



Mandatory COVID-19 Testing & Vaccine Updates

Mandatory Testing Ends April 29, 2022

Mandatory testing of unvaccinated employees will end on April 29, 2022. Please note that until April 29, all employees who are not fully vaccinated must continue to be tested for COVID-19 every seven days (168 hours), in accordance with the [Mandatory COVID-19 Testing Policy](#).

While mandatory testing will no longer be required for unvaccinated employees after April 29, current evidence suggests unvaccinated individuals remain at higher risk for severe illness related to COVID-19. Vaccination offers protection for oneself and others at risk for severe illness.

Vaccine Surcharge

All employees covered by the City's Health Insurance must be fully vaccinated or have an approved medical or religious exemption, or they will be subject to an ongoing monthly surcharge.

Effective July 1, 2022, any employee hired before but not fully vaccinated by December 31, 2021, will be required to pay a \$70 monthly surcharge for health insurance for the 2023 fiscal year (July 1, 2022 – June 30, 2023). Additionally, effective July 1, 2023, any employee who is not fully vaccinated* by December 31, 2022, will be required to pay a \$100 monthly surcharge for health insurance for the 2024 fiscal year (July 1, 2023 – June 30, 2024).

To verify your vaccine status, you will need to log in to the [CoVerified site](#) and upload your vaccination card. HR will review your card and provide approval within the CoVerified system. Please note that final approval may take 24-48 hours. ***For additional information about logging in or uploading your vaccination card, please access the CoVerified user instructions (PC or mobile app).***

Vaccine Surcharge Exemption

Employees who wish to be exempt from the FY23/FY24 vaccine surcharge on the basis of their sincerely-held religious belief or for a medical reason must complete a [request for religious accommodation](#) or a [request for medical accommodation](#) and submit the request to [HR Connect](#).

Once the accommodation form has been submitted to HR Connect, Human Resources will engage in an interactive process with the employee to ensure a timely determination of the employee's exemption status. Exemption requests may take up to 30 days for review, and while the request is being reviewed the employee will still be responsible for paying any applicable surcharge.

* The City of Durham currently bases the definition of fully vaccinated on the [CDC definition](#). However, if the CDC or City of Durham determines that booster shots are required for a person to be considered fully vaccinated, the City of Durham's

requirements may change. The City reserves the right to make changes to program requirements as necessary, and will provide those changes in writing.

Still have questions? Please contact HR Connect at (919) 560-4214 or email HRConnect@DurhamNC.gov

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