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# Board of Supervisors Memorandum

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October 19, 2021

## COVID-19 Vaccine Mandate Language Options

### Background

At the last Board of Supervisors Meeting on October 5, 2021, Item 4 of the Addendum was continued until the next meeting to receive recommendation from the County Administrator regarding implementation of a vaccination policy for Pima County.

Below are five options for your consideration:

Option 1 – All employees of Pima County are required to be vaccinated against COVID-19. This would apply to permanent, temporary and seasonal employees. Those who remain unvaccinated after a future date such as November 30, 2021, will receive disciplinary action up to and including termination of employment.

Option 2 – Instead of all employees being required to be vaccinated against COVID-19, only those who work with vulnerable populations would be required to be vaccinated. These include County healthcare workers, any County employee who works with vulnerable children or the elderly and any employee who works in the Pima County Adult Detention Complex or in the Juvenile Detention Center. If the employees in these classes are not fully vaccinated by January 1, 2022, they will receive disciplinary action up to and including termination of employment.

By mandating COVID-19 vaccination for those employees who work with the most vulnerable population, including those in confinement, the risk of an employee spreading COVID-19 to those vulnerable or confined populations will be minimized.

Option 3 – This is the existing policy that is in place that combines incentives and disincentives. The incentive is a \$300 one-time addition to the employee's pay after full vaccination, plus an additional three days of annual leave to be used by the employee's anniversary date in 2023. The disincentive is an additional \$45.51 surcharge per pay period for those employees covered by the County's self-insurance medical plan. Once vaccinated, any surcharges paid in the Plan Year in which the employee is vaccinated, would be re-paid to the employee. In addition, no employee will be promoted (or receive a transfer or change in position that includes a higher rate of pay), without a COVID-19 vaccination and all new hires must be vaccinated.

Option 4 – This includes all of the items in Option 3 plus the disallowance of outside employment and off-duty employment.

Many County employees are authorized for outside employment, usually part-time, or are eligible for off-duty employment pursuant to the Sheriff's off-duty employment policy. Having outside employment or an off-duty assignment greatly increases the exposure risk of contracting COVID-19. Therefore, Option 4 is a continuation of the incentive/disincentive program by adding a disincentive where outside employment and off-duty employment would be disallowed for any employee who is not fully vaccinated.

Option 5 – Combines all of the items in Options 3 and 4 and adds an additional financial disincentive; that being any employee who remains unvaccinated after the date this policy is adopted would have their future pay increase or pay adjustment deferred until they are fully vaccinated. Once vaccinated, the pay adjustment would be retroactive to the date the pay adjustment would have been effective if the employee becomes fully vaccinated within one year of the date of the pay adjustment. If the employee is not fully vaccinated within the one-year period, the raise or pay adjustment would be prospective from the actual date of vaccination and no pay adjustment or raise would be retroactive but would only be paid from the date of actual vaccination.

The table below gives a summary of the options described above:

<b>Option 1</b>	<ul style="list-style-type: none"> <li>• Mandatory all employees before November 30, 2021.</li> <li>• For those not vaccinated, employee will receive disciplinary action up to and including termination of employment.</li> </ul>
<b>Option 2</b>	<ul style="list-style-type: none"> <li>• Mandatory for only employees who work with vulnerable populations.</li> <li>• Must be fully vaccinated by January 1, 2022, if not then employee will receive disciplinary action up to and including termination of employment.</li> </ul>
<b>Option 3</b>	<ul style="list-style-type: none"> <li>• Incentive \$300 one-time payment plus 3 days Annual Leave.</li> <li>• Disincentive \$45.51 per pay period medical insurance premium</li> <li>• Must be vaccinated for promotion or transfer/change in position at a higher rate of pay.</li> <li>• All new hires must be vaccinated.</li> </ul>
<b>Option 4</b>	<ul style="list-style-type: none"> <li>• All of Option 3.</li> <li>• Outside employment and off-duty employment disallowed for unvaccinated employees.</li> </ul>
<b>Option 5</b>	<ul style="list-style-type: none"> <li>• All of Option 3 and 4.</li> <li>• Pay increases and pay adjustments deferred for unvaccinated employees.</li> </ul>

Recommendation

I recommend the Board of Supervisors adopt Option 2 along with Option 5.

Sincerely,



C.H. Huckelberry  
 County Administrator

CHH/anc – October 12, 2021

- 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,  
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