



CITY OF JACKSON, MISSISSIPPI COVID-19 THIRD 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 infectious 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; and

WHEREAS, on August 23, 2021, Mayor Chokwe Antar Lumumba executed the “City of Jackson, Mississippi Second Amended Guidelines Executive Order” that required all covered employees to submit proof of vaccination or receipt of at least one dose of a Covid-19 vaccination to the Department of Personnel Management (now renamed to the Department of Human Resources) no later than August 31, 2021; and

WHEREAS, it has been determined that additional time should be extended to covered employees to become vaccinated.

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. Contract. The term “contract” means a contract awarded by the City, and any subcontract under such a contract, for work: (i) to be performed within the City of Jackson; and (ii) where employees can be expected to physically interact with City employees or members of the public in the course of performing work under the contract.
- B. Covered Employee. The term “covered employee” means a person (i) employed by the City of Jackson; (ii) employed by a contractor or subcontractor holding a contract, including temporary workers; (iii) whose salary is paid in whole or in part from funds provided under a City contract; (iv) whose salary is paid in whole or in part from funds provided by the City; and (iv) who performs any work and/or job tasks within the City of Jackson. However, a person whose work under the contract does not include physical interaction with City employees or members of the public shall not be deemed to be a covered employee.
- C. 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.

- A. 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; and (ii) provide proof of their full vaccination status.
- B. All City departments must take all necessary actions to ensure that their contractors require their covered employees to: (i) wear a face covering at all times the covered

employee can be expected to physically interact with City employees and members of the public in the course of performing work under the contract; and (ii) provide proof of their full vaccination status.

Section 3. All covered employees, as defined in Section 1, must provide proof of having received at least one dose of an approved COVID-19 vaccine **no later than October 15, 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. Notice. Each City department must send each of its contractors notice that the Mayor has directed City contractors to comply with the requirement of this Order, and request a response from each such contractor, as soon as possible, with regard to the contractor's intent to follow the Mayor's directive.

Section 7. Future Contracts. The Office of the Chief Administrator shall work with City departments to ensure that the requirements of this Order are reflected in all future City contracts, renewals, amendments, and modifications.

Section 8. Effective date. This Amended Order shall take effect on Monday, September 20, 2021.

SO ORDERED this the 16th day of September, 2021.



CHOKWE ANTAR LUMUMBA
Mayor, City of Jackson, Mississippi

ATTEST:



Angela Harris, Municipal Clerk