

COVID-19 Update

- 7 day rolling case rate has moved from 55.33 to 84.86 per 100,000 (32.29% change).
- The level of community transmission in Ramsey County is still substantial, with our neighboring county Hennepin, moving to a high level of transmission.
- COVID-19 positivity rate has increase; testing volume is up; new hospital admissions has decreased with the percent of beds used due to COVID increasing; and the ICU beds used has continued to increase.
- Public Health ICS and RECERT are partnering to increase vaccines rates through a targeted vaccine incentive program to launch on Friday.

Vaccines and the Workplace

Date: August 10, 2021

Since our last board meeting

- Deputy County Manager Kathy Hedin has hosted multiple meetings to move this work ahead
- The team included representation from Human Resources, Public Health, Property Management, Finance, Policy and Planning, Risk and Compliance, Communications, and Legal
- Today, Human Resources will provide background/context for this discussion, Public Health will provide more perspective into the rationale for this recommendation, and our County Manager will present the final recommendation

Background

- Resolve the concern about potential transmission of Covid-19 and variants
- Propose a recommendation and a course of action to the Board
- Balancing Act
 - Safety and Welfare of our employees and residents is priority
 - Trust and morale of our employees
 - Legal considerations
 - Union considerations
 - Financial considerations

Public Health Perspective

- Vaccinated people aren't fully safe, but they are much safer than unvaccinated people.
- Full vaccination is 88% effective at preventing symptomatic Delta infections.
- Vaccinated people can still get infected, especially when community rates of transmission are “substantial” or “high.”
- “Natural” immunity, or immunity established by an earlier infection (not related to Covid-19), is not a robust prevention for new infections.
- There is no approved treatment plan for individuals with early Covid-19 disease.
- Side effects typically identified with the Covid-19 vaccine are mild; individuals with more severe reactions should see support from their healthcare provider.

Recommendation

- Employees will be required to submit their vaccination information or be required to undergo weekly COVID-19 testing and provide a copy of test results.
- Every employee will be asked to fill out an acknowledgement and sign
 - Employees understand the symptoms and risks of COVID-19
 - Employees understand that vaccination is one of the best ways to prevent the risk of serious illness from COVID-19 (not transmission)
 - Employees acknowledge they have read through their departments safety plan and understand it
 - Employees will abide by Ramsey County protocols in place; this includes:
 - Staying home when sick;
 - Masking (if the mask mandate is in place)
 - Social distancing;
 - Other safety protocols that the County has deemed necessary.