



Board of Supervisors Memorandum

June 7, 2022

Recommendations for Election Workers and the COVID-19 Vaccine Mandate

Background

On August 30, 2021, former County Administrator Chuck H. Huckelberry mandated the COVID-19 vaccine for all newly hired and promoted employees in the County. Subsequently, on October 19, 2021, the Board of Supervisors mandated vaccines for those employees who work with vulnerable populations. Human Resources put these mandates into practice and specifically for intermittent employees, require that upon their return to work for the County, intermittent workers be required to be vaccinated against COVID-19.

The Elections Department has roughly 65 Elections Aides who work at varied times throughout the year to get ready for an upcoming election. They can work from several days to several weeks during this time-period. The Elections Department has verified that the Elections Aides who will be working more than a single day are vaccinated against COVID-19. The Elections Department also has Elections Workers who are those individuals who work on the day of the Election. There are roughly 3,000 Elections Workers in the County's system. As to the Elections Workers, a minimum of 1,300 workers, equally representing both political parties, are needed to operate the Voting Centers. Currently, the vaccination status of the Elections Workers is unknown, as well as what the rates of COVID-19 in the community will be at the time of the Election(s).

Recommendation

Therefore, I recommend that the Board of Supervisors lift the mandate concerning the COVID-19 vaccine for the narrowly defined group of Elections Workers. It is further recommended that following mitigating requirements and benefits be followed for all Election Workers:

- Elections Workers are not permitted to work if experiencing any symptoms of COVID-19 within 48 hours of their scheduled start time;
 - Cough
 - Runny/Stuffy Nose
 - Headache
 - Fatigue
 - Fever
 - Sore Throat
 - Muscle Aches
 - Chills
 - Nausea, vomiting, diarrhea
 - Loss of Taste/Smell
- Between 36 and 24 hours prior to the scheduled start time, Election Workers shall provide proof of a negative test for COVID-19.

The Honorable Chair and Members, Pima County Board of Supervisors
Re: **Recommendations for Election Workers and the COVID-19 Vaccine Mandate**
June 7, 2022
Page 2

- Mask wearing is recommended while working.
- Election Workers shall maintain social distancing where possible.
- All work surfaces and areas will be routinely wiped down with approved cleaning products.
- A \$50.00 stipend will be offered to vaccinated Elections Workers for whom the County can validate vaccination status.

Human Resources is available to assist in validating the vaccination status of Elections Workers through the on-line link if needed at: www.pima.gov/EmployeeVax.

Sincerely,



Jan Lesher
County Administrator

JKL/anc – May 27, 2022

c: The Honorable Gabriella Cázares-Kelly, Pima County Recorder
Carmine DeBonis, Jr., Deputy County Administrator for Public Works
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer,
Health and Community Services
Cathy Bohland, Director, Human Resources
Constance Hargrove, Director, Elections Department