



MEMORANDUM

Date: October 12, 2021

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

From: C.H. Huckelberry
County Administrator 

Re: **COVID-19 Vaccination for Similar Sized Counties in States Surrounding Arizona**

I asked our Human Resources Department to determine what actions counties of similar size to Pima County in surrounding states were doing with respect to COVID-19 vaccination policies. Attached are the responses from 9 of the 10 counties surveyed. If we receive a response from Bernalillo County, New Mexico, I will provide that information to the Board.

Six of the counties have a COVID-19 vaccination requirement. Of the larger jurisdictions in Arizona, the City of Phoenix is not requiring mandatory vaccinations at this time; Maricopa County has indicated that vaccines will not be mandatory unless federal guidance and/or rules require such for county employees.

The attached information are the responses from counties surveyed.

CHH/anc

Attachment

c: Jan Leshar, Chief Deputy County Administrator
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

Survey of COVID Vaccine Mandate Policies
Pima County Human Resources

	Employee Vaccination Requirement?	Deadline for Compliance	Discipline for Noncompliance?
City of San Jose, California	Yes	9/30/2021	Update to the policy will allow unvaccinated individuals, without a religious or medical exemption, a one week "grace period" to seek vaccination before being placed on a one week unpaid suspension, the first step in the disciplinary process. Unvaccinated employees will be required to test negative twice a week at their own expense. Mindful of service impacts, those employees who remain unvaccinated will be given staggered disciplinary one –week suspensions, as the city works to reduce potential service impacts and give employees additional opportunities to get vaccinated.
City of Denver, Colorado	Yes	9/30/2021	Each employer subject to this order must decide how they will enforce this requirement with their employees. Disciplinary action is one of the consequences employers may choose to impose in order to gain compliance, which is the goal of this order. Employees with medical or faith-based reasons for not getting the vaccination will need to work with their employer to determine if they are eligible for an accommodation.
County of Santa Clara, California	Yes, except those with religious or medical accommodations, including new hires, interns, volunteers, and vendors, all required to show proof of vaccine.	Policy went into effect 08/01, and deadline was 09/30/2021.	Enforcement deadline is 11/01/2021. Working out legalities currently.
County of San Bernardino, California	Yes, policy put into place June 2021. Also, booster will be required for all personnel with face-to-face contact with the public.	9/30/2021	Noncompliance discipline not yet determined but in the works.
County of Orange, California	Healthcare setting employees, yes. No mandate for other employees.	None published.	None published.
County of San Diego, California	Yes, since 10/05/2021, for new hires. Yes, since 08/05/2021, for employees working in healthcare facilities.	9/30/2021 for healthcare workers.	None published; awaiting return call from their HR
County of Bexar, Texas	Does not appear to have vaccine mandate.	N/A	N/A
County of Bernalillo, New Mexico	Has not responded, but does not appear to have vaccine mandate.	N/A	N/A
County of Clark, Nevada	Not yet, but County Commission has voiced support for vaccine-or-test policy.	N/A	N/A
County of King, Washington	Yes. Employees may make requests for a reasonable accommodation based on a medical disability or for sincerely held religious beliefs. Philosophical, political, scientific, or sociological objections to vaccination will not be considered for an exemption or accommodation	King County will require all employees (including healthcare workers) to be fully vaccinated, effective 10/18/2021, but exception for if employee provides proof (i.e., vaccine record) that they received the first dose of a two-dose vaccine by 10/18/2021 and states their intent to be fully vaccinated by 12/02/2021. .	Any employee not fully vaccinated will be subject to "involuntary non-disciplinary separation" (termination)