: Report to work on regular schedule.
 - If positive: Follow existing protocols for positive COVID-19 test results.

- Refusal to Get Tested
 - Subject to disciplinary action up to, and including, termination
 - First miss: Suspension for one day without pay
 - Second miss: Termination

OTHER CONSIDERATIONS

- Newly hired City employees will be required to provide proof of full vaccination as a condition of employment.
 - If requesting a medical or religious exemption, must be reviewed and approved by Human Resources.
 - Must sign Exemption Affidavit
 - Must commit to weekly testing
 - Not eligible for vaccination incentive
 - “Newly hired” is defined as on or after the policy goes into effect.
- Submitting false records subject to disciplinary action up to, and including, termination.
- After six weeks, unvaccinated employees without medical or religious exemptions will not be eligible for promotion.
- Grievances regarding this policy shall be filed with the Human Resources Department and heard at the City Manager level only.
- During four-week testing period, the City Manager will provide a report on the policy’s effectiveness to the Mayor and City Council and will seek direction on the next course of action, which could include termination.
- The mask mandate and social distancing policy remain in effect.
- Provision of the vaccination incentive does not obligate the City to provide a similar response to viruses that may arise in the future.
- The City Manager reserves the right to take additional measures including, but not limited to, applying an increase to health insurance premiums for unvaccinated employees.



SAFETY IS OUR #1 PRIORITY!