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EXECUTIVE ORDER

MANDATORY VACCINATION OF CITY FIREFIGHTERS AND PARAMEDICS

- WHEREAS,** on February 29, 2020, Washington Governor Jay Inslee issued Proclamation 20-05 proclaiming a State of Emergency for all counties in the State of Washington as a result of the COVID-19 outbreak in the United States and confirmed person-to-person spread of the disease; and
- WHEREAS,** on August 9, 2021, Governor Inslee issued Proclamation 21-14, amending Proclamation 20-05 and requiring that all Health Care Providers and Workers be fully vaccinated by October 18, 2021, or be prohibited from engaging in work in a Health Care Setting; and
- WHEREAS,** Proclamation 21-14 was subsequently amended by Proclamation 21-14.1 and 21.14.2, issued on August 20, 2021 and August 27, 2021, respectively; and
- WHEREAS,** the only exceptions to the vaccine requirement of Proclamations 21.14, 21.14.1 and 21.14.2 (hereinafter the "Governor's Vaccine Proclamations"), are for disability-related reasonable accommodations or sincerely held religious belief reasonable accommodations; and
- WHEREAS,** all Redmond firefighters are required to be credentialed as emergency medical technicians (EMTs) or paramedics and thus fall within the definition of Health Care Provider in Governor's Vaccine Proclamations; and
- WHEREAS,** several Redmond firefighters have applied for religious accommodations, and while the City has not questioned to sincerity of the religious beliefs, the City must consider additional factors in order to determine if those religious beliefs can be accommodated in such a manner as to allow the firefighters to remain working in a Health Care setting; and
- WHEREAS,** the Washington State Department of Health issued a report on September 22, 2021, stating in part that (1) COVID-19 cases remain extremely high in most counties across the state, (2) that hospital admissions and occupancy remain at extremely high levels, (3) that the delta variant of COVID-19 is predominant and that high levels of hospital occupancy are likely to persist through the fall, and (4) that vaccination and masking to reduce the transmission of COVID-19 is highly recommended; and
- WHEREAS,** on September 23, 2021, the Medical Program Director of King County Medic One and the Medical Director of the Seattle Fire Department issued a joint recommendation that all Emergency Medical Services agencies require full vaccination against COVID-19 in order to provide patient care, stating that "We must do our best to deliver safe and effective health care, a commitment and pledge that requires vaccination against SARS-CoV-2 [COVID-19];" and

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WHEREAS, Section 15.10 of the Redmond Personnel Manual states, in part, that "The policy of the City is to provide a healthy and safe work environment for its employees," and Section 15.20 goes on to provide, in part that "All City employees are generally responsible to conduct their work in a safe manner, to comply with all applicable safety and health rules... More specifically, employees must: ... Do everything reasonably necessary to protect the life and safety of employees;" and

WHEREAS, providing patient care and emergency medical services is an essential job function of Redmond firefighters and the public expectation is that Redmond firefighters will not expose patients to the potential transmission of COVID-19 by being unvaccinated and that Redmond firefighters will take such steps, including vaccination, as may be necessary to protect themselves from the disease; and

WHEREAS, I have considered all the above and have determined, based upon the scientific consensus and the recommendations of the health care professionals described above, that all Redmond firefighters must be vaccinated and that certain measures that have been previously discussed as accommodation for those with disabilities and sincerely held religious beliefs, such as the wearing of personal protective equipment and frequent testing, are insufficient to ensure the safety of the firefighters, their patients, and other City personnel;

NOW, THEREFORE, I, ANGELA BIRNEY, MAYOR OF THE CITY OF REDMOND, DO HEREBY ISSUE THE FOLLOWING EXECUTIVE ORDER:

1. All Redmond firefighters meeting the definition of Health Care Provider under the Governor's Vaccine Proclamations are hereby required to be fully vaccinated for SARS-CoV-2 (COVID-19) no later than October 18, 2021. Any firefighter not fully vaccinated by that date shall be prohibited from engaging in work in a Health Care Setting, as defined in the Proclamations, unless a reasonable accommodation based on a disability or a sincerely held religious belief has been granted. All provisionally granted accommodations made by the City prior to the date of this Executive Order are hereby terminated.
2. The Human Resources Director is authorized and directed to meet with each Redmond firefighter requesting a disability-related accommodation or a sincerely held religious belief accommodation and to conduct an individualized review of the request. The Human Resources Director is authorized to grant reasonable accommodations that do not cause an undue hardship for the City.
3. Redmond firefighters who are not fully vaccinated for SARS-CoV-2 (COVID-19) by October 18, 2021, and who have not been granted a reasonable accommodation for a disability or a sincerely held religious belief after the date of this Executive Order, shall be terminated from City employment.

DATED this 30 day of September, 2021.

DocuSigned by:

Angela Birney

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MAYOR ANGELA BIRNEY

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