

**GRAND FORKS COUNTY  
POLICY MANUAL**

---

**POLICY NO. 106-06**

**Eff. 3/4/14**

**IMMUNIZATION POLICY**

**Page 1 of 2**

---

Due to the nature of their profession, all sworn Grand Forks County Law Enforcement, Correctional Center and Juvenile Detention Center employees, with the exception of support staff, are required to be immunized against influenza, and have a TB screening test each year as well as the Hepatitis B series, Tetanus and Pertussis (Tdep) immunization as required by the CDC, unless exemption has been granted as described below. Compliance with this requirement is a condition of continued employment. Department Managers highly recommend the annual influenza immunization for Office Support Staff.

**A. Annual Influenza Immunization/TB screening**

- 1. All sworn Grand Forks County Law Enforcement, Correctional Center, and Juvenile Detention Center employees must be immunized against seasonal influenza and a TB screening test each year.**
- 2. Grand Forks County employees are highly encouraged to receive the annual influenza immunization. The vaccination program is coordinated through the Grand Forks Public Health Department beginning when the vaccine is available and throughout the influenza season. If Grand Forks County Law Enforcement employees wish to decline the vaccination, they must sign the vaccination form (available in the Appendix of this policy manual) and return to the Grand Forks County Risk Manager.**
- 3. Employee immunizations will begin when the vaccine is available and as per CDC recommendations. As a condition of employment, employees must be vaccinated within the probationary period of their employment.**
- 4. Employees who do not receive their immunization from Grand Forks Public Health must provide proof of immunization to the Sheriff, Administrator of the Correctional Center, and/or the Grand Forks County Risk Manager. Proof of immunization may include a physician's note, a receipt, or copy of consent. Proof must be attached to the vaccination form (available in the Appendix of this policy manual).**

**GRAND FORKS COUNTY  
POLICY MANUAL**

---

**POLICY NO. 106-06**

**Eff. 3/4/14**

**IMMUNIZATION POLICY**

---

**Page 2 of 2**

**B. Exemptions**

- 1. Persons with the following contraindications\* are exempt from influenza immunization:**
  - **Persons allergic to eggs (causes swelling to lips, throat, tongue, but not if only upset stomach)**
  - **Persons with a history of Guillian-Barre within six (6) weeks of influenza vaccination**
  - **Persons who have a history of anaphylactic reaction after influenza vaccination.**

**Employees requesting exemption due to medical contraindications must provide proof of medical contraindication such as a letter from their personal physician, as well as a completed Request for Exemption from Vaccinations form, available in the Appendix.**

**\*Contraindications are based on recommendations from the Centers for Disease Control and Prevention.**

- 2. Exemptions will be made for individuals belonging to a religious organization that has a bona fide, sincerely held and specifically enumerated belief that immunization should not be given.**
- 3. All requested exemptions will be reviewed by the Sheriff, the Administrator of the Correctional Center, and/or the Grand Forks County Risk Manager. Employees must submit their request for exemption in writing to the Sheriff, Administrator of the Correctional Center and/or the Grand Forks County Risk Manager. If an interview is needed, the employee will be contacted for an appointment for face-to-face or phone interview.**
- 4. The Sheriff, the Administrator of the Correctional Center and/or the Grand Forks County Risk Manager will inform the employee of their decision in writing within five (5) business days.**
- 5. If exemption is granted for a temporary condition, the employee must resubmit a request for exemption each year. If exemption is granted for a permanent condition (allergy, Guillian-Barre) the exemption does not need to be requested each year unless vaccine technology would change to eliminate issues regarding allergies.**