




MEMORANDUM

Date: September 20, 2021

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

From: C.H. Huckelberry
County Administrator 

Re: **Percent of Workforce Confirmed COVID-19 Vaccinated as of September 19, 2021**

As of September 19, 2021, 73% of the Pima County workforce have been fully vaccinated, which means that 4,550 employees have confirmed to be vaccinated out of a total of 6,257 employees. Not included in our employee count for vaccination are positions considered seasonal/temporary and vacant positions. This is because these employees will work for us only a short period of time, have little contact with the public and were not eligible for the vaccination incentive.

This data is also available by department from a low of 47% in the Sheriff's Department to a high of 100 percent for a number of small departments and agencies. (Attachment 1)

I have communicated with every department, agency head or appointing official where the percentage of employees vaccinated falls below 70 percent. As you can see, there are some surprising results in which less than half of a department's employees have been confirmed to be vaccinated.

There is a large difference between self-reported and confirmed. For example, early in the pandemic, I discussed vaccination with the Sheriff for his employees. At the time, he estimated that approximately 85 percent of his employee, primarily law enforcement and corrections officers, had been vaccinated. Obviously, the confirmation of vaccination is much different than self-reported. I would expect self-reported vaccination greatly exceeds actual confirmed vaccinations.

We have also had few exemptions for health or religious reasons submitted to date. There have been a total of 24 exemptions; five (5) for health reasons and 19 for religious reasons.

In my communications with those departments that fall below 70 percent vaccinated, it will be stressed that to be eligible for the \$300 and 3-day leave incentives, an employee must be confirmed vaccinated before October 1, 2021. Those either vaccinated or confirmed after that date will not be eligible for the incentives approved by the Board of Supervisors.

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
Michelle Campagne, Director, Finance and Risk Management
Ellen Moulton, Director, Analytics and Data Governance

I'm Vaccinated Employee Percentages As of 9-19-21

Department Name	Active Vaccinated Employees	Active Employees	Active Vaccinated Employees Percentage
Sheriff	626	1,342	47%
Constables	7	14	50
Natural Resources, Parks & Recreation	146	241	61
Treasurer	16	25	64
Justice Court Green Valley	4	6	67
Wireless Integrated Network	8	12	67
Juvenile Court	212	300	71
Transportation	124	175	71
Economic Development & Tourism	10	14	71
Stadium District-Kino Sports Complex	64	88	73
Clerk of the Superior Court	129	176	73
Recorder	31	41	76
Regional Wastewater Reclamation	289	374	77
Superior Court	487	629	77
Procurement	21	27	78
Pima Animal Care	84	107	79
Fleet Services	33	42	79
Community & Workforce Development	102	128	80
County Free Library	372	462	81
Justice Courts Tucson	81	100	81
Facilities Management	133	164	81
County Attorney	264	321	82
Analytics and Data Governance	16	19	84
Information Technology	156	184	85
Regional Flood Control District	42	49	86
Finance & Risk Management	115	133	86
Grants Management & Innovation	32	37	86
Assessor	89	102	87
Health	262	298	88
Office of Sustainability and Conservation	15	17	88
Public Defense Services	249	278	90

I'm Vaccinated Employee Percentages As of 9-19-21

Department Name	Active Vaccinated Employees	Active Employees	Active Vaccinated Employees Percentage
Development Services	43	48	90
Justice Court Ajo	9	10	90
Real Property Services	9	10	90
Elections	10	11	91
Board of Supervisors	21	23	91
Forensic Science Center	37	40	93
Environmental Quality	32	34	94
Clerk of the Board	17	18	94
School Superintendent	18	19	95
Behavioral Health	22	23	96
Human Resources	48	50	96
Communications Office	28	29	97
Capital Program Office	6	6	100
Community & Economic Development Administration	5	5	100
County Administrator	16	16	100
Office of Emergency Management & Homeland Security	8	8	100
Public Works Administration	2	2	100
Totals:	4,550	6,257	73%
Total Number of Exemptions Granted	0		

All employees in Job Classifications:

9994 – Election Workers

1595 – Election Aides

6214 – Recreation Aide

6226 – Campground Concession Worker

6231 – Lifeguard

6232 – Lifeguard WSI

6233 – Lifeguard Principal

are not included in this report.