

**CITY OF CHENEY
SPOKANE COUNTY, WASHINGTON**

RESOLUTION NO. E-942

**A RESOLUTION OF THE CITY COUNCIL
REQUIRING COVID-19 VACCINATIONS AS A CONDITION OF EMPLOYMENT.**

WHEREAS, Public Health and Safety is a core responsibility of government; and

WHEREAS, The Food and Drug Administration has provided Emergency Use Authorization for multiple COVID-19 vaccinations and fully authorized the Pfizer vaccine; and

WHEREAS, all people ages 12 and older have been eligible to receive the COVID-19 vaccine since May 10, 2021 providing ample time for all eligible people to become fully vaccinated; and

WHEREAS, the COVID-19 Delta variant is significantly more transmissible than previous variants, leading to a significant rise in positive cases, hospitalization and deaths in recent weeks; and

WHEREAS, from February 1, 2021 to August 16, 2021, 97.2% of the state-wide COVID-19 cases were persons not fully vaccinated, 94.1% of COVID-19 cases of those hospitalized were not fully vaccinated and 92.4% of COVID-19 cases resulting in fatalities were not fully vaccinated; and

WHEREAS, on July 27, 2021 the Centers for Disease Control release updated guidance on the need for urgently increasing COVID-19 vaccination rates amid high transmission rates; and

WHEREAS, in Spokane County the 14-day average of positive COVID-19 cases per 100,000 residents has jumped to 708.4 on August 31, 2021, putting the region well above the threshold for a high community transmission rate; and

WHEREAS, in the 99004 zip code only 45.3% of the population have received at least one dose of the COVID-19 vaccine; and

WHEREAS, the current vaccination percentage of City of Cheney employees is 54%; and

WHEREAS, regional hospitals and healthcare facilities are reaching or exceeding existing ICU capacity, directly related to hospitalized COVID-19 patients; and

WHEREAS, the Governor of the State of Washington has issued a vaccine mandate to employees of all state agencies, operators in education settings, and operators in health care settings due to “the emergence of highly contagious COVID-19 variants, including the “delta variant” that is at least twice as transmissible as the virus that emerged in late 2019, coupled with the continued significant numbers of unvaccinated people, have caused COVID-19 cases and hospitalizations to rise sharply among unvaccinated populations and have resulted in breakthrough infections in some fully vaccinated individuals”; and

WHEREAS, COVID-19 infection and exposure among the City of Cheney employees and the related isolation periods could put public health and safety at risk due to the potential unavailability of essential personnel including law enforcement, emergency medical services personnel, certified water or sewer operators; and

WHEREAS, it is in the City and Public's best interest to make every reasonable and public health recommended steps to reduce the risk transmission among City employees and reduce the risk of mostly preventable serious illness or death among staff and the public we serve.

NOW THEREFORE, BE IT RESOLVED, the City Council of the City of Cheney hereby directs the Mayor and City Administrator to draft a mandatory COVID-19 vaccination policy for all current and future employees as a condition of employment, with the exception of approved religious or medical exemptions and directs the City Administrator to implement the COVID-19 vaccination policy and bargain in good faith with our employees' labor representatives regarding the impacts of this decision.

ADOPTED on this **14th day of September, 2021**, by the Cheney City Council at their regularly scheduled meeting at the Cheney Council Chambers, 609 Second Street, Cheney, WA 99004.

Mayor, Chris Grover

ATTEST:

City Clerk, Cynthia L. Niemeier