Updated COVID Mask/Testing Guideline in Stations/Divisions
Effective date: December 20, 2021
Revised date: February 7, 2022

This department guideline is based on the most current recommendations from the Centers for Disease Control and Prevention (the "CDC"). The CDC is the leading public health authority in the United States for COVID-19 health and safety precautions in and out of the workplace.

Vaccination Status: Supervisors will have read only access to a master file that states the current known vaccination status of each department employee. If an employee wishes to update their status, they will contact the medical division through the COVID email COVIDExposure@slcgov.com and provide proof of vaccination. Should an employee not wish to share their vaccination status, they will be deemed as unvaccinated for the purpose of this directive.

Supervisors will be expected to identify the vaccination status of their crew each morning and observe this directive. This will be determined by checking each crew member for vaccination status on the master list. If the employee shows as unknown OR unvaccinated on the list, the Supervisor will inform said employee they will be considered as unvaccinated for purposes of the directive unless they update their status with the Medical Division (as detailed above, per Salt Lake City Attorney's office Dec 2021, this practice is not a violation of HIPPA).

Vaccinated Employees: Will not be required to wear masks while in the fire station/division.

> Simple masks: Will be worn when in public view, shopping, PR events, inspections and on medical calls with no COVID symptoms or respiratory issues.

> N95 masks: Will be worn during any calls with COVID symptoms or respiratory issues or at any other time the member wishes to have extra protection.

Unvaccinated Employees: Unvaccinated employees, regardless of Antigen test, shall wear an N95 mask while outside the station/division and are required to do **ONE** of the following:

1. Wear an N95 mask in the fire station/division anytime they are in common areas with other firefighters, apparatus.
2. Take an Antigen test at the beginning of each workday to show negative COVID status, thereby removing the mask mandate in station/division.

Antigen Testing For Masking Procedures

Vaccinated Employees: Will not be asked to Antigen test daily per CDC guidelines unless they are symptomatic. They are determined "low risk" per current CDC guidelines.

Unvaccinated Employees: Will have the option to Antigen test daily to be exempted from the fire station/division mask mandate.

For all employees, a Positive Antigen test is considered definitive and results in following all current quarantine guidelines. This will result in quarantine and removal from work for 5 days and wearing an N95 mask for five additional days or return to work with negative PCR test within 48 hours of positive result.

Symptomatic Employee: Antigen Test Required

All Employees Up to Date (Boosted), Not Up to Date (Not Boosted), and Unvaccinated: If positive, quarantine and removal from work for 5 days from time of first test AND then return to work wearing an N95 mask for five additional days. OR return to work with negative PCR test within 48 hours of positive result.

Vaccinated Up to Date (Boosted): If negative**,** remain at work and wear N95 mask. Antigen re-test daily. If positive, quarantine and removal from work for 5 days from time of <u>first test</u> AND then return to work wearing an N95 mask for five additional days OR return to work with negative PCR test within 48 hours of positive result.

Vaccinated, but not Up to Date (Not Boosted), and Unvaccinated: Regardless of initial test result, quarantine, and removal from work for 5 days AND then return to work wearing an N95 mask for additional five days. OR return to work with negative PCR test within 48 hours of positive result.

Should a routine daily Antigen test of an unvaccinated employee return a positive result even with NO symptoms, the employee will be presumed positive from an unknown exposure and required to leave work using PL or SL. The employee may request a PCR test for definitive results by contacting the Midtown clinic prior to going home at: 801-320-5660. If there is no answer, the employee will contact the covid hotline at 801-590-7606 and will be assisted with scheduling a PCR test at either the Midtown clinic or a satellite location contracted with SLCFD. The cost of the PCR test may be covered by PEHP insurance and will be "authorized by Dr. Youngquist" via standing order to qualify for insurance. However, any co-pays or any fees associated with PCR testing regardless of location, will be paid by the employee as this in NOT a required test. The PCR test result will be considered final, but typically take 24-48 hours to return. Should the test come back negative, the employee may come back to work immediately, and the fire department will refund the employee the time spent away from work. If the test comes back positive, the employee will continue to use PL or SL for the entire quarantine period.

Significant Exposures

Anytime employees have a significant exposure to COVID.

<u>Vaccinated Up to Date (Boosted), Vaccinated but not Up to Date (Not Boosted), & Unvaccinated Employee:</u>

1. Asymptomatic – Employee will be on Work Place Isolation. Wear N95 for five days while at work and self-isolate from other employees. Antigen test required at least five days after your exposure. If negative, continue to wear N95 mask for an additional five days. If positive, quarantine and removal from work for 5 days, return to work wearing an N95 mask for five additional days or return to work with negative PCR test within 48 hours of positive result Per CDC guidelines dated January 27, 2022.
2. Symptomatic – See above "Symptomatic Employee"

Definitions

<u>Simple Masks:</u> Provide limited protection to the wearer, and moderate droplet spread protection to others in the room.

N95 Mask: Provide significant protection to both the wearer and others around them from droplets and actual COVID virus transmission. Considered PPE level protection.

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Rationale

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Vaccinated individuals: Recent studies and data from across the world, Utah, and Salt Lake County have shown that vaccinated employees have significant protection from all currently known variants of COVID. While breakthroughs happen, vaccinated individuals are 5X's less likely to get COVID, have fewer symptoms, recover faster, and are 10X's less likely to be hospitalized. Vaccinated individuals are also 50% less likely to shed enough virus to infect others (CDC, 2021) and (Klompas, 2021).

Unvaccinated individuals in Utah: Are 2.5X's more likely to be infected with COVID. More likely to have longer illness, 5.6X's more likely to be hospitalized and far more likely to require ICU care. In Utah, 90% of ICU COVID patients are unvaccinated, and are 6.7X's more likely to die. Unvaccinated individuals are also statistically more likely to be "Super Spreaders," capable of infecting others (Utah Department of Health, 2021).

What this means: Those who are vaccinated are less likely to get sick, are sick for shorter periods and are 2/3rds less likely to spread the virus to others. Conversely, those that are unvaccinated are more likely to get sick, have worse symptoms, share the virus more easily, and require hospitalization and ICU care far more often than those who are vaccinated (Klompas, 2021).

References

CDC. (2021, September). *Morbidity and Mortality Weekly Report.* Retrieved from Centers for Disease Control and Prevention: https://www.cdc.gov/mmwr/volumes/70/wr/mm7037e1.htm

Klompas, M. (2021, November 4). *Understanding Breakthrough Infections Following mRNA SARS-CoV-2 Vaccination*. Retrieved from Journal of the American Medical Association: https://jamanetwork.com/journals/jama/fullarticle/2786040

Utah Department of Health. (2021, December 9). *Utah Coronavirus Dashboard*. Retrieved from https://coronavirus-dashboard.utah.gov/risk.html