



City of Seattle

Mayor Jenny A. Durkan

MAYORAL DIRECTIVE

DATE: August 9, 2021
TO: City of Seattle Department Directors
FROM: Mayor Jenny A. Durkan
Subject: COVID-19 Mayoral Directive #9

Overview

The purpose of this Mayoral Directive #9 is to further coordinate internal City actions, personnel policies, and protocols in response to the COVID-19 civil emergency.

Background

To date, the following Mayoral Directives have been issued in order to ensure a coordinated response to the COVID-19 public health emergency:

- On March 1, 2020, I issued COVID-19 Mayoral Directive #1 to City department directors to deliver preparedness instructions for all directors and their departments.
- On March 13, 2020, I issued COVID-19 Mayoral Directive #2 to City department directors to further mitigate the impacts of the virus on City government operations.
- On April 6, 2020, I issued COVID-19 Mayoral Directive #3 to City department directors to align existing internal City actions, personnel policies, and protocols with the Governor's "Stay Home – Stay Healthy" Order through May 4, 2020.
- On May 2, 2020, I issued COVID-19 Mayoral Directive #4 to City department directors to further align existing internal City actions, personnel policies, and with the Governor's "Stay Home – Stay Healthy" Order through May 31, 2020.
- On June 3, 2020, I issued COVID-19 Mayoral Directive #5 to City department directors to further align existing internal City actions, personnel policies, and with the Governor's "Stay Home – Stay Healthy" Order.
- On November 4, 2020, I issued COVID-19 Mayoral Directive #6 with agreement from City Unions to City department directors to further align existing internal City actions, personnel policies, and with the Governor's "Stay Home – Stay Healthy" Order.
- On December 15, 2020, I issued COVID-19 Mayoral Directive #7 to City department directors to further align existing internal City actions, personnel policies, and with the Governor's "Stay Home – Stay Healthy" Order.
- On June 30, 2021, I issued COVID-19 Mayoral Directive #8 to City department directors to further align existing internal City actions, personnel policies, and with the Governor's "Stay Home – Stay Healthy" Order.

On March 23, 2020, Governor Jay Inslee issued a "Stay Home – Stay Healthy" order, which was extended several times through May 31, 2020. On May 31, 2020, Governor Inslee issued a Proclamation

transitioning from “Stay Home – Stay Healthy” order to reopening the state through “[Safe Start – Stay Healthy](#),” a county-by-county phased reopening through July 1, 2020. On April 13, 2020, the Governor issued Proclamation 20-46 “[High-Risk Employees – Workers’ Rights](#)”, amending Proclamation 20-05, to stipulate additional requirements for how public and private employers accommodate high-risk workers to protect them from risk of exposure to COVID-19 on the job. On June 9, 2020 and July 29, 2020, Governor Inslee issued Proclamations 20-46.1 and 20-46.2, further clarifying and extending Proclamation 20-46. On April 8, 2021, Governor Inslee issued Proclamation 20-46.3 amending Proclamation 20-05 and allows employers additional flexibility to seek medical verification from employees and to shift employees to health coverage alternatives. On July 1, 2021, Governor Inslee issued Proclamation 20-25.14, called *Washington Ready* (formerly known as “*Healthy Washington – Roadmap to Recovery*”) to update the statewide guidance and requirements for moving forward after June 30, 2021, including the ongoing face covering requirement. On August 9, 2021, Governor Inslee issued a proclamation prohibiting any workers of Executive Cabinet Agency or Health Care Providers from engaging in work after October 18, 2021 if the worker has not been fully vaccinated against COVID-19.

Actions

In order to effectively coordinate and execute the City’s sustained response to the COVID-19 pandemic, I am extending the following dates accordingly:

- 1) **[Updated] Extension of [Telework Guidance for City Employees](#) issued on November 20, 2020, through mid-October 2021, subject to further evaluation of public health data.**
- 2) **[Updated] Extension of Employee Compensation through at least mid-October, 2021 for the following:**
 - A) [Temporary COVID-19 Telework Allowance](#) issued on [March 22, 2021](#).
 - B) Employee Compensation Directive related to employees impacted by a facility closure due to COVID-19, as announced in Mayoral Directive #6.
 - C) Employee Compensation Directive related to employees completing COOP priority 3 or 4 work or work reprioritized due to COVID-19 operational changes, as announced in Mayoral Directive #6.
- 3) **[Updated] Extension of New employee parking arrangements, as announced in the [memo](#) from FAS Director Calvin Goings dated March 24, 2020, to department directors through at least October 18, 2021.**
- 4) **Continuation of City Protocols Until Further Notice**
 - A) [Protocols](#) for workplace cleaning and disinfecting, as announced in the memo from the FAS Director Calvin Goings dated May 27, 2021, to department directors.
 - B) [Protocols](#) related to the ordering of critical Personal Protective Equipment (PPE) supplies for City government, as announced in the memo from FAS Director Calvin Goings dated March 10, 2020, to department directors.
 - C) Use of [face coverings](#) by City employees and visitors to City facilities, as updated on July 30, 2021, which requires face coverings for all employees in public indoor settings

5) [New] Mandatory COVID-19 Vaccination for all City employees. All city employees are required to be fully vaccinated with verification against the COVID-19 virus as a condition of employment on October 18, 2021. Employees with medical reasons or sincerely held religious beliefs that prevent them from getting vaccinated may apply for an exemption from this mandate no later than October 18, 2021. Employees who are exempted will be required to adhere to COVID-19 weekly testing, masking, and social distancing requirements.

- A) An employee is considered fully vaccinated 2 weeks after the second dose of the Pfizer or Moderna vaccines or 2 weeks after the single dose of Johnson & Johnson's Janssen vaccine.
- B) This mandate and verification will take effect on October 18, 2021 to allow for employees to complete their vaccination series and for the City to establish the processes and procedures to enforce this mandate.
- C) Employees with documented medical reasons and/or sincerely held religious beliefs that prevent them from getting vaccinated may apply for an exemption from this mandate. Any employee receiving a religious or medical exemption must undergo weekly COVID-19 testing as a condition of employment.

The City reserves the right to make changes to its COVID personnel policies, at any time, in accordance with any changes made by Governor Inslee to Proclamation 20-05, et seq., as well as future orders, proclamations, and/or guidance issued by Governor Inslee or Public Health Seattle King County.

For further information, please contact interim SDHR Director Kimberly Loving.

For further information or questions on the instructions outlined in this Mayoral Directive, please contact Policy Director, Adrienne Thompson.