



Pima County

MEETING LOCATION
Administration Bldg - East
130 W. Congress Street
1st Floor
Tucson, AZ 85701
Public Access to Hearing
Room at 8:40 a.m.

Legislation Details (With Text)

File #: File ID 13652 **Version:** 1 **Name:**

Type: Addendum **Status:** Addendum Ready

File created: 10/12/2021 **In control:** County Administrator

On agenda: 10/19/2021 **Final action:**

Title: COVID-19 Vaccine Mandate Language Options
Staff recommends adoption of Option 2, along with Option 5, as summarized below:
Option 1: • Mandatory all employees before November 30, 2021.
• For those not vaccinated, employee will receive disciplinary action up to and including termination of employment.
Option 2: • Mandatory for only employees who work with vulnerable populations.
• Must be fully vaccinated by January 1, 2022, if not then employee will receive disciplinary action up to and including termination of employment.
Option 3: • Incentive \$300.00 one-time payment plus 3 days Annual Leave.
• Disincentive \$45.51 per pay period medical insurance premium.
• Must be vaccinated for promotion or transfer/change in position at a higher rate of pay.
• All new hires must be vaccinated.
Option 4: • All of Option 3.
• Outside employment and off-duty employment disallowed for unvaccinated employees.
Option 5: • All of Option 3 and 4.
• Pay increases and pay adjustments deferred for unvaccinated employees.

Sponsors:

Indexes:

Code sections:

Attachments: 1. CA_CAMemo_COVID-19VaccineMandateLanguageOptions, 2. CA_CAMemo_COVID-19VaccinationforSimilarSizedCounties, 3. CA_VaccineMandateLanguage_CommentLetters_Redacted, 4. CA_CommentLetters_10-18-21_Redacted, 5. CA_CommentLetter_10-18-21_Redacted

Date	Ver.	Action By	Action	Result
10/19/2021	1	Board of Supervisors		

COVID-19 Vaccine Mandate Language Options

Staff recommends adoption of Option 2, along with Option 5, as summarized below:

- Option 1: • Mandatory all employees before November 30, 2021.
• For those not vaccinated, employee will receive disciplinary action up to and including termination of employment.
- Option 2: • Mandatory for only employees who work with vulnerable populations.
• Must be fully vaccinated by January 1, 2022, if not then employee will receive disciplinary action up to and including termination of employment.
- Option 3: • Incentive \$300.00 one-time payment plus 3 days Annual Leave.
• Disincentive \$45.51 per pay period medical insurance premium.
• Must be vaccinated for promotion or transfer/change in position at a higher rate of pay.
• All new hires must be vaccinated.
- Option 4: • All of Option 3.
• Outside employment and off-duty employment disallowed for unvaccinated employees.
- Option 5: • All of Option 3 and 4.

- Pay increases and pay adjustments deferred for unvaccinated employees.