



Board of Supervisors Memorandum

May 17, 2022

Modifications to Employee COVID-19 Vaccine Requirement

Background

As previously mentioned in my [April 28, 2022](#) memorandum, a review of our COVID-19 policies and practices continues to be underway.

As a government entity that provides unique essential services to the vulnerable public that may have no alternate choices, we have narrowly identified those roles which pose the greatest risk to the public and should require vaccination. Specifically, this includes those classifications and functions where there is sustained in-person contact with members of the public for more than 15 minutes at a time and at less than 6 feet without an intervening physical barrier. This includes employees working in clinical and correctional settings, but it may also apply to other settings including, but not limited to, public service counters, community centers, and congregate meals.

Requiring vaccination for that narrow subset of employees that interact closely with the public continues to make sense from a public health standpoint. This action also protects the health of our own employees whose job functions place them at an elevated risk as well as the health of those employees that may not be able to be vaccinated.

On April 25, 2022, Governor Ducey signed into law House Bill (HB) 2498. This piece of legislation effectively precludes a government entity from requiring COVID-19 vaccination for any resident of the state. It exempts health care institutions operated by a government entity, which may include our various clinics. This legislation takes effect 90 days after the current legislative session adjourns.

The detailed list of additional procedural modifications will be provided in a separate memorandum.

Recommendation

In response to House Bill 2498, I recommend the Board of Supervisors approve the following actions:

- 1) The general requirement for COVID-19 vaccination for the purpose of hiring or promotion be continued until HB2498 takes effect ninety days after the end of the legislative session.

The Honorable Chair and Members, Pima County Board of Supervisors
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- 2) The COVID-19 vaccine requirement as a condition of employment remain in place for the purpose of employee protection for personnel working in or having consistent exposure to environments where clinical care is delivered.
- 3) Continue the provision of incentives, including wellness points, for the documentation of COVID-19 (primary or booster) vaccination.

Sincerely,



Jan Lesher
County Administrator

JKL/mp – May 5, 2022

- C: Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer,
Health and Community Services
Carmine DeBonis Jr., Deputy County Administrator for Public Works
Cathy Bohland, Director, Human Resources
Terry Cullen, MD, MS, Public Health Director, Pima County Health Department