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Date: November 4, 2021 at 4:44:49 PM PDT

To: City Staff <CityStaff@surrey.ca>

Subject: Message to Staff

Good afternoon everyone,

It is the City's goal to provide the greatest possible protection for employees' and citizens' individual health while upholding excellence in customer service and maintaining operational efficiency. The success we have experienced in minimizing the transmission of COVID-19 is thanks to the effort and diligence everyone has taken by following our safety protocols.

To further support our goal, today we are announcing that the City will be introducing new vaccination requirements for all employees, volunteers and contractors (who work in City facilities and/or alongside City employees), effective January 5, 2022. Under the new requirements:

- Employees, volunteers and contractors who are fully vaccinated will need to submit their proof of vaccination to the City; and
- Employees who are unable to provide their proof of vaccination will be required to participate in the City's rapid testing program.

As with other programs, services and safety protocols we've implemented during the pandemic, we used data to inform this new safety measure, which included:

- Reviewing the City's COVID-19 exposure data. As of today, we have had 144 City staff and Surrey RCMP members contract COVID-19, of those only three transmissions have occurred in the workplace, and only one of those have occurred since vaccines have been available. In other words, since vaccines have been available, one employee out of over 3,000 employees has unfortunately contracted COVID-19 while at work.
- Asking you to participate in a voluntary vaccination survey. Thank you to the over 1,400 staff you responded. From this survey we learned that 94% of staff are fully vaccinated, 1% of staff had received one vaccination dose and 5% of staff had yet to receive a first dose of vaccine.
- Reviewing employee vaccination requirements being introduced by the Federal and Provincial Governments, and by various employers across the country including other local governments.

There is overwhelming evidence that vaccinations continue to be the best tool in moving past this pandemic and preventing the spread of COVID-19, and we strongly encourage everyone to get vaccinated to protect the health and safety of those around you.

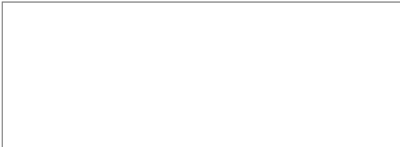
More information about the City's Vaccination Policy and rapid testing program, including requirements and timelines, will be provided shortly in an upcoming COVID-19 Update to staff and posted on the CityNet COVID-19 Site.

Lastly, I'd like to express my sincere gratitude for your professionalism and resolve to continue to deliver excellent service to our citizens, while remaining in good spirits during these uncertain times. It has been a long-haul battle, but in true Surrey fashion, we continue to persevere. I could not be prouder of our Surrey team.

Let's continue to stay strong; we're all in this together.

Thanks Vince

VINCENT LALONDE, ICD.D, P.ENG | CITY MANAGER



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