



# AGENDA REPORT

**TO:** Members on the City Council and  
Members of the Public

**FROM:** Councilmember **Dan Kalb**

**SUBJECT:** Resolution in Support of Draft  
Mandatory Vaccine Policy

**DATE:** September 23, 2021

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## **RECOMMENDATION**

RESOLUTION IN SUPPORT OF A CITY OF OAKLAND EMPLOYEE MANDATORY VACCINATION POLICY THAT WOULD REQUIRE EMPLOYEES OF THE CITY OF OAKLAND TO BE VACCINATED AGAINST THE COVID-19 VIRUS OR HAVE A VALID EXEMPTION, IN ORDER TO PROVIDE A SAFER WORKING ENVIRONMENT FOR OUR EMPLOYEES AND THEIR FAMILIES, HELP PROTECT THE PUBLIC, AND REDUCE THE RISK OF COMMUNITY TRANSMISSION

## **EXECUTIVE SUMMARY**

This Resolution will support the City Administration's Draft Mandatory Vaccination Policy.

## **BACKGROUND**

COVID-19 has killed over 4.4 million people around the world, over 682,000 in the United States and over 67,000 here in California.

The federal Centers for Disease Control, the California Department of Public Health and the Alameda County Health Officer agree that COVID-19 poses a risk, particularly to individuals who are not fully vaccinated.

The City of Oakland has a duty to its employees to provide a safe workplace and to protect the public from the deadly COVID pandemic

## **ANALYSIS**

The City Administrator drafted a Mandatory Vaccination Policy that would require all employees to (1) report their vaccination status to the City of Oakland no later than October 15, 2021 and (2) be fully vaccinated and verify that status to the City no later than November 1, 2021.

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To be fully vaccinated, 14 days must have passed since an employee received the final dose of their chosen vaccine. This policy applies to all employees, interns, and volunteers. It does not apply to vendors or visitors.

The City of Oakland would provide either onsite access to the vaccines or a list of locations to assist employees in obtaining a vaccine. Paid administrative leave will be provided for unvaccinated employees to receive their vaccination

Employees can apply and provide documentation for a limited exemption based on a valid medical reason or a sincerely held religious belief. Regular COVID testing would be required for these employees. Applications for an exemption must be submitted by October 15, 2021.

**COORDINATION & PUBLIC OUTREACH**

The City Administration and representatives of our public employee unions are meeting and conferring on the specifics relating to implementing the mandatory vaccination policy

Councilmember Kalb worked with City staff and the City Attorney’s office regarding this legislation. We have reviewed publicly available information regarding the spread of COVID-19 and vaccines. We have and will continue to engage with stakeholders—including the citizens of Oakland, to move this forward.

**ACTION REQUESTED BY THE CITY COUNCIL**

We respectfully request that the City Council: Adopt a Resolution supporting the City Administration’s Draft Mandatory Vaccination Policy.

For questions regarding this report, please contact Seth Steward, Chief of Staff to Councilmember Kalb, at 510-238-7013.

Respectfully submitted,



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Dan Kalb  
Councilmember, District 1