


Date: July 27, 2021

To: Thomas B. Modica, City Manager 

From: Joe Ambrosini, Director of Human Resources 

For: Mayor and Members of the City Council

Subject: **City of Long Beach Employee Required COVID-19 Vaccine Verification**

Changes to Face Covering and Vaccine Requirements

Due to a significant rise in COVID-19 cases in the month since the State of California (State) fully reopened, the Long Beach Department of Health and Human Services (Health Department) issued an updated Health Order effective 11:59 p.m. on Saturday, July 17, 2021, reinstating the use of facial coverings for everyone in indoor public settings and businesses. Determining the vaccination status of the workforce was an important first step in considering appropriate next steps for City of Long Beach (City) operations related to COVID-19 prevention protocols in the workplace. The City has been monitoring local municipalities and government agencies nationwide to help develop potential next steps and protocols to slow the spread of COVID-19.

On July 26, 2021, the State announced that it will require State employees and all healthcare workers to show proof of a COVID-19 vaccination or submit to weekly COVID-19 testing. Based on the data gathered from employee attestation submissions, over 4,000 City employees are fully vaccinated, with less than 1,600 City employees that are not vaccinated or prefer not to disclose their status, for a vaccination rate citywide of 72 percent. After careful review and consideration, and in the interest of maximizing employee and public safety, the City will move forward with a similar model used by the State and agencies nationwide.

Background

On May 21, 2021, as the number of COVID-19 cases and hospitalizations continued to drop, and vaccination rates steadily increased, the State announced a planned reopening date of June 15, 2021, where California was expected to fully reopen, and capacity and distancing restrictions would be lifted for most businesses and activities. Following this announcement, several State and City actions took place that led to the development of the City Employee Attestation of COVID-19 Vaccination form, including:

Date	Timeline of Events
May 21, 2021	The State of California announced a planned date of June 15, 2021, where California was expected to fully reopen
June 15, 2021	State of California Re-Opening (Cal/OSHA had yet to determine the protocols for workplace settings)

Date	Timeline of Events
June 17, 2021	Cal/OSHA approved the updated COVID Emergency Temporary Standards (ETS) for workplace settings
June 17, 2021	Governor Gavin Newsom signed an executive order to immediately allow the revisions to take effect without the normal 10-day review period
June 18, 2021	Employee update regarding meet and confer process to implement revised Cal/OSHA Emergency Temporary Standards (ETS)
	Meet and confer process with City's 12 labor associations (including Town Hall style meetings).
June 28, 2021	Human Resources issued a Citywide memo regarding updated COVID-19 workplace safety protocols and required employee attestation of COVID-19 vaccination form
July 9, 2021	Employee deadline to submit completed attestation forms
July 9, 2021 to July 19, 2021	Citywide communications campaign to collect overdue attestation forms
July 19, 2021	Extended employee deadline to submit completed attestation forms

Vaccination Clinics

The City has invested significant time and effort into providing vaccine opportunities for City staff. City staff are able to use City time to get vaccinated, and it is easy, safe, and free to do so. Specifically, since the beginning of January, the City has held 35 targeted clinics for our employees, with 27 dedicated specifically to public safety personnel, in addition to employees being able to attend any of the many regular and pop-up vaccination sites.

Implementation of Attestation Forms

Effective June 28, 2021, upon submission of the recently-implemented City Employee Attestation of COVID-19 Vaccination form, employees who are vaccinated were no longer required to wear a face covering while at work (with the exception of locations requiring face coverings at all times, regardless of vaccination status). Employees who were not fully vaccinated, have not received a COVID-19 vaccine, or preferred not to disclose their vaccination status were required to continue wearing a face cover while indoors or in a vehicle with others.

In an effort to collect all employee attestation forms, the Department of Human Resources engaged in a proactive campaign to inform all Department Heads, Administrative Officers (AO), and safety professionals on the updated COVID-19 workplace safety protocols and employee attestation of COVID-19 vaccination. Safety Town Halls were hosted for AOs on the expectations and process of collecting employee attestation forms. Each employee attestation form has been treated as part of the employee medical record and the protection of that data has remained a high priority.

Citywide Attestation Form Metrics

To date, attestation forms continue to be received. The City now has 99 percent of the forms submitted for current and eligible employees. Below are the current attestation metrics that include submissions from all City employees:

Department	Fully Vaccinated	Not Vaccinated	Prefer not to disclose	Total Number of responses	% of employees fully vaccinated (reported)	% of employees not vaccinated (reported)	% of employees prefer not to disclose (reported)
All	4,010	347	1,199	5,568	72%	6%	22%

The attestation data shows 72 percent of all City employees (16+) are fully vaccinated, which is above the citywide percentage of 70.8 percent (eligible residents 16+) and State percentage of 62.1 percent (eligible residents 16+). Documentation of employee vaccination status assists during the contract tracing process in the event of a positive case in the workplace. This data allows the Occupational Health team to conduct contract tracing more efficiently and will reduce response time and help to determine if a quarantine is necessary. The data also provides insight into departments with lower vaccination rates to provide recommendations for safety protocols and vaccine pop-ups sites at specific locations across Long Beach. Attached is the full breakdown by department of reported vaccination status. Anyone who has selected “prefer not to disclose” is assumed by the City to be unvaccinated; however, it is possible that a portion of this group may be vaccinated.

Requiring Vaccination or Mandatory Testing

When the City initiated the self-attestation process after the June 15, 2021 reopening date, daily case rates in Long Beach were below 1 per 100,000 population a day. Case rates have skyrocketed in the past 45 days, with a case rate of 21.6 per 100,000 today, placing Long Beach in the CDC’s highest level of transmission category. The City’s positivity rate, which was 0.5 percent around June 15, 2021, is 8.2 percent today. The Delta Variant is the leading variant in California, and has proven to be the most transmissible and infectious variant to date. Whereas other variants would result in average of 2.5 additional people infected for every infected person, for the Delta Variant it is expected to infect up to 7 new people. Given the high level of transmission in the community, and the need for our workforce to stay safe, a new approach is needed.

The City Manager is proposing to require vaccinations for all City employees, both new and existing, or require mandatory regular testing of City staff who are not vaccinated. This will include a requirement to provide proof of vaccination and creating regular enforceable schedules for employees who do not provide proof of vaccination to test for COVID-19. Most unvaccinated employees would be required to test once a week, but in some sensitive environments it may be more often as currently required by the State. City Commissioners, who are not City employees, will be addressed separately but are expected to have similar requirements to either be vaccinated or require a negative test prior to an in-person meeting if unvaccinated.

Meet and Confer Process

In light of the July 26, 2021 State announcement regarding vaccine and testing requirements, the City will proceed with vaccine verification for vaccinated employees and commence the required meet and confer process with City labor associations. Further details will be provided as the meet and confer process progresses over the next several weeks. Implementation will commence upon completion of meet and confer, which is expected around mid-August.

If you have any questions, please contact me at (562) 570-6140.

ATTACHMENT

CC: CHARLES PARKIN, CITY ATTORNEY
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DEPARTMENT HEADS

City of Long Beach Employee Attestation of COVID-19 Vaccination Metrics

23 Dpts

Department	Fully Vaccinated	Not Vaccinated	Prefer not to disclose	Total Number of responses	% of employees fully vaccinated (reported)	% of employees not vaccinated (reported)	% of employees prefer not to disclose (reported)
City Manager	57	2	1	60	95%	3%	2%
City Prosecutor	36	1	1	38	95%	3%	3%
City Clerk	16	0	1	17	94%	0%	6%
Legislative	53	3	1	57	93%	5%	2%
City Auditor	13	0	1	14	93%	0%	7%
Human Resources	42	3	3	48	88%	6%	6%
City Attorney	56	4	4	64	88%	6%	6%
Airport	77	4	8	89	87%	4%	9%
Libraries	151	7	19	177	85%	4%	11%
Health and Human Services	420	23	54	497	85%	5%	11%
Technology & Innovation	135	3	22	160	84%	2%	14%
Economic & Property	53	1	9	63	84%	2%	14%
Harbor	430	20	65	515	83%	4%	13%
Financial Mgmt	188	15	30	233	81%	6%	13%
Civil Service	12	1	2	15	80%	7%	13%
Development Services	128	5	22	167	77%	3%	13%
Parks & Rec	467	73	106	646	72%	11%	16%
Water	166	15	59	240	69%	6%	25%
Energy Resources (Gas & Oil)	139	19	44	202	69%	9%	22%
ECOC Comm Facility (DPEC)	55	3	22	80	69%	4%	28%
Fire*	453	52	186	691	66%	8%	27%
Public Works	274	47	123	444	62%	11%	28%
Police**	589	46	416	1051	56%	4%	40%
TOTAL	4010	347	1199	5568	72%	6%	22%
*Represents both civilian and sworn Fire employees. Sworn Fire employees are 58% vaccinated.							
**Represents both civilian and sworn Police employees. Sworn Police employees are 51% vaccinated.							
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