Fulton County

Legislation Details (With Text)

File #:	21-0663	**Version:** 1	**Name:**	
Type:	CM Action Item - Open & Responsible Government	**Status:**	Passed	
File created:	8/23/2021	**In control:**	Board of Commissioners	
On agenda:	9/1/2021	**Final action:**	9/1/2021	
Title:	Request approval of a Resolution adopting a COVID-19 Vaccination & Testing Personnel Policy. (APPROVED)			
Sponsors:				
Indexes:				
Code sections:				
Attachments:	1. Mandatory COVID-19 Vaccination Policy (DM 8.12.pdf			

Date	Ver.	Action By	Action	Result
9/1/2021	1	Board of Commissioners	approve	Pass

Department
Human Resources Management

Requested Action *(Identify appropriate Action or Motion, purpose, cost, timeframe, etc.)*
Request approval of a Resolution adopting a COVID-19 Vaccination & Testing Personnel Policy. **(APPROVED)**

Requirement for Board Action *(Cite specific Board policy, statute or code requirement)*
Civil Service Act, FCC §§ 34-31.

Strategic Priority Area related to this item *(If yes, note strategic priority area below)*
Open and Responsible Government

Commission Districts Affected
All Districts ☒
District 1 ☐
District 2 ☐
District 3 ☐
District 4 ☐
District 5 ☐
District 6 ☐

Is this a purchasing item?
No

Summary & Background *(First sentence includes Agency recommendation. Provide an executive summary of the action that gives an overview of the relevant details for the item.)*

Scope of Work:
On March 11, 2020, the World Health Organization declared the Novel Coronavirus 2019 (COVID-19) disease a global pandemic. On March 13, 2020, President Donald Trump declared a national emergency as a result of COVID-19, and on March 14, 2020, Governor Brian Kemp issued Executive Order 3.14.20.01, which declared a public health emergency as a result of COVID-19. The Board of Commissioners also declared a public health emergency on March 18, 2020. On February 24, 2021, President Joseph Biden continued the national emergency and declared that the COVID-19 pandemic continues to cause significant risk to the public health and safety of the Nation. Thereafter, on July 19, 2021, Xavier Becerra, Secretary of Health and Human Services, renewed the public health emergency declared in the Public Health Service Act, 42 U.S.C. 247d.

The Delta variant of COVID-19 is presently causing more infections and spreads faster than early forms of COVID-19 according to the Centers for Disease Control and Prevention (CDC). Fulton County is experiencing a significant surge in infections and the effects are expected to reach emergent levels. Currently, the U.S. Food & Drug Administration has authorized at least three COVID-19 vaccines which are available to adults. According to the latest update on July 27, 2021 from the CDC, the COVID-19 vaccines reportedly have a high level of effectiveness against hospitalization and death from all current COVID-19 variants.

Despite the availability of vaccines and incentives offered to encourage vaccination, the County workforce is not sufficiently protected from COVID-19 since many employees remain unvaccinated by choice. Given that the County's workforce interacts with members of the public and amongst itself, the spread of the Delta variant of COVID-19 and its adverse effects are likely. Without vaccination, there is a substantially greater risk for hospitalization and death as a result of COVID-19. Accordingly, the County has determined that it has a legitimate business need-to protect the health and welfare of staff and customers-for mandating employees be vaccinated or submit to weekly testing for COVID-19 so that infections in the unvaccinated staff are quickly identified and addressed expeditiously.

Community Impact: Countywide.

Department Recommendation: The Department of Human Resources Management recommends approval of this policy.

Project Implications: County workforce excluding staff of elected officials.

Community Issues/Concerns: This policy is intended to slow the spread of COVID-19, and specifically the Delta variant and its adverse impacts, from staff to customers and customers to staff.

Department Issues/Concerns: None.