



Report to Council

Department: Office of the CAO
Division: Human Resources
Date: March 21, 2022
Prepared by: Brandi Sieben, Manager, Human Resources
Report Number: Human Resources 2022-05
Subject: COVID-19 Vaccination Policy Review
Number of Pages: 3

Recommendation(s)

That Human Resources Report 2022-05 entitled "COVID-19 Vaccination Policy Review" prepared by Brandi Sieben dated March 21, 2022, be received, and

That Council approve Administration to suspend the Town's COVID-19 Vaccination Policy effective March 22, 2022.

Purpose

To obtain Council's approval to suspend the administration of the Town's corporate COVID-19 Vaccination Policy effective March 22, 2022.

Background and Discussion

The Town implemented the corporate COVID-19 Vaccination Policy effective October 19, 2021. All employee, members of Council and Committee Members were required to provide

their vaccination status, along with vaccine documentation or agree to participate in bi-weekly rapid antigen testing.

The Town’s current vaccination rates for employees is as follows:

| | |
|---|-----------------------------------|
| Fully Vaccinated | 96.5% (up 1.5% since January 17) |
| Partially Vaccinated | 0.5% (down 0.5% since January 17) |
| Unvaccinated or did not consent to provide vaccination status | 3% (down 1% since January 17) |

Council requested that the policy be reviewed every three (3) months. On January 17, 2022, Council approved the continuation of the policy with another review scheduled for April 18, 2022. Since that time, there been a decrease in the number of hospitalizations for COVID-19 both locally and provincially. This has led the province to begin lifting some COVID-19 restrictions including proof of vaccination requirement and capacity limits for indoor public settings (March 1) and the requirement for masking in most indoor settings (March 21). The province has also indicated that it will be lifting the proof of vaccination for provincial public service employees effective April 4, 2022.

The Town will continue to follow all provincial and local public health guidelines, and the policy would be available to be re-instated should there be a need or recommendation.

Financial Impact

There is no cost associated with suspending the policy.

Consultations

Doug Sweet, Chief Administrative Officer

Link to Strategic Priorities

- Manage, invest and plan for sustainable municipal infrastructure which meets current and future needs of the municipality and its citizens.
- Create a safe, friendly and inclusive community which encourages healthy, active living for people of all ages and abilities.
- Provide a fiscal stewardship and value for tax dollars to ensure long-term financial health to the municipality.
- Manage responsible and viable growth while preserving and enhancing the unique rural and small town character of the community.
- Improve the experiences of individuals, as both citizens and customers, in their interactions with the Town of Essex.
- Improve the Town's capacity to meet the ongoing and future service needs of its citizens while ensuring the corporation is resilient in the face of unanticipated changes or disruptions.