



Date: August 12, 2021
To: Board of Directors
From: Directors Christopher Deppe and Rachelle Sherris-Watt
Subject: Adopt Mask and COVID Vaccination rules for KPPCSD and KPD employees.

Recommendation:

Discuss and potentially approve adopting mask and COVID vaccination rules for all KPPCSD and KPD employees.

Rationale for Recommendation:

COVID-19 is still a serious problem in the bay area, in California, and in the US, and the Delta variant has made it even more critical that the KPPCSD and KPD do everything possible to protect their employees and the citizens of Kensington.

Proposal:

For the purpose of this proposal Employees mean KPPCSD employees, KPD employees including all police officers and personnel, and contractors who are not 100% remote.

The mask requirements below may be waived if the individual meets one of these exceptions. However, that person may be assigned to work in a position that does not require interaction with the public and/or other staff.

Exemptions to masks requirements

The following **individuals** are exempt from wearing masks at all times:

- Persons younger than two years old. Very young children must not wear a mask because of the risk of suffocation.
- Persons with a medical condition, mental health condition, or disability that prevents wearing a mask. This includes persons with a medical condition for whom wearing a mask could obstruct breathing or who are unconscious, incapacitated, or otherwise unable to remove a mask without assistance.
- Persons who are hearing impaired, or communicating with a person who is hearing impaired, where the ability to see the mouth is essential for communication.
- Persons for whom wearing a mask would create a risk to the person related to their work, as determined by local, state, or federal regulators or workplace safety guidelines.

The following rules are to take immediate effect:

1. All Employees shall be required to fully vaccinated against COVID-19 within 2 months without exception. The sole exceptions to this requirement are persons who have experienced the following:

- Persons who have experienced severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a component of the COVID-19 vaccine
- Persons who have experienced immediate allergic reaction of any severity to a previous dose or known (diagnosed) allergy to a component of the vaccine
- Persons who are unable to vaccinate due to a sincerely held religious practice or belief

The exhibit to this report lists the ingredients of the three vaccines that the FDA has approved for emergency use.

2. Any Employee who is not fully vaccinated must wear a proper mask at all times while working/on duty. A proper mask is defined as:

- Be made with at least 2 layers of breathable material
- Fully cover the nose and mouth and secure under the chin
- Fit snugly but comfortably against the side of the face
- Be secured with ties or ear loops and allow the wearer to remain hands-free

3. All Employees and all visitors (including board members) must wear a proper mask at all times inside any KPPCSD/KPD facility.

4. The KPPCSD and the KPD will within one week release to the public the current percentage of employees currently vaccinated against COVID-19.

Compensation

All Employees will be compensated for up to 4 hours of their time spent on vaccination appointments.

Board Members

All KPPCSD board members are strongly encouraged to abide by the above rules (Rule #3 must be followed by everyone.) No compensation will be given to board members for vaccination appointments.

Fiscal Impact:

Exact impact unknown due to not knowing the current vaccination status. A worst case scenario would be 4 hours of paid time for each Employee.

Exhibits: List of Ingredients of the Covid 19 Vaccines (source: https://www.cdc.gov/vaccines/covid-19/clinical-considerations/covid-19-vaccines-us.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fvaccines%2Fcovid-19%2Finfo-by-product%2Fclinical-considerations.html)

The following is a list of ingredients for the Pfizer, Moderna and Johnson & Johnson COVID-19 vaccines reported in the prescribing information for each vaccine.*

Description	Pfizer (mRNA)	Moderna (mRNA)	Johnson & Johnson (viral vector)
Active ingredient	Nucleoside-modified mRNA encoding the viral spike (S) glycoprotein of SARS-CoV-2	Nucleoside-modified mRNA encoding the viral spike (S) glycoprotein of SARS-CoV-2	Recombinant, replication-incompetent Ad26 vector, encoding a stabilized variant of the SARS-CoV-2 Spike (S) protein
Inactive ingredients	2[(polyethylene glycol (PEG))-2000]-N,N-ditetradecylacetamide	PEG2000-DMG: 1,2-dimyristoyl-rac-glycerol, methoxypolyethylene glycol	Polysorbate-80
	1,2-distearoyl-sn-glycero-3-phosphocholine	1,2-distearoyl-sn-glycero-3-phosphocholine	2-hydroxypropyl- β -cyclodextrin
	Cholesterol	Cholesterol	Citric acid monohydrate
	(4-hydroxybutyl)azanediylbis(hexane-6,1-diyl)bis(2-hexyldecanoate)	SM-102: heptadecan-9-yl 8-((2-hydroxyethyl) (6-oxo-6-(undecyloxy) hexyl) amino) octanoate	Trisodium citrate dihydrate
	Sodium chloride	Tromethamine	Sodium chloride
	Monobasic potassium phosphate	Tromethamine hydrochloride	Ethanol
	Potassium chloride	Acetic acid	
	Dibasic sodium phosphate dihydrate	Sodium acetate	
Sucrose	Sucrose		

* None of the vaccines contain eggs, gelatin, latex, or preservatives. All COVID-19 vaccines are **free from metals** such as iron, nickel, cobalt, lithium, rare earth alloys or any manufactured products such as microelectronics, electrodes, carbon nanotubes, or nanowire semiconductors.

Note: Both the Pfizer-BioNTech and Moderna COVID-19 vaccines contain polyethylene glycol (PEG). PEG is a primary ingredient in osmotic laxatives and oral bowel preparations for colonoscopy procedures, an inactive ingredient or excipient in many medications, and is used in a process called “pegylation” to improve the therapeutic activity of some medications (including certain chemotherapeutics). Additionally, cross-reactive hypersensitivity between PEG and polysorbates (included as an excipient in some vaccines and other therapeutic agents) can occur. Information on active or inactive ingredients for vaccines and medications can be found in the package insert. [CDC's vaccine excipient summary pdf icon](#) and the National Institutes of Health [DailyMed database external icon](#) can also be used as a resource.