

Document Code No.: ACO-8-27-EO
Title: Order Pursuant to Proclamation of Emergency; COVID -19
vaccination requirements for Executive Branch employees
Keywords: Health Emergency, COVID-19, Vaccination
Sponsoring Agency: Office of the Executive



King County

**ORDER PURSUANT TO PROCLAMATION OF EMERGENCY;
COVID -19 vaccination requirements for Executive Branch employees**

WHEREAS, on March 1, 2020, in my capacity as King County Executive, I issued a Proclamation of Emergency regarding the significant health emergency caused by novel coronavirus, or COVID-19, in King County; and

WHEREAS, the State of Emergency continues to exist in King County; and

WHEREAS, RCW chapter 38.52, and King County Code chapters 2.56 and 12.52 authorize me to exercise the emergency powers vested in me as King County Executive; and

WHEREAS, King County provides essential services to the public; and

WHEREAS, response to the emergency has required and continues to require King County employees to provide services, often in-person, to protect life, health and safety; and

WHEREAS, after months of improving COVID-19 epidemiological conditions, highly contagious COVID-19 variants are emerging (including the "delta variant" that is at least twice as transmissible as the virus that emerged in late 2019), and this coupled with the continued significant numbers of unvaccinated people is causing a sharp rise in COVID-19 cases and hospitalizations among unvaccinated populations and breakthrough infections in some fully vaccinated individuals; and

WHEREAS, variants are more likely to develop when disease is widespread, the threat of even more harmful variants emerging is increasing, and the key to ending the pandemic is for as many people as possible to be fully vaccinated; and

WHEREAS, COVID-19 vaccines are effective in reducing infection and serious disease, widespread vaccination is the primary means we have to protect everyone, including persons who cannot be vaccinated for medical reasons, youth who are not eligible to receive a vaccine, immunocompromised individuals, and vulnerable persons including persons in health care facilities, and other congregate care facilities from COVID-19 infections; and

WHEREAS, although COVID-19 continues as an ongoing and present threat in King County, the measures King County employees and residents have taken together over the past 18 months, including the willingness of most King County employees and residents to take advantage of the remarkable, life-saving vaccines being administered throughout the region, have made a difference and have altered the course of the pandemic in fundamental ways; and

WHEREAS, widespread vaccination is also the primary means we have to protect our health care system, to avoid the return of stringent public health measures, and to put the pandemic behind us; and

WHEREAS, COVID-19 vaccines are readily available throughout King County; and

WHEREAS, it is imperative that all King County Executive branch employees be vaccinated to stop the spread COVID-19; and

WHEREAS, as the King County Executive, I have the authority under King County Charter 320.20 to supervise the Executive branch and its employees and to establish conditions of employment for Executive Branch employees.

NOW THEREFORE, I, DOW CONSTANTINE, AS KING COUNTY EXECUTIVE, DO PROCLAIM AND ORDER AS FOLLOWS:

SECTION 1: ORDER

A. It is hereby ordered that all King County Executive branch employees must be fully vaccinated with vaccines authorized by the Centers for Disease Control (CDC) by October 18, 2021.

B. It is further ordered that all future King County Executive branch employees must provide proof of vaccination against COVID-19 prior to hire.

C. Employees must provide proof of full vaccination against COVID-19 as may be recommended by the CDC.

D. Except as employees may be entitled under law to a disability-related reasonable accommodation or a sincerely held religious belief accommodation.

E. I further reserve the right to issue additional orders as authorized by K.C.C. chapter 12.52 as may be necessary to respond to the emergency proclaimed March 1, 2020.

SECTION 2: NOTICE

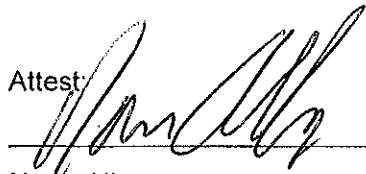
A. A copy of this order issued hereunder shall be delivered to the Clerk of the Council and each King County Councilmember by email. A copy of this order issued hereunder shall also be filed with the Clerk of the Council by no later than 10:00 a.m. on the next business day after issuance. To the extent practicable, a copy of this emergency order issued hereunder shall be delivered to all news media within King County and made available to the general public.

DATED and effective this 10 day of August, 2021.



Dow Constantine
King County Executive

Attest:



Norm Alberg
Director, Records and Licensing Services Division, Department of Executive Services