

Request for Decision

Title	Council COVID-19 Policy
Proposed Motion	That Council approve the Council COVID-19 Policy as presented.
Administrative Recommendation	That Council review the Council COVID-19 Policy prepared by Administration at Council's direction, and approve the Policy as presented.
Previous Council / Committee Direction	<p><u>January 11, 2022 Regular Council Meeting</u></p> <p>Motion 011/22: That Council direct Administration to draft a Policy pertaining to members of Council that implements COVID-19 health and safety protocols that will contribute to a safe and healthy working environment by decreasing the potential exposure to, transmission of, and infection with, COVID-19.</p>
Report	<p><u>Background Information</u></p> <ul style="list-style-type: none"> At the January 11, 2022 Regular Council Meeting, Council directed Administration to draft a Policy pertaining to members of Council that implements COVID-19 health and safety protocols that will contribute to a safe and healthy working environment by decreasing the potential exposure to, transmission of, and infection with, COVID-19. COVID-19 is a recognized workplace hazard. Sturgeon County has a legal obligation to protect and maintain the health and safety of employees and visitors at its work sites. Health and safety risks related to COVID-19, like any workplace hazard, are managed through the hierarchy of hazard controls (engineering controls, administrative controls, and personal protective equipment). When a hazard cannot be managed by a single method, a combination of controls must be used. The World Health Organization, Health Canada, Alberta Health, and other health authorities have consistently advised that immunization against COVID-19 (an engineering control) is safe and is the most effective way to prevent or minimize transmission of COVID-19. Sturgeon County Administration has closely monitored the hazard of COVID-19 since the beginning of the pandemic and has continued to review, revise, and adjust its hazard controls in response to emerging science and Public Health Orders. Despite the numerous past, present, and ongoing COVID-19 risk mitigation and health and safety measures in place, both at Sturgeon County work sites and within the broader

community, the COVID-19 pandemic continues to present a serious occupational health and safety risk and puts significant strain on the health care system and the entire community.

- In consideration of hazard of COVID-19, the CAO has approved Directives, effective January 31, 2022, requiring employees and visitors meeting with employees to be fully vaccinated or participate in COVID-19 rapid testing. These are in addition to other measures, including the requirement to not attend a County work site when ill, social distancing, sanitizing, and wearing face coverings, to protect the health and safety of County employees and the public.
- The proposed Council COVID-19 Policy aligns with the requirements for County employees and visitors. The Policy has been reviewed by legal counsel to ensure compliance with federal and provincial legislation.

Proposed Council COVID-19 Policy

The proposed Council COVID-19 Policy provides for the following:

Suspected COVID-19 Reporting and Response

- Members of Council who have COVID-19 symptoms or who have tested positive for COVID-19 on a PCR test or an antigen rapid test shall not attend a County work site, shall notify the Mayor (or in the case of the Mayor, notify the Deputy Mayor), and shall follow Public Health Orders.
- Members of Council who develop symptoms while at a County work site shall immediately isolate and follow the protocols outlined above.

Face Coverings

- Members of Council must wear face coverings at all times while in an indoor, enclosed, or substantially enclosed County work site unless unable to wear a face covering due to a health condition as determined by an authorizing health professional, while consuming food or drink, while alone at a workstation separated by at least two metres from others, or while separated by a physical barrier that prevents droplet transmission.

Vaccination and COVID-19 Rapid Testing Requirements

- Members of Council attending County work sites must either be fully vaccinated and provide related proof of vaccination to the Mayor (or in the case of the Mayor, to the Deputy Mayor), or participate in COVID-19 rapid testing in accordance with the provisions of the Policy.

Additional Background Information

- The Policy is purposely designed to provide alternatives to Councillors unable, or personally choosing not, to become fully vaccinated; namely, participating in COVID-19 rapid testing.
- This Policy is considered temporary due to the evolving and dynamic nature of this public health matter, and ongoing direction, recommendations, and advice from public health officials. For these reasons, it is proposed that the Policy be periodically reviewed at least

	<p>every 6 months and amended as the circumstances warrant. This Policy will remain in place only for as long as required to achieve its purpose.</p> <ul style="list-style-type: none"> The Policy requirements would come into effect on January 31, 2022. <p><u>External Communication</u></p> <ul style="list-style-type: none"> None. <p><u>Relevant Policy/Legislation/Practices:</u></p> <ul style="list-style-type: none"> <i>Occupational Health & Safety Act</i> Government of Alberta Public Health Orders
Implication of Administrative Recommendation	<p><u>Strategic Alignment:</u></p> <p>Thriving Communities – The Policy promotes safe, welcoming, and diverse communities.</p> <p>Collaborative Governance – The Policy establishes clear and supportive governance processes.</p> <p><u>Organizational:</u></p> <ul style="list-style-type: none"> Members of Council would be required to provide proof of vaccination in accordance and/or proof of negative COVID-19 rapid test results effective January 31, 2022. <p><u>Financial:</u></p> <ul style="list-style-type: none"> There would be no financial impact, as the cost of COVID-19 rapid testing would be the personal responsibility of any affected Councillor.
Alternatives Considered	<ol style="list-style-type: none"> That Council approve the Council COVID-19 Policy as amended.
Implications of Alternatives	<p><u>Strategic Alignment:</u></p> <ul style="list-style-type: none"> Dependent on the amendments proposed. <p><u>Organizational:</u></p> <ul style="list-style-type: none"> Dependent on the amendments proposed. <p><u>Financial:</u></p> <ul style="list-style-type: none"> Dependent on the amendments proposed.
Follow up Action	<ol style="list-style-type: none"> Obtain Mayor and CAO signatures on the Policy (Legislative Services, January 2022). Provide proof of vaccination or prepare for COVID-19 rapid testing (Members of Council, effective January 31, 2022).
Attachment(s)	<ol style="list-style-type: none"> Attachment 1: Proposed Council COVID-19 Policy
Report Reviewed by:	<p>Jesse Sopko, Director, Corporate Services</p> <p>Reegan McCullough, County Commissioner – CAO</p>

Strategic Alignment Checklist

Vision: *Offering a rich tapestry of historical, cultural, and natural experiences, Sturgeon County is a municipality that honours its rural roots and cultivates desirable communities. Uniquely situated to provide world-class agricultural, energy, and business investment opportunities, the County prioritizes responsible stewardship and dreaming big.*

Guiding Principles: Collaboration | Accountability | Flexibility | Excellence | Safety | Future Readiness | Affordability | Innovation

Community Outcome	Not consistent	Consistent	N/A
Planned Growth			
<ul style="list-style-type: none"> Internationally competitive to attract, grow and sustain diverse businesses; tenacious focus on new growth and innovation 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Modern broadband and digital capabilities 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Low cost, minimal red-tape regulations 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Reliable and effective infrastructure planning; comprehensive land use and infrastructure planning 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Thriving Communities			
<ul style="list-style-type: none"> Beautiful, surprising places with high standards; integrated natural spaces & trail systems; healthy and resilient 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Engaging cultural, historical, and civic amenities; strong community identity and pride 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Safe, welcoming, and diverse communities; small community feel and personal connection; commitment to high quality of life 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Environmental Stewardship			
<ul style="list-style-type: none"> Clean air, land, and water; Carbon neutral municipal practices; circular economy opportunities 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Conservation of natural areas and agricultural lands; enhanced greening and biodiversity; safekeeping ecosystems 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Sustainable development; partnerships with industry and others to drive emission reductions 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Collaborative Governance			
<ul style="list-style-type: none"> Predictable and stable external relationships; volunteer partnerships 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Meaningful connections with Indigenous communities 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Ongoing community consultation and engagement; transparent and action-oriented decision making based on sound rationale 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Respectful and informed debate; clear and supportive governance processes 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Operational Excellence			
<ul style="list-style-type: none"> Engaged and effective people – Council, Admin and Volunteers; continuous learning and improvement mindset; nimble and bold, with strong leadership 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Quality cost-effective service delivery; robust procurement and operational practices and policies; asset management and performance measurement; careful debt and reserve stewardship; long-term financial planning and sustainability 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Future focused thinking to proactively respond to emerging opportunities and challenges 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> Alternative revenue generation and service delivery models integrated strategic and business planning 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>