

## GRAND COUNTY POLICY ON THE USE OF FACE COVERINGS

As of May 13, 2021, the Centers for Disease Control and Prevention ("CDC") announced that face coverings are no longer necessary in all circumstances for fully vaccinated individuals. In accordance with this new guidance, the following face covering policy shall be effective June 16, 2021.

### 1. Definitions

- a. "County employee" means a full-time, part time, or seasonal employee of Grand County.
- b. "County facility" means a building or structure occupied or controlled by Grand County.
- c. "County vehicle" means a vehicle owned or leased by Grand County that a County employee is using during work hours and, for the purposes of this policy, is occupied by more than one person.
- d. "Face covering" means a mask that completely covers the individual's nose and mouth, is made of tightly woven synthetic or natural fabrics, and fits snugly against the nose and sides of the face and under the chin. "Face covering" does not include a mask with an exhalation valve, vent, or other hole or opening, or a mask that is crocheted or made of lace, mesh, or similar open web-like construction or material.
- e. "Face shield" means a shield that covers the entire face - including the eyes, nostrils, and mouth of the wearer - is made of clear plastic or similar non-permeable transparent material and can be used in conjunction with a face covering for enhanced protection.
- f. "Fully vaccinated" means individuals being two weeks past their second dose in a two-dose series, such as the Pfizer or Moderna vaccines, or two weeks past a single-dose vaccine, such as Johnson & Johnson's vaccine (as defined by the CDC).
- g. "Household" means an individual or a group of individuals who reside in the same residence.

### 2. Face Coverings

- a. Fully vaccinated individuals are exempt from wearing face coverings in County facilities. County employees who are fully vaccinated are encouraged to maintain six feet of distance from other individuals of a different household.
- b. Unvaccinated County employees will continue to be required to wear face coverings inside County facilities, County vehicles, or when acting within the scope of County employment indoors.

- c. Unvaccinated visitors shall be required to wear masks when they are inside a County facility.
- d. Additional exceptions to a mask requirement include:
  - i. Individuals with specific medical conditions;
  - ii. While actively eating or drinking, provided that the individual remains in place while eating or drinking;
  - iii. While alone or only with other members of the same household in an office, room, cubicle, vehicle, or similar enclosure;
  - iv. When communicating as or with an individual who is deaf or hard of hearing if the speaker wears a face shield or uses alternative protection such as a plexiglass barrier;
  - v. When engaging in work authorized by the County where wearing a face mask would create a risk to the individual, as determined by government safety guidelines;
  - vi. When needed to confirm an identity;
  - vii. While outdoors and maintaining a physical distance of at least six feet from any individual from a different household; and
  - viii. Children younger than three years old.
- e. A County employee who desires a medical-related exemption to the requirements of Subsection B above shall contact the County's Personnel Services Director. When considering a request for a medical-related exemption under this Section, the Personnel Services Director will determine what, if any, information, including medical documentation, the County employee must provide to support the requested exemption.
- f. A County employee may refuse to provide in-person service to any unvaccinated individual who does not wear a mask in a County facility if:
  - i. An alternative means of service is available;
  - ii. The County employee specifies to the individual how to access the alternative means of service; and
  - iii. The County employee determines that the individual has reasonable access to the alternative means of service.
  - iv. A County employee may refuse to provide in-person service even if the individual qualifies for an exception under section D above.

3. Signage

Department Heads shall post conspicuous signage in the workplace that specifies the following:

- a. Asks individuals with symptoms of COVID-19 to stay at home.
- b. Informs unvaccinated individuals of the requirement to wear a mask.
- c. Asks individuals to maintain six feet of distance from individuals from a separate household.

4. Other

- a. The County is permitted to require employees to stay at home if the employee is experiencing COVID- 19 symptoms.
- b. The County is permitted to ask for a doctor's note certifying fitness for duty to return to work.
- c. The County is permitted to ask an employee or visitor if they have been vaccinated.

This policy will remain in effect until rescinded or amended.

GRAND COUNTY COMMISSION







*Mary McGann*

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Mary McGann, Chair  
Grand County Commission

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