



PERSONNEL POLICY

SUBJECT: COVID-19 VACCINATION & TESTING

DATE: _____, 2021

Number: _____

I. Statement of the Policy

As it reopens services and returns more of its employees to the workplace, Fulton County remains committed to taking every precaution to safeguard the health and well-being of employees, the public and others who spend time in County facilities during the Coronavirus Disease 2019 (COVID-19) pandemic. In furtherance of its commitment to implementing any and all measures necessary to mitigate the spread of the disease, Fulton County will require all County employees, as a condition of employment, to either 1) be immunized by vaccination against COVID-19 or 2) be tested weekly for COVID-19. This condition of employment is mandatory unless an employee is granted a reasonable accommodation or when otherwise not permitted by law.

This policy is designed to protect the health of the Fulton County workforce to the greatest extent possible and to serve as a public health measure for those within the broader Fulton County community. The COVID-19 vaccines currently available in the United States are highly effective at decreasing the likelihood of contracting COVID-19, preventing serious illness in vaccinated individuals who contract COVID-19, and mitigating spread of the disease. Employees with a disability or other medical restriction that affects their eligibility for a vaccine, as verified by their medical provider, or those with a sincerely held religious belief that prohibits them from receiving a vaccine, may request a reasonable accommodation to be excused from this vaccination requirement.

This policy is intended to comply with all federal, state, and local laws and is based upon guidance provided by the U.S. Centers for Disease Control and Prevention (CDC), the U.S. Department of Health and Human Services, the Georgia Department of Public Health, the Fulton County Board of Health, and public health and licensing authorities, as applicable. However, this policy does not assume any legal duty not mandated by law.

These policies do not create a contract of employment. Employment for non-classified employees remains "at will".

II. Applicability

This policy shall apply to all employees of Fulton County and to the employees of elected officials to the extent they adopt the same. This policy may apply to certain designated contractors, vendors, and other visitors with regular access and presence in County facilities (such individuals will be notified of their designation and resulting policy application).

III. Establishment and Implementation of Procedure

The County Manager, in consultation with the Chief Human Resources Officer and the County Attorney, is authorized to establish and modify, as needed, a procedure for implementing this policy.