



Status on COVID-19 Vaccination Mandate Implementation

July 30, 2021 Board Action

Mandate Effective August 16, 2021:

- All employees, including full-time, part-time, temporary, volunteers, interns, per diem, and teleworking employees whether working indoors or outdoors, are required to be fully vaccinated. We have interpreted this to include contractors regularly working at County worksites.
- All employees are required to complete the employee certification of COVID-19 Vaccination Status.
- All employees and individuals must wear a face covering while inside County facilities and worksites.
- Employees granted an authorized medical or religious exemption will be required to submit to weekly COVID-19 testing (or twice weekly for Natividad Hospital personnel), and to wear appropriate Personal Protective Equipment (PPE).
- Vaccination compliance deadline is 30 days from the effective date (September 15, 2021).

Implementation Status

Meet and Confer Discussions

- The Human Resources Department notified the employee groups regarding the Board's action and is working through the meet and confer process.

State Health Officer's Order

- To ensure compliance with the State Health Officer's Order, effective August 23, 2021:
 - Natividad is administering in-house testing for hospital and Probation employees.
 - Office of the Sheriff-Coroner will continue to utilize its jail medical contractor, WellPath.
 - Health Department is utilizing Natividad and community sites for testing employees who reside and work outside the Salinas area.

COVID-19 Vaccination Certification Status

- All employees are required to show proof of their vaccination status or submit a request for exemption by September 15, 2021.

Implementation Status

System Developments

- The Human Resources Department is collaborating with Information Technology to develop a tracking mechanism for employee testing.
- The Human Resources Department has set up internal systems that are linked together to simplify the tracking and reporting of vaccinations and testing, therefore eliminating the need for manual entry and potential errors.

Testing for Employees with Approved Medical or Religious Exemptions

- The Human Resources Department will not know the full impacts associated with the exemptions until September 15.
- Natividad is able to provide Countywide testing to employees with authorized exemptions.
- The Human Resources Department recommends utilizing Natividad testing as it is logistically more efficient and ensures accuracy.
- For employees with authorized exemptions and who, with compelling reasons, have difficulty accessing County-provided testing sites, the Human Resources Department is reviewing additional opportunities to engage vendors to provide testing for those employees as necessary.

Seeking Board Authority and Direction

The County Administrative Officer and Human Resources Department seek authority/direction for the following:

- Extend the vaccination compliance deadline from September 15 to September 30, 2021, to align with the State Health Officer's mandate issued August 5, 2021 and provide employees the opportunity to receive the complete vaccination series (to include a single dose of Johnson & Johnson, or first and second dose of Pfizer or Moderna series).
- Authorize appropriate corrective/disciplinary action, to include possible termination, for employees who fail to adhere to July 30, 2021 Board mandates.
- Confirm Natividad Interim Chief Executive Officer and County Administrative Officer's authority to adopt COVID-19 policies and procedures consistent with those implemented by other health care entities in the County as appropriate.
- Confirm County contractors, whose employees report to work regularly at County facilities including both buildings and grounds, are required to ensure compliance by their employees with the COVID-19 vaccination requirements of proof of COVID-19 vaccination or weekly COVID-19 testing.
- Confirm the County Administrative Officer's authority to take appropriate action to implement the Board direction.
- Provide other direction to staff on related matters as the Board may deem appropriate.