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# MEMORANDUM

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Date: May 20, 2022

To: The Honorable Chair and Members  
Pima County Board of Supervisors

From: Jan Leshner   
County Administrator

Re: **Vaccine Disincentive, Health Benefits Surcharge – Informational Update**

On September 7, 2021, the Board of Supervisors approved a vaccine surcharge on the health insurance medical premium of \$45.51 per pay period for all unvaccinated employees who are on our insurance plan effective November, 2021. Currently, there are roughly 280 unvaccinated employees paying the surcharge each pay period in addition to their benefits premiums. This population represents employees who were offered a job prior to August 30, 2021, (the date the County implemented mandatory vaccinations for new hires and promoted employees), or were hired by the Courts and not required to be vaccinated. This group does not represent employees working with vulnerable populations, but represents a variety of job classifications.

Once the newly passed legislation goes into effect and newly hired and promoted employees are no longer required to be vaccinated, it is anticipated that the newly hired/promoted employees who are unvaccinated will be required to pay the benefits surcharge similar to current unvaccinated employees. As noted previously, any individuals who require an accommodation from the COVID-19 vaccine can submit paperwork requesting an accommodation to Human Resources.

JKL/anc

c: 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