



## **CITY OF JACKSON, MISSISSIPPI COVID-19 AMENDED GUIDELINES EXECUTIVE ORDER**

**WHEREAS**, the COVID-19 pandemic poses a danger to the health and safety of the residents, visitors, and employees of the City of Jackson, Mississippi (“City of Jackson” or “City”); and

**WHEREAS**, the City’s efforts to mitigate the spread of COVID-19 are critical to the health and well-being of City workers and residents and other persons with whom they interact in the provision of services; and

**WHEREAS**, wearing a face covering that covers the person’s mouth and nose is a highly effective measure for reducing the spread of COVID-19; and

**WHEREAS**, the U.S. Centers for Disease Control (“CDC”) reports that new variants of COVID-19, identified as “variants of concern,” have emerged in the United States; and

**WHEREAS**, some of these new variants currently account for the majority of COVID-19 cases sequenced in the City of Jackson, and are more transmissible; and

**WHEREAS**, the recent appearance in the City of the highly transmissible Delta variant of COVID-19 has substantially increased the risk of infection for the City’s workforce; and

**WHEREAS**, an individual is considered fully vaccinated two or more weeks following receipt of a second dose in a 2-dose series of a COVID-19 vaccine, or 2 or more weeks following receipt of one dose of a single-dose COVID-19 vaccine; and

**WHEREAS**, many employees of the City hold positions in which they come into contact with other people in the course of their work for the City, and are thus in a position to transmit or contract COVID-19 while they are at work; and

**WHEREAS**, it is essential that the City promote the best health and safety practices recognized in light of current scientific understandings of the conditions under which COVID-19 can spread; and

**WHEREAS**, pursuant to Section 21-19-3 of the Mississippi Code, it provides a municipality with the authority to make regulations to prevent the introduction or spread of contagious and infection disease; and

**WHEREAS**, a mandate that employees show proof of vaccination upon entering the workplace reasonably comes within the sphere of a regulation designed to prevent the spread of COVID-19 and its variants, which are contagious

**NOW, THEREFORE**, I, Chokwe Antar Lumumba, by the power vested in me as Mayor of the City of Jackson, Mississippi, hereby order:

Section 1. Definitions. For the purposes of this Order, the following terms have the following meanings:

- A. Covered Employee. The term “covered employee” means a person (i) employed by the City of Jackson; (ii) whose salary is paid in whole or in part from funds provided by the City; and (iii) who performs any work and/or job tasks within the City of Jackson.
- B. Full vaccination. The term “full vaccination” means at least two weeks have passed after a person received a single-dose of an FDA- or WHO- approved COVID-19 vaccine or the second dose of an FDA- or WHO- approved two-dose COVID-19 vaccine.

Section 2. Requirement. All employees of the City must take all necessary actions to ensure that as covered employees, he/she shall: (i) wear a face covering anytime the covered employee can be expected to physically interact with City employees and members of the public in the course of performing their job duties, or (ii) provide proof of their full vaccination status.

Section 3. All persons employed by the City of Jackson must provide proof of having received at least one dose of an approved COVID-19 vaccine no later than August 31, 2021, except for those who obtain an exception through the reasonable accommodation process due to medical or religious reasons. Reasonable accommodation will be considered on an individualized basis. Proof of immunization or a request for reasonable accommodation should be submitted to the Department of Personnel Management by the covered employee.

Section 4. Any person to whom this Order applies, who after providing proof of having received only one dose in a 2-dose series of a COVID-19 vaccine, will also be required to provide the City with proof of receipt of a second dose within 30 days of the first dose.

Section 5. City employees who choose not to provide proof of their full vaccination status, unless exempted as a result of the reasonable accommodation process, shall participate in weekly testing at their own cost, and will continue to wear a face covering at all times at the workplace and/or during work hours where said employee can be expected to physically interact with City employees and members of the public in the course of performing their job duties. Failure to do so may result in termination.

Section 6. Effective date. This Order shall take effect on Monday, August 16, 2021.

**SO ORDERED** this the 11<sup>th</sup> day of August, 2021.



ATTEST

*Angela Harris*

Angela Harris, Municipal Clerk

*Chokwe Antar Lumumba*

CHOKWE ANTAR LUMUMBA  
Mayor, City of Jackson, Mississippi