

ADDENDUM

GO/HHS #1
January 27, 2022
Worksession 2

MEMORANDUM

January 26, 2022

TO: Government Operations Committee
Health & Human Services Committee

FROM: Christine Wellons, Legislative Attorney

SUBJECT: Expedited Bill 34-21, Personnel and Human Resources – COVID-19 Vaccination
Required

PURPOSE: Second Committee worksession – recommendation expected

This memorandum is an addendum to the January 24 staff report for this worksession. Enclosed for the Committees' consideration is supplemental information provided by the Executive branch:

1. A report (©A1) from the Department of Human Resources regarding retirement eligibility and leave usage due to COVID-19 quarantines; and
2. A chart (©A3) of current employee vaccination rates by County department.



Report: Additional Information Requested for 01.27 GO/HHS Joint Committee Worksession

Prepared January 25, 2022

Purpose

This report is in response to an additional information request from County Council regarding the proposed COVID-19 vaccination mandate for County employees. Specifically:

1. Additional information regarding the numbers of employees eligible for retirement in other jurisdictions versus in Montgomery County.
2. How many County employees are on leave due to COVID-19 and whether there are differences in leave usage between vaccinated and unvaccinated employees.

Retirement Eligibility

Retirement eligibility is based upon when an employee can separate from the County and retain their benefits. As of January 24, 28% of MCG employees are eligible to retire and keep their benefits. Thirty percent of the County workforce is age 55 or older. The Office of Human Resources (OHR) requested similar data from regional jurisdictions and has not received any responses at this time.

COVID-19 Administrative Leave

County employees are eligible for Administrative Leave for any quarantine period mandated by Occupational Medical Services (OMS) per CDC guidelines. For the last pay-period, January 3 – 15, 2022, the following chart depicts how many employees utilized COVID-19 Administrative Leave per date. The number of employees on leave due to COVID-19 peaked on January 5 and steadily declined for the rest of the pay period.

<u>Date</u>	<u># Employees Receiving Admin Leave due to COVID-19</u>
Monday, January 3, 2022	540
Tuesday, January 4, 2022	592
Wednesday, January 5, 2022	603
Thursday, January 6, 2022	574
Friday, January 7, 2022	517
Monday, January 10, 2022	467
Tuesday, January 11, 2022	467
Wednesday, January 12, 2022	434
Thursday, January 13, 2022	383
Friday, January 14, 2022	351

Out of the 8,112 employees that have provided proof of vaccination, 876 (10.8%) utilized Administrative Leave due to COVID-19 during the pay period. Out of 1,313 employees who have not provided proof of vaccination, 314 (23.9%) utilized Administrative Leave due to COVID-19 during the pay period.

End of Report

Employee Vaccination Disclosure System Report

as of January 24, 2022 at 8:00AM

Department: HR Organizational Unit

Total Employees: Total number of MCG employees in the listed department.

Number Reported: Number of employees that have disclosed a status in the system.

Percent of Submissions Fully Vaccination: Percent of submissions that state they are vaccinated and provided proof.

Number Not Reported: Number of employees that have not disclosed a status in the system.

Percent Not Reported: Percent of total employees that have not disclosed a status in the system.

Number Fully Vaccinated: Number of employees that state they are vaccinated and provided proof.

Percent Fully Vaccinated: Percent of total employees that state they are vaccinated and provided proof.

A	B	C	D	E	F	G	H
Department	Total Employees	# Reported	% of Submissions Fully Vaccinated	# Not Reported	% Reported	# Fully Vaccinated	% of Total Employees Fully Vaccinated
Correction and Rehabilitation	487	391	81.3%	96	80.3%	318	65.3%
Fire and Rescue Services	1384	1162	91.7%	222	84.0%	1065	77.0%
Department of General Services	396	359	89.4%	37	90.7%	321	81.1%
Department of Transportation	1216	1184	88.2%	32	97.4%	1044	85.9%
Department of Police	1834	1668	94.3%	166	90.9%	1573	85.8%
Alcohol Beverage Services	424	411	90.5%	13	96.9%	372	87.7%
Department of Housing and Community Affairs	85	83	91.6%	2	97.6%	76	89.4%
Department of Health and Human Services	1747	1675	95.5%	72	95.9%	1599	91.5%
Department of Permitting Services	220	211	95.3%	9	95.9%	201	91.4%
Department of Technology and Enterprise Business Solutions	141	136	94.9%	5	96.5%	129	91.5%
Department of Environmental Protection	157	155	92.9%	2	98.7%	144	91.7%
Offices/Departments with < 75 employees	539	531	94.4%	8	98.5%	501	92.9%
Department of Recreation	141	140	95.7%	1	99.3%	134	95.0%
Department of Finance	111	111	95.5%	0	100.0%	106	95.5%
County Council	86	86	96.5%	0	100.0%	83	96.5%
Department of Public Libraries	368	364	98.1%	4	98.9%	357	97.0%

Department	Total Employees	# Reported	% of Submissions Fully Vaccinated	# Not Reported	% Reported	# Fully Vaccinated	% of Total Employees Fully Vaccinated
Community Engagement Cluster	89	87	100.0%	2	97.8%	87	97.8%
Total	9425	8754	92.6%	671	92.9%	8110	86.0%