

**CITY OF CHENEY
SPOKANE COUNTY, WASHINGTON**

RESOLUTION NO. E-993

**A RESOLUTION OF THE CITY COUNCIL APPROVING A
COVID-19 VACCINATION AS A CONDITION OF EMPLOYMENT FOR NEW
EMPLOYEES AND \$50 VACCINATION INCENTIVE FOR FULL-TIME EMPLOYEES**

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, journeymen lineman; and

WHEREAS, COVID-19 vaccinations are a proven means to reduce the risk of contracting and transmitting the virus, eliminate the need to quarantine asymptomatic employees exposed to the virus, and reduce the likelihood of excessive overtime and staffing challenges within City departments; AND

WHEREAS, the City desires to retain current employees unable or unwilling to receive the vaccine without a mandatory vaccination or testing policy for existing staff; AND

WHEREAS, the City desires to reduce the administrative burden of COVID-19 exposure reporting, contract tracing, last-minute employee work schedule or shift changes; AND

WHEREAS, City Council requested the Mayor and staff approach increasing vaccinations amongst City employees with incentives rather than penalties; AND

WHEREAS, City Administration is proposing a \$50/month reduction in employee medical benefit premiums for vaccinated City employees or those receiving a medical or religious exemption from vaccination terminating with the end of the pandemic or at the discretion of the City Council;

NOW THEREFORE, BE IT RESOLVED, the City Council of the City of Cheney hereby approves of COVID-19 Vaccination as a condition of employment for all new employees hired after passage of the resolution and the provision of a \$50/month reduction in medical benefit premiums for all vaccinated/exempted employees retroactive to the beginning of the February payroll period.

ADOPTED on this **8th day of February, 2022**, 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