

RESOLUTION NO. 1640

**A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF SNOQUALMIE, WASHINGTON,
AMENDING THE SNOQUALMIE PERSONNEL
POLICIES TO REPEAL AND RESCIND POLICY 2.33,
AND PROVIDING FOR AN EFFECTIVE DATE.**

WHEREAS, on November 13, 2012, the Snoqualmie City Council adopted Resolution No. 1174, which adopted amended Personnel Policies of the City of Snoqualmie; and

WHEREAS, on June 14, 2022, the City Council adopted additional amendments to City of Snoqualmie Personnel Policies, in order to update the policies as required by law and to incorporate certain policy changes made on an emergency basis during the COVID-19 pandemic; and

WHEREAS, on September 8, 2022, Washington State Governor Jay Inslee announced the rescission of COVID-19 state of emergency and all then-remaining emergency proclamations, effective October 31, 2022; and

WHEREAS, on October 28, 2022, Governor Inslee issued Proclamation 21-14.6, which rescinded and terminated Proclamation 21-14 and related amendments effective October 31, 2022, which terminated the State of Washington's requirement that all State employees, on-site independent contractors, volunteers, goods and services providers, and appointees of designated state agencies to be fully vaccinated against COVID-19;

WHEREAS, on October 11, 2022, City of Seattle Mayor Bruce Harrell Mayor Bruce Harrell announced that the City of Seattle would officially end its COVID-19 Civil Emergency Proclamation after October 31, 2022; and

WHEREAS, on October 24, 2022, Snoqualmie Mayor Katherine Ross announced the rescission of the March 6, 2020 COVID-19 Emergency Proclamation, effective October 31, 2022; and

WHEREAS, as set forth in more detail in Agenda Bill 23-041, data reported by the Washington State Department of Health indicates that the difference in the rate of hospitalization and deaths from COVID-19 per 100,000 unvaccinated people, as compared to the rate of hospitalization and deaths from COVID-19 per 100,000 vaccinated people, is significantly smaller than in September, 2021, when the State of Washington, King County, the City of Seattle and the City of Snoqualmie imposed requirements for employee COVID-19 vaccination; and

WHEREAS, all current City of Snoqualmie employees have previously provided proof of full vaccination against COVID-19, and many have provided proof of receipt of one or more boosters; and

WHEREAS, although Washington Department of Health statistics reflect the continued persistence of COVID-19 in the State, including continued hospitalizations and deaths due to COVID-19, health experts and epidemiological modeling experts believe that as a state we have made sufficient progress against COVID-19 to allow the State and other jurisdictions, including the City of Snoqualmie, to end their declared COVID-19 states of emergency and to rescind mandatory vaccination requirements; and

WHEREAS, for those persons who are able to be vaccinated, getting fully vaccinated and remaining up to date with all recommended boosters remains the most effective tool to protect themselves, their families, and their communities; and

WHEREAS, certain existing City personnel policies and memorandum of understanding with a collective bargaining unit encourage vaccination against COVID-19 by offering certain benefits to those employees who provide proof of receipt of a COVID-19 vaccination booster;

NOW, THEREFORE, be it hereby **RESOLVED** by the City Council of the City of Snoqualmie, Washington as follows:

Section 1. Personnel Policies Amended. Policy 2.33 of the City of Snoqualmie Personnel Policies is hereby rescinded and repealed, as shown below:

~~**2.33 — VACCINATION.** As a qualification of employment, all City employees and City volunteers, including volunteer firefighters and health care providers, are required to be fully vaccinated against COVID-19 with a vaccine authorized by the U.S. Centers for Disease Control. To be considered fully vaccinated, prospective employees must provide proof of the following prior to the date of hire:~~

- ~~•Completion of two doses of an authorized mRNA vaccine (Pfizer, Moderna or equivalent); or~~
- ~~•Completion of one dose of a Johnson & Johnson / Janssen or equivalent authorized single dose vaccine.~~

~~Proof of vaccination includes providing to Human Resources a CDC Covid-19 Vaccination Record Card, WA State Certificate of Covid-19 Vaccination, WA State Immunization Information System~~

Section 2. Effective Date. The changes to Snoqualmie Personnel Policies resulting from this resolution shall be effective on _____, 2023.

PASSED by the City Council of the City of Snoqualmie this ____ day of March, 2023.

Katherine Ross, Mayor

Attest:

Deana Dean, City Clerk

Approved as to form:

Bob C. Sterbank, City Attorney