



BOARD OF SUPERVISORS  
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors  
105 E. Anapamu Street, Suite 407  
Santa Barbara, CA 93101  
(805) 568-2240

**Department Name:** Human Resources  
**Department No.:** 064  
**For Agenda Of:** August 31, 2021  
**Placement:**  
**Estimated Time:** 60 minutes  
**Continued Item:**  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors

**FROM:** Department Maria Elena De Guevara, Human Resources Director  
Director(s) (805) 568-2800  
Contact Info: Yvonne Torres, Assistant Human Resources Director  
(805)568-3075

**SUBJECT:** County of Santa Barbara Employee  
COVID-19 Vaccination and Testing Policy

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**County Counsel Concurrence**

As to form: Yes

Other Concurrence: Select\_Other

As to form: N/A

**Auditor-Controller Concurrence**

As to form: N/A

**Recommended Actions:**

It is recommended that the Board of Supervisors:

- a) Adopt a COVID-19 Vaccination and Testing Policy for all County of Santa Barbara Employees; and
- b) Authorize the Human Resources Director and the County Executive Officer to take any necessary administrative actions to execute the Board's direction; and
- c) Determine that the above actions are not a project under the California Environmental Quality Act (CEQA), because pursuant to Section 15378(b)(5) the recommended actions consist of organizational or administrative fiscal activities of government that will not result in direct or indirect physical changes in the environment.

**Summary Text:** The COVID-19 pandemic continues to require ongoing assessment of business operations to ensure a safe working environment for County employees, the community members with whom County employees interact, and all residents of the County. The recommended action to adopt the COVID-19 Vaccination and Testing Policy will require County employees to provide proof of vaccination status or submit to weekly testing.

In coordination with the Human Resources and Public Health Departments, all County Departments will be responsible for ensuring that their employees, interns, volunteers, and any contractors who regularly

work onsite, comply with this policy. The recommended actions come as a result of the significant rise of COVID-19 cases and hospitalizations among the unvaccinated due to the Delta variant.

**Background:** Clinical trials, scientific research, and safety monitoring have demonstrated that the federally approved COVID-19 vaccines are safe and are the most effective method of preventing people from getting and spreading the virus that causes COVID-19 and from getting seriously ill, ending up hospitalized, or dying, even if they do get COVID-19. Furthermore, when vaccination is not possible, regular testing for COVID-19 serves an invaluable tool for early detection of the virus, and prevention of further spread and/or outbreak of COVID-19.

As of August 27, 2021 65.8% of Californians 12 years of age and older are fully vaccinated with an additional 10.3% partially vaccinated. California is currently experiencing the fastest increase in COVID-19 cases during the entire pandemic with 28.4 new cases per 100,000 people per day, with case rates increasing ninefold within two months preceding August 5, 2021. The Delta variant, which is very highly contagious and possibly more virulent, is currently the most common variant causing new infections in California.

As of August 26, 2021, the County's verified workforce vaccination rate is 49.3% as verified through documentation, 13.4% who have self-attested full vaccination, and 37.3% of employees who have not disclosed. It is the County's intention to maintain a safe working environment for employees as well as the public we serve. In order to achieve this goal and preserve the ability of employees to make personal medical decisions, staff created the attached policy whereby employees must be vaccinated or submit to weekly testing if they choose not to be vaccinated. The recommended actions will result in a greater level of protection for employees and the public by ensuring staff does not spread the virus in the workplace.

**Fiscal and Facilities Impacts:**

Based on current information available to the County, there is no cost for the testing kits and testing. There will be a nominal cost for the bar code scanner needed to administer the test.

**Attachments:**

County Employee Covid-19 Vaccination and Testing Policy  
Power Point Presentation

**Authored by:**

Yvonne Torres, Assistant Human Resources Director

**CC:**

Mona Miyasato, County Executive Officer  
Rachel Van Mullem, County Counsel