

Washington State COVID-19 Vaccine Mandate Data

January 12, 2022

Enterprise Vaccine Verification DATA										
		Vaccine Verification Rate								
		9/6/2021	9/20/2021	10/4/2021	10/18/2021	11/1/2021	11/15/2021	11/29/2021	12/31/2021 ³	1/31/2022
Headcount ¹	60,025	49.14%	68.07%	89.53%	93.52%	94.69%	95.34%	95.80%	95.98%	
Adjusted Headcount ²	58,126	49.14%	68.07%	91.86%	96.70%	97.84%	98.72%	99.16%	99.11%	

¹ Current headcount as reported by agencies for the most current reporting period. This headcount does not include separations that occurred during this time period. Vaccination rate based on Headcount.

² Current headcount as reported by agencies for the most current reporting period reduced by total number of approved accommodations. Vaccination rate based on Adjusted Headcount totals.

³ Data is based on most current available data. It may include data as of 1/5/2022.

Agency Vaccine Verification DATA

Agency	Headcount ¹	Vaccine Verification Rate (Tot HC) ¹	Adjusted Headcount ²	Vaccine Verification Rate (Adj HC) ²
AGR	713	96.49%	688	100.00%
CDHY	167	98.80%	165	100.00%
CJT	69	100.00%	69	100.00%
COM	439	97.49%	429	99.77%
CTS	267	93.63%	250	100.00%
DCYF	3,889	96.45%	3,770	99.50%
DCYF Echo Glen	180	98.89%	178	100.00%
DCYF Green Hill	267	98.50%	266	98.87%
DCYF Naselle	92	100.00%	92	100.00%
DES	740	96.22%	715	99.58%
DFI	203	100.00%	203	100.00%
DFW	1,900	96.84%	1,876	98.08%
DOC	2,549	96.55%	2,467	99.76%
DOC Airway Heights	647	97.68%	644	98.14%
DOC Cedar Creek	109	97.25%	108	98.15%
DOC Clallam Bay	313	98.72%	313	98.72%
DOC Coyote Ridge	640	97.81%	634	98.74%
DOC Larch	104	97.12%	104	97.12%
DOC Mission Creek	80	98.75%	80	98.75%
DOC Monroe	1,017	97.84%	1,012	98.32%
DOC Olympic	113	95.58%	111	97.30%
DOC Stafford Creek	498	98.19%	497	98.39%
DOC WA Corr.	586	98.46%	584	98.80%
DOC WA Pen	940	96.60%	934	97.22%
DOC WA Women	384	99.48%	384	99.48%
DOH	2,711	95.46%	2,591	99.88%
DOL	1,267	96.76%	1,226	100.00%
DOR	1,194	92.88%	1,109	100.00%
DOT	6,648	95.43%	6,474	97.99%
DRS	266	97.37%	259	100.00%
DSB	90	100.00%	90	100.00%
DSHS	9,761	95.17%	9,341	99.45%
DSHS Child Study	191	98.95%	191	98.95%
DSHS Commitment	355	96.90%	354	97.18%
DSHS Eastern	794	96.35%	791	96.71%
DSHS Fircrest	584	98.97%	582	99.31%

Agency Vaccine Verification DATA

Agency	Headcount ¹	Vaccine Verification Rate (Tot HC) ¹	Adjusted Headcount ²	Vaccine Verification Rate (Adj HC) ²
DSHS Lakeland	617	96.76%	614	97.23%
DSHS Rainier	592	97.64%	590	97.97%
DSHS Western	2,192	98.63%	2,191	98.68%
DSHS Yakima	203	98.52%	203	98.52%
DVA	122	99.18%	122	99.18%
DVA Soldiers	155	98.06%	155	98.06%
DVA Spokane	104	97.12%	104	97.12%
DVA Walla Walla	139	98.56%	139	98.56%
DVA Washington	306	99.67%	306	99.67%
ECY	1,582	98.80%	1,563	100.00%
ES	2,926	89.95%	2,633	99.96%
GMB	88	100.00%	88	100.00%
GOV	58	100.00%	58	100.00%
HCA	1,439	93.82%	1,350	100.00%
HFC	74	97.30%	72	100.00%
IND	144	93.06%	134	100.00%
LCB	369	84.82%	347	90.20%
LNI	3,022	94.54%	2,879	99.24%
LOT	127	98.43%	125	100.00%
MIL	366	93.99%	345	99.71%
OAH	275	94.18%	259	100.00%
OFM	436	94.27%	411	100.00%
PARKS	669	99.55%	666	100.00%
PSP	53	100.00%	53	100.00%
RCFB	75	100.00%	75	100.00%
SAC	102	98.04%	100	100.00%
SFB	121	98.35%	119	100.00%
SIB	103	96.12%	99	100.00%
Small Agencies	637	97.17%	619	100.00%
UTC	151	96.03%	145	100.00%
WSP	2,011	98.51%	1,981	100.00%

Enterprise RELIGIOUS Exemption DATA

(Total Number of)

	TOTAL Requests	PENDING Exemption Requests	CLOSED/ WITHDRAWN Exemption Requests	APPROVED Exemption Requests	DENIED Exemption Requests	PENDING Accommodations	CLOSED/ WITHDRAWN Accommodations	APPROVED Accommodations	DENIED Accommodations
Enterprise Totals: 9/6/2021	3,891			737				7	
Enterprise Totals: 9/20/2021	4,654	1,797	279	2,335	244			667	915
Enterprise Totals: 10/4/2021	4,849	42	404	4,219	184	985	461	1,310	1,463
Enterprise Totals: 10/18/2021	4,953	18	423	4,304	208	308	554	1,564	1,878
Enterprise Totals: 11/1/2021	4,973	14	273	4,467	219	108	745	1,518	2,096
Enterprise Totals: 11/15/2021	4,947	8	273	4,448	218	84	650	1,591	2,123
Enterprise Totals: 11/29/2021	4,934	8	277	4,430	219	73	685	1,543	2,129
Enterprise Totals: 12/31/2021 ¹	4,927	7	289	4,412	219	51	745	1,481	2,135
Enterprise Totals: 1/31/2022									

¹ Data is based on most current available data. It may include data as of 1/5/2022.

Enterprise MEDICAL Exemption DATA

(Total Number of)

	TOTAL Requests	PENDING Exemption Requests	CLOSED/WITHDRAWN Exemption Requests	APPROVED Exemption Requests	DENIED Exemption Requests	PENDING Accommodations	CLOSED/WITHDRAWN Accommodations	APPROVED Accommodations	DENIED Accommodations
Enterprise Totals: 9/6/2021	892			49				2	
Enterprise Totals: 9/20/2021	1,100	549	263	189	88			113	22
Enterprise Totals: 10/4/2021	1,220	75	252	864	29	315	218	253	78
Enterprise Totals: 10/18/2021	1,287	23	259	982	23	137	364	435	46
Enterprise Totals: 11/1/2021	1,306	20	374	881	31	72	333	427	49
Enterprise Totals: 11/15/2021	1,306	20	374	882	30	34	311	456	81
Enterprise Totals: 11/29/2021	1,371	20	374	948	29	11	355	487	95
Enterprise Totals: 12/31/2021 ¹	1,370	20	392	933	25	10	402	418	103
Enterprise Totals: 1/31/2022									

Agency RELIGIOUS Exemption DATA

(Total Number of)

Agency	TOTAL Requests	PENDING Exemption Requests	CLOSED/ WITHDRAWN Exemption Requests	APPROVED Exemption Requests	DENIED Exemption Requests	PENDING Accommodations	CLOSED/ WITHDRAWN Accommodations	APPROVED Accommodations	DENIED Accommodations
AGR	89		25	64			44	20	
CDHY	3			3				2	1
CJT	3			3					3
COM	14		5	9				9	
CTS	24		5	18	1		1	15	2
DCYF	312		21	279	12		63	105	111
DCYF Echo Glen	15			14	1		3	2	9
DCYF Green Hill	36			29	7		6	1	22
DCYF Naselle	21			18	3		6		12
DES	67		17	49	1		2	22	25
DFI	9			9			2		7
DFW	122			113	9	3		17	93
DOC	193	3	5	175	10		18	58	99
DOC Airway Heights	45			41	4		2		39
DOC Cedar Creek	17			16	1		3		13
DOC Clallam Bay	39		2	35	2	1	2		32
DOC Coyote Ridge	55	1	4	45	5		3	1	41
DOC Larch	8			8					8
DOC Mission Creek	4			4			1		3
DOC Monroe	70		1	64	5		5	4	55
DOC Olympic	16	1	6	8	1		1		7
DOC Stafford Creek	33			30	3		1		29
DOC WA Corr.	35		2	28	5		1		27
DOC WA Pen	103	1	12	79	11		5	3	71
DOC WA Women	34			33	1		4		29
DOH	151		31	117	3		13	101	3
DOL	83			80	3		18	34	28
DOR	103		14	89			4	80	5
DOT	572		11	457	104		1	52	404
DRS	12			9	3		2	5	2
DSB	6		4	2			1		1
DSHS	840			840		43	254	339	204

Agency RELIGIOUS Exemption DATA

(Total Number of)

Agency	TOTAL Requests	PENDING Exemption Requests	CLOSED/ WITHDRAWN Exemption Requests	APPROVED Exemption Requests	DENIED Exemption Requests	PENDING Accommodations	CLOSED/ WITHDRAWN Accommodations	APPROVED Accommodations	DENIED Accommodations
DSHS Child Study	8			8			2		6
DSHS Commitment	22			22		1	11		10
DSHS Eastern	82			82		2	31		49
DSHS Fircrest	9			9			2		7
DSHS Lakeland	52			52			28		24
DSHS Rainier	49			49			16		33
DSHS Western	106			106		1	49		56
DSHS Yakima	8			8			4		4
DVA	10		3	7			6		1
DVA Soldiers	31		9	22			16		6
DVA Spokane	8	1	1	6			3		3
DVA Walla Walla	25		4	21			17		4
DVA Washington	24		7	17			3		14
ECY	77		13	57	7			18	39
ES	288		28	258	2		1	257	
GMB	7			7					7
GOV	1			1					1
HCA	94		8	86			7	79	
HFC	2			2				2	
IND	10			10			1	9	
LCB	32			31	1		6	20	5
LNI	264			254	10		35	129	90
LOT	6		1	5				2	3
MIL	29		3	26			5	17	4
OAH	16		3	13				13	
OFM	36		12	24				24	
PARKS	78		5	72	1		1	2	69
PSP									
RCFB	2			2					2
SAC	2			2				2	
SFB	2			1	1			1	
SIB	3			3				3	

Agency RELIGIOUS Exemption DATA

(Total Number of)

Agency	TOTAL Requests	PENDING Exemption Requests	CLOSED/WITHDRAWN Exemption Requests	APPROVED Exemption Requests	DENIED Exemption Requests	PENDING Accommodations	CLOSED/WITHDRAWN Accommodations	APPROVED Accommodations	DENIED Accommodations
Small Agencies	17		1	16				16	
UTC	6			6				6	
WSP	387		26	359	2		35	11	313

Agency MEDICAL Exemption DATA

(Total Number of)

Agency	TOTAL Requests	PENDING Exemption Requests	CLOSED/ WITHDRAWN Exemption Requests	APPROVED Exemption Requests	DENIED Exemption Requests	PENDING Accommodations	CLOSED/ WITHDRAWN Accommodations	APPROVED Accommodations	DENIED Accommodations
AGR	24		11	13			8	5	
CDHY									
CJT									
COM	11	1	9	1				1	
CTS	17		12	4	1		2	2	
DCYF	63	2	26	35			13	14	8
DCYF Echo Glen	1			1			1		
DCYF Green Hill	4		2	2			1		1
DCYF Naselle									
DES	30		24	6			2	3	1
DFI									
DFW	17			16	1	1		7	8
DOC	74	8	23	42	1	3	13	24	2
DOC Airway Heights	14		8	6			3	3	
DOC Cedar Creek	3			3			2	1	
DOC Clallam Bay	9	1	1	7		1	6		
DOC Coyote Ridge	23	2	7	14			9	5	
DOC Larch	3		2		1				
DOC Mission Creek	1			1			1		
DOC Monroe	19		4	13	2		8	1	4
DOC Olympic	13		8	5			3	2	
DOC Stafford Creek	5		1	4			3	1	
DOC WA Corr.	8	1		7			5	2	
DOC WA Pen	22	5	6	11		1	7	3	
DOC WA Women	11		3	8			8		
DOH	51		32	19				19	
DOL	13			13			1	7	5
DOR	12		7	5				5	
DOT	162		3	159			27	122	10
DRS	3			3			1	2	
DSB	5		5						
DSHS	332		63	268	1	3	147	81	37

Agency MEDICAL Exemption DATA

(Total Number of)

Agency	TOTAL Requests	PENDING Exemption Requests	CLOSED/ WITHDRAWN Exemption Requests	APPROVED Exemption Requests	DENIED Exemption Requests	PENDING Accommodations	CLOSED/ WITHDRAWN Accommodations	APPROVED Accommodations	DENIED Accommodations
DSHS Child Study	1			1			1		
DSHS Commitment	11		2	9			8	1	
DSHS Eastern	46		9	37		1	29	3	4
DSHS Fircrest	5		1	4			2	2	
DSHS Lakeland	25		11	14			9	3	2
DSHS Rainier	18		4	14			10	2	2
DSHS Western	39		13	25	1		19	1	5
DSHS Yakima	4		2	2			1		1
DVA	6		6						
DVA Soldiers	15		13		2				
DVA Spokane	7		3	4			3		1
DVA Walla Walla	12		11	1			1		
DVA Washington	11		11						
ECY	4			4			2	1	1
ES	54		18	36				36	
GMB	2		2						
GOV									
HCA	11			11			1	10	
HFC									
IND	1			1				1	
LCB	2			2				2	
LNI	37			34	3		20	14	
LOT	2			2			2		
MIL	8		2	5	1			4	1
OAH	6		3	3				3	
OFM	11		9	1	1			1	
PARKS	5		1	4			2	1	1
PSP									
RCFB									
SAC	1		1						
SFB	1			1				1	
SIB	1			1				1	

Agency MEDICAL Exemption DATA

(Total Number of)

Agency	TOTAL Requests	PENDING Exemption Requests	CLOSED/ WITHDRAWN Exemption Requests	APPROVED Exemption Requests	DENIED Exemption Requests	PENDING Accommodations	CLOSED/ WITHDRAWN Accommodations	APPROVED Accommodations	DENIED Accommodations
Small Agencies	13		8	2	3			2	
UTC									
WSP	61		5	49	7		21	19	9

Enterprise SEPARATION DATA ¹

(Total Number of)

	Total SEPARATIONS Due to Mandate ²	<i>Employer Initiated</i>	<i>Employee Initiated</i>	
		SEPARATIONS Due to Mandate	RESIGNATIONS Due to Mandate	RETIREMENTS Due to Mandate
Enterprise Totals: 10/18/2021	1,785	1,580	119	86
Enterprise Totals: 11/1/2021	1,857	1,638	121	98
Enterprise Totals: 11/15/2021	1,956	1,695	154	107
Enterprise Totals: 11/29/2021	2,027	1,760	152	115
Enterprise Totals: 12/31/2021 ³	2,135	1,823	168	144
Enterprise Totals: 1/31/2022				

¹ Separation data is based on current information related to separations from agencies that are known to be connected to the vaccination mandate.

² Total of all agency reported employer initiated separations due to the mandate and confirmed employee initiated resignations and resignations due to

³ Data is based on most current available data. It may include data as of 1/5/2022.

Agency SEPARATION DATA ¹

(Total Number of)

Agency	Total SEPARATIONS Due to Mandate ²	Employer Initiated	Employee Initiated	
		SEPARATIONS Due to Mandate	RESIGNATIONS Due to Mandate	RETIREMENTS Due to Mandate
AGR	38	33	2	3
CDHY				
CJT	4	4		
COM	1	1		
CTS	4	1	3	
DCYF	136	110	13	13
DCYF Echo Glen	20	10	10	
DCYF Green Hill	24	22	2	
DCYF Naselle	13	11	2	
DES	19	19		
DFI	7	7		
DFW	70	55	8	7
DOC	74	74		
DOC Airway Heights	20	20		
DOC Cedar Creek	7	7		
DOC Clallam Bay	29	29		
DOC Coyote Ridge	36	36		
DOC Larch	4	4		
DOC Mission Creek	3	3		
DOC Monroe	38	38		
DOC Olympic	3	3		
DOC Stafford Creek	19	19		
DOC WA Corr.	25	25		
DOC WA Pen	51	51		
DOC WA Women	17	17		
DOH	22	16	4	2
DOL	51	39	6	6
DOR				
DOT	416	372	6	38
DRS	5	3		2
DSB				
DSHS	249	198	28	23
DSHS Child Study	8	8		
DSHS Commitment	15	11	4	
DSHS Eastern	55	42	11	2
DSHS Fircrest	9	8		1
DSHS Lakeland	41	33	8	
DSHS Rainier	48	45	2	1

Agency SEPARATION DATA ¹

(Total Number of)

Agency	Total SEPARATIONS Due to Mandate ²	Employer Initiated	Employee Initiated	
		SEPARATIONS Due to Mandate	RESIGNATIONS Due to Mandate	RETIREMENTS Due to Mandate
DSHS Western	48	46	1	1
DSHS Yakima	17	14	3	
DVA	8	8		
DVA Soldiers	24	20		4
DVA Spokane	6	6		
DVA Walla Walla	21	21		
DVA Washington	30	30		
ECY	35	35		
ES	17	11	5	1
GMB	9	8		1
GOV				
HCA	13	5	4	4
HFC				
IND				
LCB	8	6	2	
LNI	79	51	20	8
LOT	7	5	1	1
MIL	9	8		1
OAH	2	2		
OFM	2		2	
PARKS	50	43	5	2
PSP				
RCFB	3	2	1	
SAC				
SFB	2	1	1	
SIB				
Small Agencies	1			1
UTC				
WSP	163	127	14	22

Employer Initiated Separations based on the Vaccination Requirement Proclamation ¹

Ethnic Origin ²

	Total SEPARATIONS due to Mandate	TOTAL Persons of Color ³	Persons of Color ⁴				White/Not Hispanic ⁵	No Ethnic Origin Assigned ⁶
			American Indian/Alaskan	Asian/Pacific Islander	Black/Not Hispanic	Hispanic		
Enterprise Totals: 12/31/2021 ¹²	1,776	238	36	58	51	93	1,231	307
Enterprise Totals: 1/31/2022								

¹ All data is provided by the HRMS Washington Workforce Analytics (WWA). Due to timing on entry within HRMS, number of separations may differ from those reported by the agencies. Based on the small numbers in some agencies and groups, data from agencies has been combined to maintain anonymity and protect the privacy of individual employees.

² Race/Ethnicity is a voluntary field and results reflect only those employees who have voluntarily provided information. Ethnic Origin consolidates multiple race and ethnicity responses for an employee. If an employee's Ethnicity is not Hispanic/Latino and all Race fields are blank, the Ethnic Origin defaults to White/Not Hispanic origin. For information on how Ethnic Origin is determined, see pages 6-8 of the Affirmative Action and Demographic Data Guide. <https://ofm.wa.gov/sites/default/files/public/shr/Payroll/HRMSSupport/TrainingAndOLQR/DataDefinitions/AAandDemographicDataGuide>.

³ Total persons of color is a sum of the individual counts of American Indian/Alaskan, Asian/Pacific Islander, Black/Not Hispanic and Hispanic.

⁴ For additional information on definitions of ethnic origin categories, data definitions are available within the HRMS Data Definitions Guide. <https://ofm.wa.gov/state-human-resources/workforce-data-planning/hrms-data-definitions/hrms-data-definitions-resource-guide>

⁵ White/Not Hispanic is a person who has not indicated a Hispanic/Latino ethnicity and selected the race category White, or has not selected any race category.

⁶ Within HRMS the employee's ethnic origin is not available due to field(s) being unavailable or incomplete.

⁷ Demographic data reported is based on the selection by the employee. For additional information on demographic data, data definitions are available within the HRMS Data Definitions Guide. <https://ofm.wa.gov/state-human-resources/workforce-data-planning/hrms-data-definitions/hrms-data-definitions-resource-guide>

⁸ Indicates the employee's gender designation for health insurance purposes, as selected by the employee. It does not indicate the gender identity of a person's innermost concept of self and is used only to meet current requirements for Medicare federal reporting and eligibility determination, meet health plan vendor requirements, ensure coordination of benefits and efficient claims processing.

⁹ LGBTQ+ is an abbreviation for Lesbian, Gay, Bisexual, Transgender, and Queer/Questioning. The + allows space for other diverse sexual orientation, gender identity, and gender expression groups.

¹⁰ Medical documentation is not required to confirm a disability for affirmative action purposes. The employee's attestation of the disability is sufficient. Disabilities include, people with disabilities are individuals with a permanent physical, mental, or sensory impairment that substantially limits one or more major life activities.

¹¹ Veteran status indicates whether or not an employee has actively served in the Armed Forces of the United States. Veteran status indicates whether or not an employee has actively served in the Armed Forces of the United States and includes: Armed Forces Service Medal, Vietnam era, disabled, other protected, recently separated, and special disabled.

¹² Data is based on most current available data. It may include data as of 1/9/2022.

Demographic Area ⁷

	40 & Over	Gender Female ⁸	Gender Male ⁸	LGBTQ+ ⁹	Person with Disability ¹⁰	Veteran (all) ¹¹
Enterprise Totals: 12/31/2021 ¹²	1,008	806	970	6	45	124
Enterprise Totals: 1/31/2022						

By County

County Name	12/31/2021 ¹²	1/31/2022
Adams County	5	
Asotin County	1	
Benton County	37	
Chelan County	21	
Clallam County	43	
Clark County	61	
Columbia County	1	
Cowlitz County	33	
Douglas County	12	
Ferry County		
Franklin County	46	
Garfield County		
Grant County	21	
Grays Harbor County	39	
Island County	5	
Jefferson County	9	
King County	196	
Kitsap County	55	
Kittitas County	15	
Klickitat County	19	
Lewis County	46	
Lincoln County	3	
Mason County	37	
Okanogan County	24	
Pacific County	17	
Pend Oreille County	2	
Pierce County	214	
San Juan County	1	
Skagit County	24	
Skamania County	1	
Snohomish County	92	
Spokane County	218	
Stevens County	12	
Thurston County	255	
Wahkiakum County		
Walla Walla County	84	
Whatcom County	19	
Whitman County	9	
Yakima County	97	
Out of State	1	
No County Assigned	1	