

<b>SUBJECT</b> Vaccinated COVID Employees		<b>APPLIES TO</b> City Employees	
<b>EFFECTIVE DATE</b> December 1, 2021	<b>REVISED DATE</b>		<b>NEXT REVIEW DATE</b>
<b>APPROVED BY</b> City Manager		<b>TOTAL PAGES</b> 1	<b>POLICY NUMBER</b> 133

1.0 **Purpose:**

To protect its employees, volunteers, and the general public, the City of Lawrence establishes this policy at the recommendation of entities such as World Health Organization (WHO), the Centers for Disease Control (CDC), the Kansas Department of Health and Environment (KDHE), the Lawrence-Douglas County Public Health (LDCPH), or other health agencies. This policy applies when it is congruent with any active LDCPH health order.

2.0 **Vaccinated Employees:**

Employees who have been fully vaccinated for COVID-19 (Vaccine shot(s) plus 2 weeks) may, but are not required to, work without wearing a mask indoors at a City building and outdoors. Employees will need to provide proof of being fully vaccinated by presenting a copy of their completed vaccination card or documentation from a physician/clinic to Risk Management in advance of not wearing a mask at work. Employees are required to follow any rules and regulations applicable to public meetings.

Any vaccinated employee who is considered a direct contact to a confirmed positive COVID case, will be allowed to work but required to wear a mask during the quarantine phase. The vaccinated person will be required to have a COVID test completed between 3-5 days and 7-9 days of the exposure to the confirmed COVID positive person.

The CDC does not recognize natural immunity (potential immunity for those individuals who have previously tested positive for COVID-19); therefore the City does not recognize natural immunity as an exception to the “Face Coverings During Declared Pandemic” employee policy.

Employees who are not fully vaccinated will be required to follow the policy “Face Coverings During Declared Pandemic”. Administrative Policy 131 in Employee Handbook.

The City understands that some employees for religious and medical reasons cannot receive the vaccine. These are legitimate and important conditions which we both respect and will accommodate to the greatest reasonable extent. Please refer to our Statement of Individual Respect as a reminder of our commitments to each other.

Questions or any other exceptions should be directed to the City’s Risk Management Office.

