

POLICY 413 - DIRECT PATIENT CARE AND CLIENT CONTACT EMPLOYEE IMMUNIZATION PROGRAM

Introduction

Johnson County personnel provide a multitude of services to the community. Employees whose duties require direct client/patient care, contact, or treatment may be required to comply with the provisions of this program. Vaccination is a basic component of any disease prevention program, particularly regarding the prevention of highly contagious viral diseases. It is critical that employees with direct client/patient care and contact be protected by adequate immunization. Employees must be protected, not only to ensure their individual health, but also to prevent them from spreading diseases to others.

Each department/agency/office (“D/A/O”) will have the authority and responsibility to develop procedures regarding the Immunization Program to fit their specific service and exposure needs. D/A/O Immunization Program procedures will be developed using current recommendations from the Centers for Disease Control and Prevention (CDC) or other leading public health or medical organizations in consultation with the Johnson County Department of Health and Environment (JCDHE) and the respective D/A/O medical director. If a D/A/O does not have a medical director, they should consult the JCDHE clinical medical director or the Johnson County EMS System Medical Director (OMD).

The Board of County Commissioners, County Manager, Director of Emergency Services, and the Director of the Department of Health and Environment find that the vaccinations and requirements described in this program are necessary and advisable to:

1. Protect public health and welfare;
2. Prevent, to the extent possible, outbreaks of communicable but preventable diseases;
3. Protect the healthcare infrastructure of Johnson County from preventable epidemics;
4. Protect highly susceptible populations in our community, including:
 - The elderly;
 - Infants and young children;
 - Those having lived in or traveled to geographic areas with higher rates of vaccine-preventable diseases; and
 - Individuals with immunocompromising conditions;
5. Prevent Johnson County employees from becoming vectors for the transmission of preventable communicable disease; and
6. Protect Johnson County employees from disease and missed work, associated costs to the taxpayers of Johnson County and public finances, and the depletion and degradation of county services to the community.

Each vaccine, and the disease or diseases for which the vaccine protects against, may have a different requirement or alternative. The program is tailored to address the specific needs of the Johnson County Government and the community.

Compliance with State and Federal Law

In the adoption and implementation of this Immunization Policy, the County shall comply with all applicable federal, state, and local laws, rules, and regulations for the protection of the rights of applicants and employees, including federal and state employment-related statutory recordkeeping, notice, and privacy requirements. The County will make reasonable accommodations for qualified individuals with disabilities, consistent with the qualifications

required for the essential functions of the position, unless the accommodation would cause undue hardship. The County will make reasonable accommodations for individuals with a medical contraindication or for whom vaccination violates their sincerely held religious beliefs to the extent required by federal or state law.

D/A/O Procedure Requirements

Participating Johnson County Government D/A/Os will implement their own procedures regarding their specific Immunization Program requirements. The D/A/O procedure will have at minimum the following points included:

1. The physician providing medical oversight for the department;
2. Specific vaccinations required or recommended for their personnel;
3. Which employees or group of employees to whom the procedure applies;
4. Documentation of expectations for record keeping; and
5. Any medical countermeasures to be implemented for employees who choose to not receive or cannot receive either required or recommended vaccines, as appropriate.

Accommodations Regarding Vaccinations

If an employee has a medical contraindication or sincerely held religious beliefs that prevents them from receiving a required vaccination, the employee shall submit the request for exemption in writing to the Department of Human Resources or the department's vaccine coordinator. Human Resources and Medical Director will evaluate the circumstances of the accommodation request and advise the department of the appropriate action and potential medical countermeasures on a case-by-case basis.

Custodian of Records and Maintenance of Immunization Program Medical Records

The Director of Human Resources, or their designee within the Department of Human Resources, shall be the custodian of all records within the electronic vaccine tracking system under this Immunization Program. All employee health information within the electronic vaccine tracking system is confidential medical data and may only be accessed as required by written procedure or when accessed by the Legal Department or external legal counsel as essential for litigation or mandatory reporting.

Maintaining Immunization Currency and Effectiveness

Participating Departments in consultation with the Department of Human Resources shall ensure that covered employees maintain their required immunizations. The appointed program coordinator shall notify covered employees in writing of the need to update their vaccinations not less than sixty days prior to the expiration of presumed immunity.

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