MEMORANDUM

Date: November 8, 2021

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

From: Jan Lesher
Chief Deputy County Administrator

Re: Clarity Regarding COVID-19 Vaccination of Employees Who Work with Vulnerable Populations

There has been some confusion regarding the status of the identification of those who work with vulnerable populations and the total number who may be subject to disciplinary action. The November 2, 2021 Memorandum, COVID-19 Vaccination of Employees Who Work with Vulnerable Populations, noted that an identification of those who work with (sic) vulnerable populations cannot be determined simply by job classification and stated that a more in depth analysis is required. The “more in depth analysis” that is required was conducted prior to the development and distribution of the November 2 Memorandum. Following the receipt of the list of job classifications on October 27, each Department Director and Elected Official other than the Courts was asked to further refine the list of those who work with vulnerable populations by providing the total number of individuals who work with these groups. Attachment A of that Memorandum listed the total number of individuals who work with vulnerable populations.

The policy approved by the Board of Supervisors on November 2, 2021 noted that there are positions within the various Courts that do have regular although not sustained contact with the public and that these individuals work within Pima County buildings. At that time, the Arizona Supreme Court had not yet ruled on the constitutionality of legislation banning local mask and vaccine mandates, and the recommendation approved by the Board was that requirements for employees of the Superior Court, Juvenile Court, Justice Courts and the Clerk of the Court be considered following that ruling.

On November 2, the Arizona Supreme Court voided previous legislative action, including the bans on mask and vaccine mandates, and the various Courts are now being asked to comply with the request delineated in Mr. Huckelberry’s October 21, 2021 Memorandum. A list of the classifications that work with vulnerable populations and the number of individuals who would be subject to the vaccine mandate is to be received by close of business November 9, 2021.

In addition, the current percentage of vaccinated employees in each Department was listed to provide an approximate sense of impact on each Department. For example, The Behavioral Health Department has 12 employees who work with vulnerable populations. A total of 100% of the Department is vaccinated, however, and therefore no employees will face disciplinary action.
The 11 Departments that have employees who work with vulnerable populations will provide the Human Resources Department a list of those have been identified as such. Human Resources will identify any of these individuals who have yet to be vaccinated and communicate with them regarding their need to be vaccinated and/or their options prior to January 1, 2022.

JL/anc

c: Carmine DeBonis, Jr., Deputy County Administrator for Public Works
    Francisco Garcia, MD, MPH, Deputy County Administrator & Chief Medical Officer, Health and Community Services