

OFFICE OF THE MAYOR  
CITY AND COUNTY OF HONOLULU

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Mayor's Directive No. 21-7  
August 10, 2021  
**Amendment 1 August 16, 2021**

**MEMORANDUM**

TO: All Department and Agency Heads  
FROM: Rick Blangiardi, Mayor  
SUBJECT: COVID-19 Vaccination for City and County of Honolulu (City) Employees

**Amendment 1 extends the deadline for all City employees to be fully vaccinated against COVID-19, partially vaccinated against COVID-19, or to submit to the City a medical or religious exemption request to August 23, 2021. In addition, the deadline for partially COVID-19 vaccinated City employees to complete their second dose is extended to September 23, 2021.**

On March 4, 2020, a City Proclamation COVID-19 [Novel Coronavirus] was issued in response to the COVID-19 pandemic. Subsequently, other City proclamations were issued to address the ongoing COVID-19 pandemic, including the most recent Fourteenth Proclamation of Emergency or Disaster (COVID-19 [Novel Coronavirus]).

A significant level of COVID-19, in particular the Delta variant, continues to spread throughout the City. As of August 7, 2021, the City has 3,345 "active" COVID-19 positive cases and has averaged 320 new COVID-19 cases per day over the last seven (7) days with a 7.8 percent positivity rate of COVID-19 tests performed over the same time period.

The City must continue to provide a safe and healthy workplace, consistent with COVID-19 public health guidance and legal requirements, to protect its employees and the public as it reopens services and returns more employees to workplaces.

According to the federal Centers for Disease Control and Prevention (CDC), the Hawaii State Department of Health, and Honolulu Emergency Services Department, Health Services Branch, COVID-19 continues to pose a risk, especially to individuals who are not fully vaccinated, and certain safety measures remain necessary to protect against COVID-19 cases, hospitalizations, and deaths.

Vaccination is safe and the most effective way to mitigate COVID-19 transmission and limit COVID-19 hospitalizations and deaths. Epidemiological evidence shows that low rates of vaccination fuel increased rates of community transmission.

On August 5, 2021, Governor David Y. Ige issued an Emergency Proclamation Related to the COVID-19 Response suspending Hawaii Revised Statutes chapter (Haw. Rev. Stat. ch.) 89-9. Under Haw. Rev. Stat. ch. 127A-12(c), in general, the mayor may exercise certain powers pertaining to emergency management and under ch. 127A-13(b) may exercise additional powers pertaining to emergency management during a local emergency period.

Therefore, due to the recent surge of Delta variant COVID-19 cases, and to continue to best protect City employees and fulfill the City's obligations to the public, all City employees must be fully vaccinated against COVID-19. Exemptions will be granted only on medical or religious grounds. Employees with approved exemptions will be required to take COVID-19 diagnostic tests on a weekly basis at City designated locations.

**By August 23, 2021**, all City employees must be fully vaccinated against COVID-19, partially vaccinated against COVID-19, or have submitted to the City a medical or religious exemption request. City employees who are partially COVID-19 vaccinated having only received the first dose of a two-dose COVID-19 vaccination series must complete their second dose no later than **September 23, 2021**.

For purposes of this Directive, "City employees" means any regular, probationary, limited term, provisional, or short-term employee, or an employee in an exempt position or on a personal services contract who is currently employed, whether on a full-time or part-time basis. Employees who are employed on an on-call, performance based, hourly or other basis in which they work only when scheduled, are included in this definition. Semi-autonomous agencies and its employees and personnel are also included in this definition as well as all City officers and appointed officials. Excluded from this definition are elected City officials, volunteers, and unpaid members of boards and commissions.

However, with respect to the City Council, pursuant to Haw. Rev. Stat. ch. 127A-11, the chair of the City Council is delegated the mayor's powers under Haw. Rev. Stat. chs. 127A-12 and 127A-13 for the limited purpose of determining the vaccination and testing program that will apply to councilmembers, council staff and council personnel.

"Fully vaccinated" means two weeks have passed after the second dose in a two-dose COVID-19 vaccination series or two weeks have passed after a single-dose COVID-19 vaccination.

"Partially vaccinated" means only the first COVID-19 vaccination dose in a two dose series has been received, or two weeks have not passed since receiving the second dose in a two-dose series; or two weeks have not passed since receiving a single-dose vaccine.

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The Department of Human Resources will issue guidelines and procedures that detail the vaccination verification and exemption process.

Employees who fail or refusal to comply with this Directive will be subject to appropriate action, up to and including termination, by the applicable appointing authority or authorized official.

This Directive shall remain in effect until revoked, rescinded, or amended by any subsequent directive, separate and independent of any Governor emergency proclamation or Mayor's emergency order or proclamation.

APPROVED AS TO FORM AND LEGALITY:

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Dana M.O. Viola, Corporation Counsel  
Department of the Corporation Counsel