



MEMORANDUM

Date: January 10, 2022

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

From: Jan Leshner 
Acting County Administrator

Re: **Final Disposition of Employees Working with Vulnerable Populations**

I'm pleased to report that the overwhelming majority of employees identified as working with vulnerable populations provided proof of vaccination to Human Resources by the December 31, 2021 deadline set by the Board at its November 2, 2021 meeting.

Of the more than 2,048 employees identified as working in the classifications working with vulnerable populations, 1,883 were confirmed as fully vaccinated. The affected County departments had until Friday, January 7, 2022, to report the final disposition of the remaining employees to Human Resources.

There were 23 employees who received exemptions in accordance with state and federal laws. They have until January 30 to find another position in the County and until then will not be in the workplace. There were 46 employees who received a first dose of the vaccine by the December 31 deadline. They have until the third week of January to complete the series.

I'm sad to report that some County employees chose not to be vaccinated or failed to receive an exemption and were dismissed from County employment. The below is the breakdown on those dismissals.

County Departments excluding the Sheriff's Department:

Full-time Classified terminations = 3
Full-time Unclassified termination = 1
Part-time Intermittent termination = 33
Full-time Probationary termination = 2

Sheriff's Department:

Classified termination = 12
Intermittent termination = 2
Full-time Probationary termination = 3

This is a total of 56 dismissals. Of the remaining employees, they were either assigned other duties within their own department that did not involve working with vulnerable populations or chose to resign or retire.

The Honorable Chair and Members, Pima County Board of Supervisors
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The intent of the Board's direction on November 2 was to ensure 100 percent of County employees working with vulnerable populations were fully vaccinated by December 31. That policy goal has been achieved.

JL/dym

- c: 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, Pima County Human Resources
- Ellen Moulton, Director, Analytics and Data Governance
- Monica Perez, County Administrator's Office Chief of Staff