

What percentage of your staff are vaccinated against COVID-19? If you were to mandate the COVID-19 vaccination, what percentage of your staff would you expect to lose?	Has your agency's leadership/Board addressed the vaccination issue? If so, please elaborate.	What is the biggest impediment at your agency to increased vaccination uptake?	What resources/information do you need to best address the staff vaccination effort?
40 - 60%	20 - 40%	Yes, continued engagement and encouragement to get vaccinated. At one time considered and authorized bonus payments however legal issues caused plan to be scrapped. Has stopped pandemic pay premium for now	Distrust of government and political views
60 - 80%	20 - 40%	100% of non union employees vaccinated 43% of union employees vaccinated	Continuing education
60 - 80%	0 - 20%	Discussed potential ramifications of losing 15-20% of staff. Service reduction contingencies in place.	Further peer-reviewed studies on vaccine safety and efficacy.
80 - 100%	0 - 20%	Yes, we have provided extensive education and encouragement. We have not provided incentives.	I don't think there is anything more I can say. We are now depending on local leaders in churches and neighborhoods to educate and help assuage fear.
40 - 60%	20 - 40%	At this time the Board has not mandated vaccines, but discussion is on going.	There is plenty of info/guidance for employers to access.
60 - 80%	100%	No	I do not think there is anything that could change the minds of the employees who put politics ahead of public safety
60 - 80%	20 - 40%	Our Board discussed it at there meeting without making a decision. I have sent a survey to the unvaccinated employees seeking their input.	N/A
60 - 80%	0 - 20%	Our leadership team has discussed this issue in-depth. We don't feel a vaccination mandate would be effective, and we fear losing employees, which are so scarce now. We have talked about the potential of trying the approach	What has worked at other agencies that chose to have mandatory vaccinations.
80 - 100%	20 - 40%	Yes, we are giving an incentive to those employees who are vaccinated.	Better educational resources.
60 - 80%	20 - 40%	Yes. Actually working with local medical and leadership group to educate public to debunk vaccine myths and offer vaccine during event.	We have been looking at what local companies are doing.
40 - 60%	0 - 20%	Not to date. We are waiting for further guidance.	Good question. Perhaps continuing education??
60 - 80%	20 - 40%	Yes - We mandate that if not vaccinated, the unvaccinated employees must submit to a weekly on-site COVID test.	Regular updates on if the vaccine will be mandated.
40 - 60%	20 - 40%	My Board is considering a Vaccine Mandate	?
40 - 60%	20 - 40%	Offered \$100 incentive to employees, education campaign	Number of properties that are mandating nation wide? Incentives that are being offered. Collective Bargaining Agreements.
80 - 100%	0 - 20%	Unfortunately, they did not	FDA full authorization of additional vaccines, educational materials, federal vaccine mandate for transit workers
60 - 80%	0 - 20%	Require vaccination (documented), unvaccinated will be required to have a weekly test performed	We were able to get the vaccine in February... 5 additional received their vaccine, but it is something not discussed in our administration
60 - 80%	0 - 20%	Yes, but nothing will be mandated	All resources and information currently being accessed
60 - 80%	20 - 40%	The only advantage to vaccination is that you don't have to quarantine if exposed. Everything else remains the same.	Nothing, our health department and the CDC and FDA information is passed on everyday and people still will not believe.
60 - 80%	0 - 20%	We discussed at the last 2 BOD meetings. We will follow the law and allow exemptions. Colorado is implementing an emergency rule making for health care workers, we are complying with these rules and anticipate they may	Our agency has provided information supplied by the health department explaining the safety and effectiveness of the vaccination.
60 - 80%	0 - 20%	NO	none at this time
60 - 80%	0 - 20%	Yes, they have mandated proof of vaccination for all new hires, to date.	Not sure. This will eventually play-out.
40 - 60%	0 - 20%	No, there hasn't been a vaccination requirement previously, recommendation only	I wish I knew. Perhaps some numbers on transit worker infections and death rates?
0 - 20%	40 - 60%	The Board has discussed it and determined that they will NOT mandate the vaccine. They encourage personal choice.	Honestly, I don't know that more resource will help. Vaccinations are a source of discussion and the District has put out information trying to educate the workforce on the benefits. Possibly a simple one pager with medical
60 - 80%	0 - 20%	We mandate full vaccination. If not fully vaccinated, the employee must be COVID tested weekly. We test on-site.	I think there is enough information out and peoples' minds are made up. We have several staff members who are unable to get the vaccine due to the allergies to previous vaccinations; although their primary care physicians
80 - 100%	0 - 20%	Yes. There was a \$250.00 "bonus" for those who provided proof of their vaccination	Something that is "dumbed down" that conveys the science and dispels the conspiracy.
60 - 80%	0 - 20%	They have not	Stronger positive news coverage in print, tv, social media and from the medical community
60 - 80%	20 - 40%	No	Great Question. . . not sure even how to answer. . . I would believe that if anyone is watching the news these days and hears the situation with unvaccinated. . . it would be an easier decision.
80 - 100%	0 - 20%	No	unknown mandates
80 - 100%	0 - 20%	Not really	Wish they would mandate it for Public Transit
80 - 100%	0 - 20%	So far it is only being considered by the City Manager. There has been resistance to making this mandatory for city employees, however they are aware that the President's mandate will push them towards a decision. The	think some people have an inherent distrust of government telling them to get this vaccination so it is hard to bridge that gap. I think it would help if trusted medical providers these employees use would more actively reach
20 - 40%	0 - 20%	yes, currently be vaccinated or test regularly.	misinformation
80 - 100%	0 - 20%	no	misinformation
80 - 100%	0 - 20%	My board is behind me in my decision to get people vaccinated and educated. We only have six people unvaccinated at the present time. We are not hiring any additional people who are not vaccinated.	none
60 - 80%	0 - 20%	Less control manager is sending out daily update on local COVID numbers along with those in hospital and on ventilator	Trying to educate people on the truth. I was surprised when four people got vaccinated last week. The last six are hard. We are continuing to educate them.
80 - 100%	20 - 40%	Not formally	Personal beliefs
0 - 20%	60 - 80%	NO personal choice	Offered additional annual leave/vacation time for getting vaccine and as incentive to get (4 hrs offered to get vaccine; plus one full day offered once fully vaccinated)
80 - 100%	60 - 80%	Encourage everyone to be vaccinated because of the type of job they perform with the public.	doubts about effectiveness
80 - 80%	20 - 40%	We allow all employees paid time during work hours to get the vaccination as well as allow all our locations to be used by our local health departments to administer Covid shots.	Religious Beliefs and Medical conditions
20 - 40%	0 - 20%	No	Lost of 30% staff at a time that we are already struggling to get fully staff in part due to expanded unemployment benefits
40 - 60%	100%	We have a small staff and luckily didn't need to prompt anyone to get vaccinated	Losing staff. Some staff is still scared of the vaccination.
40 - 60%	40 - 60%	NO	None
40 - 60%	40 - 60%	Not yet, but most of our safety protocols are still in place (robust cleaning, rear door entry, requiring masks, etc).	We are in a rural community where Covid - 19 is not a factor at this time
		Not mandated but encouraged.	Those who wanted the vaccination have already had ample opportunities to get it.
40 - 60%	0 - 20%	Yes. We have published more scientific information and data concerning vaccines. We are also encouraging more staff who have received the vaccination to talk one-on-one with their co-workers who are hesitant.	N/A
60 - 80%	20 - 40%	No	Distrust of the vaccine, government, knowledge that this is an employee's job market so they feel they can leave our employment and get a better job elsewhere
80 - 100%	0 - 20%	Follow federal mandate for companies over 100 employees	They don't get flu shots
80 - 100%	80 - 100%	Required	Ignorance
60 - 80%	0 - 20%	We have encourage drivers and staff to get vaccinated, but have not mandated it, due to a law in Montana that forbids us from doing so.	Political
80 - 100%	0 - 20%	no	The current law in Montana does not allow us to mandate getting vaccinated, so people are using that as a reason not to get the shot.
60 - 80%	100%	They chose not to mandate.	word of mouth
60 - 80%	0 - 20%	Have not	FDA approval and time of development
80 - 100%	0 - 20%	no	personal opinions against vaccine
80 - 100%	0 - 20%	The vaccine is encouraged but not required.	Them being afraid of the vaccine and side affects later on...
40 - 60%	20 - 40%	NO	No impediment exist
80 - 100%	0 - 20%	They all chose to vaccinate on their own behalf.	Personal decisions
60 - 80%	0 - 20%	No	They all listen very closely to helpful information.
60 - 80%	0 - 20%	Yes at this point everyone has access to the vaccine but we view taking the vaccine as a personal choice at this point.	Disinformation
60 - 80%	20 - 40%	No	Many of the unvaccinated view the vaccination as unnecessary or have religious or concerns related to the safety of the vaccine.
60 - 80%	0 - 20%	We will follow the State of IL guidelines for receiving the COVID Vaccine. Currently if a staff chooses not to receive the vaccine, they must provide negative COVID test results on a weekly basis.	Employees want the right to a choice
80 - 100%	0 - 20%	Not that I know of	Upset employees who do not wish to receive the vaccine.
40 - 60%	100%	It is a requirement that all employee must be vaccinated.	Misinformation with no mandatory requirement
80 - 100%	20 - 40%	No	None
80 - 100%	0 - 20%	No	Employee refusal
80 - 100%	0 - 20%	Requiring vaccinations was discussed early in the pandemic. We decided not to require at that time. We have started discussions again about requiring covid and flu vaccines.	Personal beliefs
60 - 80%	100%	Our leadership has not addressed the vaccination issue, as all of our employees have independently gotten vaccinated. For clarity, our entire office staff and drivers consists of six people.	Losing existing drivers. We are a small agency so losing even a few drivers who refuse to be vaccinated would be detrimental to our service. We have raised our pay rates, flexible work hours, etc and struggle to hire even
60 - 80%	0 - 20%	Mandated vaccines	we haven't experienced impediment due to vaccinations. We are short staffed due to a lack of drivers, and people applying for our driver positions. There just aren't any applicants.
40 - 60%	100%	Yes	loss of staff
40 - 60%	40 - 60%	No	None
80 - 100%	0 - 20%	Vaccination is not mandated by our City Management Office at this time.	Sources not trusted
60 - 80%	0 - 20%	Our agency board has approved a mandatory vaccination policy, but we have held off on enforcing that policy, hoping to get more voluntary compliance first. The upcoming OSHA vaccine / testing requirement changes that	I do not know the reasons why some of our employees do not want to take the vaccine. We are not allowed to ask if they are or are not vaccinated.
80 - 100%	60 - 80%	I am unsure at this time.	Political factors and overall vaccine fears
40 - 60%	20 - 40%	We have decided to avoid mandatory vaccinations unless we have no choice	Fear of side effects of the vaccine, especially blood clots as our staff are older individuals (early 70's)
60 - 80%	100%	Yes, we chose to mandate the vaccination and were successful. Incoming new drivers must have at least the 1st vaccination to enter training and must receive the second in the probation period. Our HR manager monitors	Social media and news agencies all giving different "facts" based upon their own agenda
40 - 60%	80 - 100%	Yes encourage but not mandated. Now state made mandatory	There is none.
40 - 60%	20 - 40%	No	Individual resistance
40 - 60%	20 - 40%	No	Employees concerned about government overreach and loss of freedom of choice.
40 - 60%	20 - 40%	While we encourage vaccinations, we have a labor shortage currently and vaccination mandates would only make it worse. We would lose good long term employee if mandates were implemented.	mis information and vaccine hesitancy
80 - 100%	0 - 20%	No action has been taken.	None
60 - 80%	0 - 20%	Our leadership has stressed the importance of being safe and staying safe. Even though we are not requiring vaccination at this time of our team members, we have more and more customers requesting operators that are v	The polarization of getting the vaccine.
40 - 60%	20 - 40%	They have encouraged vaccines, but not required them.	The contradictory information about the vaccine and the politicization of covid information. Plus, many see those that have the vaccine still are getting covid. They feel they don't normally get the flu shot and see this as the
40 - 60%	0 - 20%	discussed incentives for vaccinations	misinformation and cultural distrust
60 - 80%	0 - 20%	No	Misinformation
40 - 60%	20 - 40%	we have encouraged our drivers to be vaccinated.	false information and awful politics.
20 - 40%	40 - 60%	We have a COVID leave policy for all employees	Don't know
40 - 60%	0 - 20%	No	Personal choice
40 - 60%	40 - 60%	no	They don't want the vaccine
80 - 100%	0 - 20%	No	Drivers willingness to get the vaccine
60 - 80%	0 - 20%	Yes and we made vaccines available on the job site for different dates and encouraged everyone to get it.	People's perceptions of the vaccine, the long-term unknown about it. General uneasiness with how quickly the vaccine came on the market.
40 - 60%	20 - 40%	Our BOD advocates being vaccinated based on the employees choice and has implemented a \$250.00 incentive (at two different designated period of times) if an employee chooses to receive it and provides proof of vacci	The quick release of the vaccination.
40 - 60%	20 - 40%	NA	Impeding on person choice
80 - 100%	0 - 20%	Yes. Have decided to not have a vaccination mandate at this time. Low local positivity rates, high employee vaccination rate, and potential loss of employees led to this decision.	Personal objections to the vaccine.
60 - 80%	20 - 40%	No	Lack of authority to mandate.
80 - 100%	0 - 20%	We offered \$100 incentive for any employee to get vaccinated.	Employee medical issues that preclude them getting the vaccine
40 - 60%	40 - 60%	Our State & County (Montana, Richard) has mandated that we are not allowed to place conditions on employment concerning the Covid vaccination. We have been instructed by our Board not to ask whether employees are	We do not currently have any way to require it. Some of the staff is very against it.
0 - 20%	40 - 60%	We are not requiring vaccines at this time, however we are requiring mask on the vehicles and in the office. I expect that will require regular testing for those who choose not to vaccinate in the very near future.	Some employees are hesitant because they have had Covid and believe they have some antibodies and some are just comfortable with the vaccine.
80 - 100%	0 - 20%	There isn't a reason to address the vaccination issue at our location.	There really isn't one, some people would prefer to not be vaccinated at this point in time.
80 - 100%	0 - 20%	Bavac is under advisement with this topic.	Personal
80 - 100%	0 - 20%	A vaccination incentive for an extra week of vacation was offered to all staff. This incentive ended July 31, 2021. We have one employee out of 15 that is not vaccinated and refuses to get vaccinated.	Misinformation about the vaccine...political views
80 - 100%	0 - 20%	The Board authorized the provision of additional paid-time-off for post-vaccination recovery	Education
80 - 100%	0 - 20%	Yes, the decision was made to not mandate a vaccine but to rather encourage.	A small percentage of employees are hesitant for personal reasons ranging form safety of the vaccine to political beliefs.
80 - 100%	0 - 20%	Mandated proof of Vaccination by November 15, 2021 offering \$200.00 incentive	Getting more people fully vaccinated.
40 - 60%	20 - 40%	At current time, it has been looked at as a "choice".	N/A ?
20 - 40%	20 - 40%	No	Trust in the vaccine
80 - 100%	20 - 40%	No	Personal choice
0 - 20%	100%	CDC recommends it.	There are none.
60 - 80%	0 - 20%	We have encourage all staff to get vaccinated. We provided accurate vaccine information to help staff make an informed decision about getting fully vaccinated. We allowed for sick leave if staff would have a need for recover	Some staff are not medically eligible to obtain the vaccine. Some staff are still very hesitant to get the vaccine.
40 - 60%	0 - 20%	Not yet	Staff just don't want to get the vaccine
80 - 100%	0 - 20%	No	We only have one driver that has not been vaccinated and we would lose that driver if mandated. We are having difficulty keeping drivers as it is.
80 - 100%	0 - 20%	Through DPH Awareness, keeping employee statistics, etc.	Decrease in workload or lack of work coverage
40 - 60%	0 - 20%	No mandate in place. Emphasized the importance and are currently providing incentives to those receiving them.	General hesitancy
60 - 80%	80 - 100%	Set up vaccination with local health department and informed co-workers of availability.	Misinformation through social media.
20 - 40%	40 - 60%	We have decided to allow each employee to determine their vaccination	Those that have not are not interested
40 - 60%	0 - 20%	All County employees with County email addresses received an email encouraging everyone and their families to get the vaccines.	Uncertainty of.
80 - 100%	0 - 20%	They support that our agency encourages it.	Vaccine hesitation
60 - 80%	0 - 20%	no	None
40 - 60%	0 - 20%	no	No Mandate to do so
80 - 100%	0 - 20%	no	vaccine reluctance
80 - 100%	0 - 20%	We will encourage vaccinations, but not mandate, unless there is a Federal or State mandate	in montana we can't ask about an employee's status
80 - 100%	0 - 20%	Strongly encouraged staff to get vaccinated	We have 97% of staff vaccinated. We scheduled appointments, worked with Public Health and anything else we could do to make easier for our staff to get the vaccine.
100%	20 - 40%	The Arkansas Department of Transportation (ARDOT) Human Resources Division emails detailed Covid-related news and updates (CDC Advisory Board, Governor's Press Conference, ARDOT cases, etc.) to employees on	The unknown long term effects
100%	0 - 20%	The Arkansas Department of Transportation (ARDOT) Human Resources Division emails detailed Covid-related news and updates (CDC Advisory Board, Governor's Press Conference, ARDOT cases, etc.) to employees on	There is no impediment, ARDOT has provided an opportunity for all employees to be vaccinated by coordinating and hosting onsite vaccination clinics.
20 - 40%	20 - 40%	The issue has been discussed concerning the possibility of losing Federal funds if employees don't follow the mandates. We also would lose valuable employees as well. We have also discussed the mask mandate being ext employees refusal to get the vaccine	I believe daily updates to staff concerning the numbers of covid cases & deaths in our counties & state may change their minds about getting the vaccine.