



---

# MEMORANDUM

---

Date: October 22, 2021

To: The Honorable Chair and Members  
Pima County Board of Supervisors  
Presiding Judge, Superior Court  
Elected Officials  
Appointing Authorities

From: C.H. Huckelberry  
County Administrator

A handwritten signature in black ink, appearing to read "CHH", is written over the printed name "C.H. Huckelberry".

Re: **Board of Supervisors Action Regarding COVID-19 Vaccination Incentives, Disincentives and Mandatory Vaccination for Employees Providing Services to Vulnerable Populations**

At the October 19, 2021 Board of Supervisors Meeting, the Board of Supervisors approved a general framework for additional incentives and disincentives related to COVID-19 vaccination.

Regarding potential mandatory vaccination, the Board has extended the compliance deadline to January 1, 2022. Due to this action, the original COVID-19 vaccination incentives of a \$300 one-time payment and 3 days of additional leave time will be modified and extended as outlined below for current employees:

- If an employee is fully vaccinated prior to November 1, 2021, the employee will receive \$300 in additional compensation and three days of additional leave time if the employee has not already received such.
- If an employee is fully vaccinated between November 1, 2021 and November 30, 2021, the employee will receive \$200 in additional compensation and two days of additional leave time.
- If an employee is fully vaccinated between December 1, 2021 and December 31, 2021, the employee will receive \$100 in additional compensation and one day of additional leave time.
- If an employee becomes fully vaccinated after January 1, 2022, no additional compensation or additional leave will be provided.

CHH/anc

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  
Mark Napier, Assistant County Administrator  
Yves Khawam, PhD, Assistant County Administrator for Public Works  
Cathy Bohland, Director, Human Resources