



## Monterey County Board of Supervisors

### Board Order

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[www.co.monterey.ca.us](http://www.co.monterey.ca.us)

A motion was made by Supervisor Luis A. Alejo, seconded by Supervisor Wendy Root Askew to:

**Adopt Resolution No.: 21-272**

- a. Require COVID-19 vaccination for all County employees;
- b. Require all County employees to complete the employee certification of COVID-19 Vaccination Status effective August 16, 2021;
- c. Require all employees and members of the public to use face coverings while inside County facilities and workplaces regardless of vaccination status effective August 16, 2021;
- d. Revise the date for vaccine compliance from September 15, 2021 to September 30, 2021;
- e. Require employees who are not fully vaccinated and are granted an authorized medical or religious exemption to submit to weekly COVID-19 testing (or twice weekly for Natividad Hospital personnel) and wear appropriate Personal Protective Equipment (PPE);
- f. Direct the Human Resources Department to implement appropriate corrective/disciplinary action for employees who are non-compliant with COVID-19 vaccination, certification of COVID-19 vaccination status, testing, and face covering requirements;
- g. Direct the Natividad Interim Chief Executive Officer and County Administrative Officer or designee to adopt COVID-19 policies and procedures consistent with those implemented by other health care entities in the County as appropriate;
- h. 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, as outlined herein;
- i. Provide other direction to staff.

PASSED AND ADOPTED on this 24<sup>th</sup> day of August 2021, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew and Adams

NOES: None

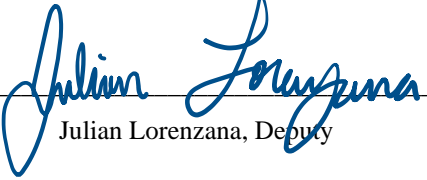
ABSENT: None

(Government Code 54953)

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting August 24, 2021.

Dated: September 1, 2021  
File ID: RES 21-155  
Agenda Item No.: 15

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California

  
Julian Lorenzana, Deputy

*Before the Board of Supervisors in and for the  
County of Monterey, State of California*

**Resolution No.: 21-272**

- a. Require COVID-19 vaccination for all County employees;
- b. Require employees who are not fully vaccinated and are granted an authorized medical or religious exemption to submit to weekly COVID-19 testing (or twice weekly for Natividad Hospital personnel) and wear appropriate Personal Protective Equipment (PPE);
- c. Require all County employees to complete the employee certification of COVID-19 Vaccination Status effective August 16, 2021;
- d. Require all employees and members of the public to use face coverings while inside County facilities and workplaces regardless of vaccination status effective August 16, 2021;
- e. Direct the Human Resources Department to implement appropriate corrective/disciplinary action for employees who are non-compliant with COVID-19 vaccination, certification of COVID-19 vaccination status, testing, and face covering requirements;
- f. Direct the Natividad Interim Chief Executive Officer and County Administrative Officer or designee to adopt COVID-19 policies and procedures consistent with those implemented by other health care entities in the County;
- g. Revise the date for vaccine compliance from September 15, 2021 to September 30, 2021;
- h. 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, as outlined herein;
- i. Provide other direction to staff.

**WHEREAS**, the COVID-19 cases and hospitalizations are increasing with the arrival of new variants, especially the Delta variants; and

**WHEREAS**, in response, local health officers, the California Department of Public Health and the Federal Center for Disease Control issued guidance recommending all persons wear face coverings indoors; and

**WHEREAS**, on July 26, 2021, the State issued a new Health Officer Order requiring COVID-19 vaccinations for workers in healthcare and congregate living areas, such as medical clinics, hospitals, skilled nursing facilities, jails and juvenile halls, local health officers, the California Department of Public Health and the Federal Center for Disease Control issued guidance recommending all persons wear face coverings indoors; and

**WHEREAS**, on July 30, 2021, the Board of Supervisors took action requiring that all employees, including full-time, part-time, temporary, per diem and teleworking employees whether working indoors or outdoors to be fully vaccinated, to provide their certification of COVID-19 vaccination status, and for all employees and members of the public to use face coverings while inside County facilities and workplace regardless of vaccination status effective August 16, 2021; and

**WHEREAS**, As agency “temps” and other contractor employees work regular hours each week at County facilities, 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; and

**WHEREAS**, employees are not fully vaccinated and who request and are granted an authorized medical or religious exemption, will be required to submit to weekly COVID-19 testing or twice weekly for Natividad hospital and wear appropriate Personal Protective Equipment (PPE); and

**WHEREAS**, the Human Resources Department in collaboration with the County Administrative Office, Office of the County Counsel, Natividad, Health, Information Technology, and Public Works, Facilities, and Parks departments have been coordinating to implement the Board’s action to include testing protocols; and

**WHEREAS**, based on the input from the Health Department and Natividad vaccination authorities, the Human Resources Department recommended extending the vaccination compliance from September 15, 2021 to September 30, 2021 due to the time required to receive complete vaccination under all authorized protocols; and

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Supervisors in and for the County of Monterey as follows:

1. All County employees are required to be vaccinated against COVID-19.
2. County employees who are not fully vaccinated and are granted an authorized medical or religious exemption are required to submit to weekly COVID-19 testing (or twice weekly for Natividad Hospital personnel) and wear appropriate Personnel Protective Equipment (PPE).
3. All County employees are required to complete the employee certification of COVID-19 Vaccination Status effective August 16, 2021.
4. All employees and members of the public are required to use face coverings while inside County facilities and workplaces regardless of vaccination status effective August 16, 2021.
5. The Human Resources Department are to implement appropriate corrective/disciplinary action for employees who are non-compliant with COVID-19 vaccination, certification of COVID-19 vaccination status, testing, and face covering requirements.
6. The Natividad Interim Chief Executive Officer and County Administrative Officer or designee adopted COVID-19 policies and procedures consistent with those implemented by other health care entities in the County.
7. Vaccination compliance deadline is revised from September 15, 2021 to September 30, 2021.

8. Provide other direction to staff;
9. 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 outlined herein.

**PASSED AND ADOPTED** on this 24<sup>th</sup> day of August 2021, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew and Adams

NOES: None

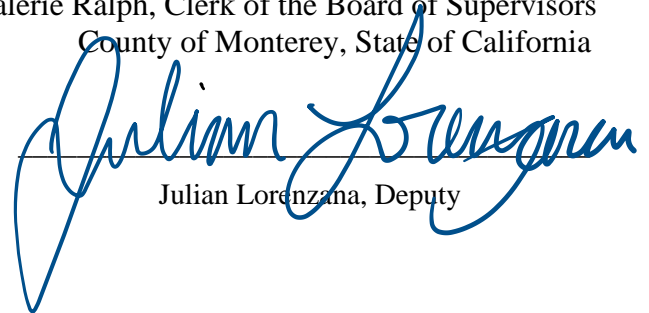
ABSENT: None

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