



TOWN OF FRIDAY HARBOR
Post Office Box 219 • Friday Harbor, Washington 98250
(360) 378 – 2810 • FAX: (360) 378 – 5339 • www.fridayharbor.org

MEMORANDUM

From: Duncan Wilson, Town Administrator

To: Mayor and Council

Re: Proposal to mandate vaccination for Town employees and volunteers

Mayor and Council–

At the request of two council members, we are bringing the issue of mandatory vaccination back before you for discussion. Council members De Freitas and Starr requested additional input from the health community, and we have therefore invited Dr. Frank James and Kyle Dodd to join the meeting and present their input as to whether there are valid medical and health issues in support of the mandate.

Some important considerations for this discussion:

- Consideration should be given to opinions of our professional health community.
- While some characterized the Council’s previous discussion as “political,” I believe it was clear from comments that were made that this issue is primarily philosophical and not political.
- The vast majority of states, counties, and cities imposing a mandate have adopted exemptions for religious objections and medical concerns. Two application forms for these exemptions have been sent to you with this agenda item for consideration. In addition, a policy paper for helping evaluate a religious exemption request has been included.
- If the majority of the Council agrees that a mandate is warranted, the Mayor and I request that the Town financially reward those that have already been vaccinated and provide an incentive to those that get vaccinated prior to an adopted deadline. Our suggestion is for a payment of \$750 to each vaccinated employee to be paid from the Town’s ARPA funds. The total cost if every employee is vaccinated would be approximately \$28,000. No payment would be authorized for those utilizing an exemption.
- In addition to the proposed financial incentive, we recommend that the Town provide one day off to secure each vaccine dose without the need to utilize a sick leave day.

- If the Council votes to approve a mandate, it is imperative that we then work with the union representing the majority of Town employees to conduct “effects bargaining.” It is anticipated that an agreement can be reached similar to the one between the State and their workers union as that union is the same as ours. They have executed a tentative written agreement.

If you have questions about this process prior to the Council meeting, please contact me at my office at 360-622-2040 or at duncanw@fridayharbor.org.