

From: [Kirsten Hertz](#)
To: [DPBH StateBOH](#)
Subject: Vaccine Mandate for State of Nevada Employees
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The issue of vaccination for COVID-19 and its variants is a hot button topic certainly. There are justifications on both sides of the argument. These factors should not be the primary consideration when discussing a vaccine mandate for certain State of Nevada employees at this time.

The primary consideration has to be logistical and managerial. The State of Nevada is currently experiencing extensive difficulty in recruiting and maintaining staff. The reasons for this are many and must be addressed, in order to meet the needs of the departments in question. If this board chooses to mandate the vaccine for those targeted areas, there will be continued exodus from state service and recruiting difficulties will continue and potentially increase. The concern then will be how these departments continue to provide services and guarantee the safety and security

of the citizens of the State of Nevada.

I urge this board, at the very least, to postpone this decision until further study can be accomplished as to how to maintain safe and secure staffing in addition to providing all equipment and support necessary during this unprecedented time. Other matters to be addressed include, appropriate pay, benefits, training opportunities and support for these employees. Staffing must be at a level to provide the excellent services due the citizens of Nevada, then conversations with affected employees should commence prior to any further action.

Thank you,

Kirsten Hertz