



Memo

To: Commissioners, First 5 Ventura County

From: Lauren Arzu, Director of Human Resources and Operations

Date: February 24, 2022

Re: Recommendation to Update Covid-19 Vaccine Policy to include Boosters in the Employee Handbook

Background

In September 2021, the Commission approved a policy to require that staff be vaccinated for the coronavirus or get tested weekly. Currently, 97% of staff are currently vaccinated. The current policy does not address booster shots, which are recommended by the CDC. The State of CA recently mandated that healthcare workers get boosted, and additional employers are expected to follow.

Legal Counsel has reviewed and approved the following proposed booster mandate:

Covid-19 Staff Vaccination Requirement Policy

Effective March 11, 2022, First 5 Ventura County staff are required to be fully vaccinated and boosted* or submit to weekly coronavirus testing (PCR molecular or antigen). Vaccination records are maintained in confidential employee files. Un-vaccinated and incompletely vaccinated and boosted employees will need to submit test results weekly. Unvaccinated or incompletely vaccinated/unboosted employees must also observe all other infection control requirements, and are not exempted from the testing requirement even if they have a medical contraindication to vaccination, since they are still potentially able to spread the illness. Previous history of COVID-19 from which the individual recovered more than 90 days earlier, or a previous positive antibody test for COVID-19, does not waive this requirement for testing.

*Fully vaccinated is at least 14 days from the final vaccination dose, as recommended by the manufacturer. Boosted is one additional booster dose, or as recommended by the CDC.

Recommendation

Recommended action is to approve an updated Covid-19 vaccine policy to include boosters in the Employee Handbook.