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Discussing COVID-19 Mandatory Vaccination Policies – Sponsored by Mayor Hall

June 21, 2021

Assistant City Manager John Norris



Background

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- Mayor Hall requested mandatory COVID-19 vaccination policy discussion as per Council Rule 3.2.D
 - Condition of employment and in-person attendance at City Council Meetings and indoor events sponsored by the City
- COVID-19 pandemic has resulted in death and widespread illness in our community and world-wide.
- Vaccines are widely available and approved under emergency use authorization for people age 12 and older
- Provide the best protection against contracting and spreading COVID.
- Council has the legal authority to issue mandatory vaccination policies

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- Mandatory policy must provide for exemptions for medical and sincerely held religious reasons.
- Staff could not identify any State government agency (except universities), county, school district or municipal government in the State of Washington that has adopted a mandatory COVID-19 vaccination policy.
- Mandatory policy may result in termination of employees who do not have a valid exemption and/or choose not to be vaccinated.
- More employers seem to be focusing on incentivizing vaccination rather than mandating.

Current COVID-19 Status and Protocols

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- 79% of the City's regular employees have provided proof of vaccination.
- Nearly 79% of residents in the North Seattle and Shoreline region that are age 12 and over have received at least one dose of vaccine.
- City Manager continues to strongly encourage all staff and community members to get vaccinated.
- To date, the City has not had a workplace caused COVID outbreak.
- Visitors required to wear face coverings/masks when visiting City facilities.
- Staff workplace mask protocols:
 - Fully vaccinated staff may be unmasked when working at their workstations and when working outdoors.
 - Staff who have not provided proof of vaccination must be masked at all times and follow social distancing protocols.
 - All staff must wear masks when in all common areas indoors (i.e., City Hall lobby, restrooms, conference rooms, etc.), regardless of vaccination status.

Recommendation

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- Discuss if you would like to pursue adopting mandatory COVID-19 vaccination policies as a condition of City employment and for in-person participation at City Council meetings or indoor events sponsored by the City.
- The City Manager does not recommend that the City Council consider adoption of mandatory COVID-19 vaccination policies.
- Staff also recommends that Council consider whether additional vaccination incentives for staff would be helpful.

