



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: RES 21-155, **Version:** 1

Adopt a resolution to confirm prior Board action and consider modification to:

- a. Require COVID-19 vaccination for all County employee;
- 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.

RECOMMENDATION:

Adopt a resolution to confirm prior Board action and consider modification to:

- a. Require COVID-19 vaccination for all County employee;
- 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.

SUMMARY/DISCUSSION:

On July 30, 2021, the Board of Supervisors took action requiring that all employees, including full-time, part-time, temporary, volunteers, interns, per diem, and teleworking employees whether working indoors or outdoors, be fully vaccinated, complete the employee certification of COVID-19 Vaccination Status, and that 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). In addition, the Board directed the implementation of their July 30, 2021 action to be effective August 16, 2021 with vaccination compliance 30 days thereafter. 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.

The Human Resources Department in collaboration with the County Administrative Office, Office of the County Counsel, Natividad, Health and Information Technology, and Public Works, Facilities and Parks departments have been coordinating to implement the Board’s action. The Human Resources Department notified the employee groups regarding the Board’s action and is working through the meet and confer process in accordance with Meyers-Milias-Brown Act.

Based on input from the Health Department and Natividad vaccination authorities regarding the time required to receive complete vaccination under all authorized protocols, we recommend the date for employee vaccination compliance (to include a single dose of Johnson & Johnson, or first and second dose of Pfizer or Moderna series) should be extended to September 30, 2021, which aligns with the State Health Officer’s mandate issued August 5, 2021.

In compliance with Board direction, Natividad, Human Resources, and County Administration have been discussing options to test employees with qualified vaccine exemptions. Natividad has indicated that they have the capacity 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, as the County’s Human Resources Management (HRM) Advantage System is linked to the COVID-19 Vaccination Certification application and will be linked to the testing tracking component currently under development. 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. The Human Resources Department will not know the full impacts associated with the exemptions until September 15.

In addition, 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; the Office of the Sheriff-Coroner will continue to utilize its jail medical contractor, WellPath; and the Health Department will be utilizing Natividad and community sites for testing employees who reside and work outside the Salinas area.

The Human Resources Department seeks Board direction to implement appropriate corrective/disciplinary action for employees who fail to adhere to July 30, 2021 Board directive.

Per Board direction on July 30th, Natividad Interim Chief Executive Officer and County Administrative Officer

or designee confirm their authority to adopt COVID-19 policies and procedures consistent with those implemented by other health care entities in the County as appropriate.

Finally, the County Administrative Office and Human Resources Department seek direction on related matters as the Board may deem appropriate.

OTHER AGENCY INVOLVEMENT:

County Administrative Office, Office of the County Counsel, Health, Information Technology, Natividad, Sheriff, and Public Works, Facilities and Parks were consulted on this report.

FINANCING:

Logistics and costs associated with implementing widespread testing are in development. ARPA funds may need to be reallocated for this purpose.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

- Economic Development
- Administration
- Health and Human Services
- Infrastructure
- Public Safety

Prepared By: Wendell Sells, Management Analyst III, 796-6066

Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments: A - Resolution