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# MEMORANDUM

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Date: May 24, 2022

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

From: Jan Leshner   
County Administrator

Re: **Option to Opt-Out of COVID-19 Vaccine-Related Incentives – Informational Update**

The County has maintained various incentives since late summer 2021, to encourage employees to become vaccinated and now boosted against COVID-19. Human Resources had initially set up an “opt-out” option for those employees who reported their vaccination information but did not wish to participate in the various incentive programs (e.g., Vaccination Incentive Leave, Vaccine Incentive Pay). At that time, an employee was able to opt-out by sending an email to a specialized address maintained by Human Resources. Six (6) employees chose not to receive Vaccine Incentive Pay, five (5) of whom also chose not to receive Vaccination Incentive Leave.

Human Resources and Analytics and Data Governance have recently updated the online COVID-19 vaccination reporting form for employees who choose to opt-out of vaccine incentives. An employee may now report not just their original vaccination series, but any booster(s) received and the opt-out option is now part of the standard form. The question reads as follows:

Do you wish to opt-out of receiving any Healthy Lifestyle Activity Points (HLAPs) related to your COVID shots? If you choose “yes,” you will not receive any related Pima County Healthy Lifestyle Premium Discounts (HLPDs) for which you may be eligible.

Opting-out will not prevent the employee from earning HLAPs/HLPDs for other wellness activities. It will only opt the employee out of points and discounts related to COVID-19 vaccination and booster(s).

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