**WHEREAS**, employees transferring intra-county from CalPERS Health Insurance to Laborer’s Health Insurance (from Correctional Peace Officer’s Association to Deputy Sheriff’s Association or Sheriff’s Management Unit), are subject to up to a two-month gap period with no health insurance coverage: and,

 **WHEREAS,** the County has previously sought solutions to prevent lapses in insurance coverage for intra-County transfer employees to no avail; and,

 **WHEREAS,** this is a unique circumstance that has affected a few employees in the past when transferring divisions within the Sheriff’s Department and there are no other options to resolve such issue; and,

 **WHEREAS**, there is a need to provide a reimbursement for said intra-county transfer employees to purchase COBRA insurance to avoid the health insurance gap period; and,

 **WHEREAS**, the Board of Supervisors recognizes the COBRA insurance expense places a financial hardship on an established County employee, with no break in service; and,

 **WHEREAS**, this resolution supersedes Resolution # 20-25 adopted on March 10, 2020, by the Siskiyou County Board of Supervisors.

 **WHEREAS**, this change is effective January 1, 2021.

 **NOW THEREFORE, BE IT RESOLVED**, that the Siskiyou County Board of Supervisors delegates authority to the Siskiyou County Sheriff’s Department to pay a reimbursement in the amount sufficient to pay for COBRA coverage to existing County employees who receive an intra-county transfer to the Deputy Sheriff’s Association or Sheriff’s Management Unit from Correctional Peace Officer Association and elects to enroll in Laborers Health Insurance. The employee shall continue to contribute the amount of his/her premium co-pay equal to the premium contribution at the time of the transfer. The reimbursement is for the sole purpose to purchase COBRA insurance to avoid loss of health insurance. Should the employee decline to purchase COBRA insurance, they shall be required to sign a waiver for the said reimbursement.

**PASSED AND ADOPTED** this 3rd day of August 2021 by the Board of Supervisors of the County of Siskiyou by the following vote:

AYES:

NOES:

ABSENT:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Ray A Haupt, Chair

Board of Supervisors

ATTEST:

Laura Bynum, County Clerk

By\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Deputy