



COVID-19 Vaccination Verification and Testing Policy

City Council Meeting
August 31, 2021

Amy Reeve
Director of Human Resources, Human Resources

CURRENT

- On August 4, 2021, the Sonoma County Health Officer issued Health Order C19-26, which requires all City of Santa Rosa fire, law enforcement, emergency medical, and disaster shelter staff:
 - Provide proof of vaccination, or
 - Submit to weekly COVID-19 testing
- Effective September 1, 2021
- City will implement the Order

CURRENT

- Separate from Health Order C19-26, the County Health Officer also issued a “high recommendation,” consistent with those at the State level, encouraging all employers in Sonoma County implement similar measures.
- On August 17, 2021, the County of Sonoma adopted policies for all its employees to show proof of vaccination or submit to weekly testing.

PROPOSED

- The Human Resources Department is bringing forward this item to ask Council to direct the City Manager to adopt a policy that would apply to all City employees, consistent with the recommendation of the Health Officer's recommendation.
- This policy would require proof of vaccination or weekly testing for all City employees.

BENEFIT

- Further the City's goal of mitigating COVID-19 transmission risk for staff and the community we serve.
- Demonstrate the City's commitment by implementing health and safety measures recommended by the County Health Officer, and State and Federal agencies.

BENEFIT

- Ensure standards are consistent Citywide.
- The City Manager may amend or end the Policy after consultation with the Health Officer, HR, and the City Attorney.

IMPACTS

- Implementing the recent Health Order is a significant operational challenge. Current staffing levels and budgetary needs will be assessed by HR in conjunction with the City Manager.

RECOMMENDATION

It is recommended by the Human Resources Department and the City Manager that the Council, by motion, due to the urgent and significant impacts of the delta variant, and to follow the County Health Officer's strong recommendation to help further reduce the spread of the COVID-19 virus, direct the City Manager to adopt a policy requiring all City employees to provide proof of vaccination or submit to weekly testing by October 1, 2021.

Questions?