




MEMORANDUM

Date: July 27, 2021

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

From: C.H. Huckelberry 
County Administrator

Re: **Vaccination Status Update of Current County Employees**

This memorandum is in response to District 2, Supervisor Heinz's request concerning the percentage of Pima County employees that are fully vaccinated, partially vaccinated, and unvaccinated, as well as any vaccination incentives for employees. Currently, there is no way to determine the percentage of vaccinated versus unvaccinated employees, as the COVID-19 vaccination is not mandatory at this time. For those employees that wish to not wear a mask at work or follow other COVID-19 related safety measures, they are required to display an "I'm Vaccinated" badge upon the request of their supervisor. Where an employee has received the full dose(s) of their particular vaccine brand, the employee can request the "I'm Vaccinated" badge at:

https://pimacounty.sjc1.qualtrics.com/jfe/form/SV_39i4C1uV9MRg7dQ.

Upon request of the "I'm Vaccinated" badge, the employee gives Human Resources permission to check their COVID-19 vaccination status in the vaccination database maintained by the State of Arizona. Human Resources then provides a list of employees and an "I'm Vaccinated" badge to the employee's Department Personnel Representative to distribute to the vaccinated employee. For those employees that received their vaccination through the Veteran's Administration, they need to contact Human Resources Employment Rights at 520-724-8028, for specific directions.

As of July 22, 2021, 2,046 employees have requested an "I'm Vaccinated" badge. Attached is a list of departments and the percentage of their employees that have requested the "I'm Vaccinated" badge. As there is no requirement to obtain the "I'm Vaccinated" badge, there may be more employees that are vaccinated but have not requested the "I'm Vaccinated" badge.

As to incentives for current employees, Human Resources has posted the "Why Should I Get Vaccinated?" FAQs on the Employee Resource Page, which provide for different working conditions and/or benefits for vaccinated vs. unvaccinated employees, see <https://intranet2.pima.gov/covid-19-employee-resources/>. These include:

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- Employees qualify for 50 Healthy Lifestyle Activity points. Fifty (50) points is equivalent to a \$5.00 savings on benefits each pay period, or \$130.00 annually;
- Employees are permitted to engage in work travel;
- Employees are permitted to attend in-person conferences;
- Employees are permitted to engage in outside employment;
- Employees are permitted an immediate return to work after conclusion of nonessential travel, so long as the traveling employee has experienced no symptoms (whereas the usual quarantine upon return from nonessential travel by employees not fully vaccinated is 7 or 10 days);
- Employees are permitted to return to work after exposure to a positive COVID-19 case so long as the exposed employee remains asymptomatic (whereas the usual quarantine for exposed employees is 10 days, with self-monitoring including temperature check through day 14);
- Employees are permitted to return to work after experiencing an onset of symptoms, upon receipt of a negative COVID-19 PCR test result and after being symptom-free for 48 hours (whereas the usual quarantine period for symptomatic unvaccinated employees is 10 days); and,
- Employees are not required to wear a mask while working.

For those employees that need to obtain the vaccine during their work hours, the employee is also permitted to be absent from work for up to 90 minutes for administration of each dose of the COVID-19 vaccine.

For unvaccinated employees, these employees continue to be required to wear a mask while in common areas of County buildings, practice social distancing, and to wash hands frequently to avoid the spread of COVID-19.

I would encourage vaccinated employees to request their "I'm Vaccinated" badge and those employees who are not vaccinated to get vaccinated.

CHH/anc

Attachment

c: Presiding Judge, Superior Court
Elected Officials
Appointing Authorities
Jan Leshar, Chief Deputy County Administrator

DEPT ABBR	DEPT	REQUESTS	TOTAL EE	% REQUESTED	
ADG	ANALYTICS AND DATA GOVERNANCE	15	16	94%	
AS	ASSESSOR	80	104	77%	
BH	BEHAVIORAL HEALTH	8	24	33%	
bos1	DISTRICT 1	3	4	75%	
bos2	DISTRICT 2	2	5	40%	
bos3	DISTRICT 3	2	4	50%	
bos4	DISTRICT 4	1	4	25%	
bos5	DISTRICT 5	4	5	80%	
CA	COUNTY ADMINISTRATION	15	17	88%	
CC	CLERK OF THE SUPERIOR COURT	25	179	14%	
CED	EDCS ADMIN	2	5	40%	
CL	CLERK OF THE BOARD	8	18	44%	
CM	COMMUNICATIONS	12	28	43%	
CO	CONSTABLES	1	13	8%	
CPO	CAPITAL PROJECTS	2	6	33%	
CWD	COMMUNITY AND WORKFORCE DEVELOPMENT	39	247	16%	
DEQ	DEPARTMENT OF ENVIRONMENTAL QUALITY	15	34	44%	
DSD	DEVELOPMENT SERVICES DEPARTMENT	22	50	44%	
ED-A&Tour	ECONOMIC DEVELOPMENT	3	11	27%	
EL	ELECTIONS	1	3919	0%	INCLUDES 3,824 INTERMITTENT ELECTIONS WORKERS
FC	FLOOD CONTROL	34	49	69%	
FS	FLEET SERVICES	19	46	41%	
fm	FACILITIES MANAGEMENT	103	161	64%	
FN	FINANCE AND RISK MANAGEMENT	87	132	66%	
FSC	FORENSIC SCIENCE CENTER	3	37	8%	
GMI	GRANTS MANAGEMENT AND INNOVATION	27	36	75%	
HD	HEALTH DEPARTMENT	170	322	53%	
HR	HUMAN RESOURCES	46	52	88%	
IT	INFORMATION TECHNOLOGY	118	192	61%	
JCA	JUSTICE COURT AJO	8	10	80%	
JCT	JUSTICE COURT TUCSON	8	101	8%	
JU	JUVENILE COURT	27	321	8%	
KSC	KINO SPORTS COMPLEX	14	91	15%	
LIB	LIBRARY	294	504	58%	
OEM	OFFICE OF EMERGENCY MANAGEMENT	8	8	100%	
PAC	PIMA ANIMAL CARE CENTER	34	101	34%	
PCAO	PIMA COUNTY ATTORNEY	32	326	10%	
WIN	WIRELESS INTEGRATION NETWORK	8	11	73%	
PDS	PUBLIC DEFENSE SERVICES	221	287	77%	
TO	TREASURER'S OFFICE	9	25	36%	
PO	PURCHASING	15	28	54%	
PR	NATURAL RESOURCES, PARKS AND RECREATION	48	413	12%	
PW&RPS	PUBLIC WORKS AND REAL PROPERTY SERVICES	6	12	50%	
RE	RECORDER	15	239	6%	
SC	SUPERIOR COURT	107	619	17%	
SD	SHERIFF'S DEPARTMENT	97	1355	7%	
SS	SCHOOL SUPERINTENDENT	14	18	78%	
SUS	SUSTAINABILITY AND CONSERVATION	10	17	59%	
TR	TRANSPORTATION	57	177	32%	
WW	WASTEWATER	147	375	39%	

DISCRETE DEPARTMENTS 50
TOTAL REQUESTS 2046
TOTAL EMPLOYEES* (INCL. INTERMITTENT & ELECTION V 10758
 *EMPLOYEE DATA FROM ADP REPORT JULY 8, 2021, ALL
 "ACTIVE" AND "LEAVE W PAY" EMPLOYEES COUNTED