

BOARD OF SUPERVISORS

Dwight Ceresola, Vice Chair 1st District
Kevin Goss, 2nd District
Sharon Thrall, 3rd District
Greg Hagwood, 4th District
Jeff Engel, Chair 5th District

**AGENDA FOR SPECIAL MEETING OF
SEPTEMBER 28, 2021 TO BE HELD AT 10:00 A.M.
IN THE BOARD OF SUPERVISORS ROOM 308, COURTHOUSE, QUINCY, CALIFORNIA**

www.countyofplumas.com

AGENDA

The Board of Supervisors welcomes you to its meetings which are regularly held on the first three Tuesdays of each month, and your interest is encouraged and appreciated.

Any item without a specified time on the agenda may be taken up at any time and in any order. Any member of the public may contact the Clerk of the Board before the meeting to request that any item be addressed as early in the day as possible, and the Board will attempt to accommodate such requests.

Any public comments made during a Special Board meeting will be recorded. The Clerk will not interpret any public comments for inclusion in the written public record. Members of the public may submit their comments in writing to be included in the public record.



REASONABLE ACCOMMODATIONS: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting please contact the Clerk of the Board at (530) 283-6170. Notification 72 hours prior to the meeting will enable the County to make reasonable arrangements to ensure accessibility. Auxiliary aids and services are available for people with disabilities.

STANDING ORDERS

Due to the Coronavirus disease (COVID-19) Public Health Emergency, dated March 16, 2020, the County of Plumas is making several changes related to Board of Supervisors meetings to protect the public's health and prevent the disease from spreading locally.

California Governor Gavin Newsom issued Executive Order N-29-20 on March 17, 2020, relating to the convening of public meetings in response to the COVID-19 pandemic.

Pursuant to the Executive Order, and the Governor's temporary partial exemptions to the Brown Act, and to maintain the orderly conduct of the meeting, the County of Plumas members of the Board of Supervisors may attend the meeting via teleconference or phone conference and participate in the meeting to the same extent

as if they were physically present. Due to the Governor's temporary, partial exemption to the Brown Act, the Boardroom will be open to the public but subject to social distancing requirements, which limit the number of people that may enter to 25% of room capacity. Those that wish to attend the Board meeting, will be required to wear a face covering, as required by the local Public Health Officer order. The public may participate as follows:

Live Stream of Meeting

Members of the public who wish to watch the meeting, are encouraged to view it [LIVE ONLINE](#)

ZOOM Participation

The Plumas County Board of Supervisors meeting is accessible for public comment via live streaming at: <https://zoom.us/j/94875867850?pwd=SGlSeGpLVG9wQWtRSnNUM25mczlvZz09> or by phone at: Phone Number 1-669-900-9128; Meeting ID: 948 7586 7850. Passcode: 261352

Public Comment Opportunity/Written Comment

Members of the public may submit written comments on any matter within the Board's subject matter jurisdiction, regardless of whether the matter is on the agenda for Board consideration or action. Comments will be entered into the administrative record of the meeting.

Members of the public are strongly encouraged to submit their comments on agenda and non-agenda items using e-mail address Public@countyofplumas.com

10:00 A.M. **CALL TO ORDER/ROLL CALL**

PLEDGE OF ALLEGIANCE

ADDITIONS TO OR DELETIONS FROM THE AGENDA

PUBLIC COMMENT OPPORTUNITY

Matters under the jurisdiction of the Board, and listed on this notice of special meeting may be addressed by the general public at the beginning of the special agenda. Any member of the public wishing to address the Board during the "Public Comment" period will be limited to a maximum of 3 minutes.

ACTION AGENDA

1. **HUMAN RESOURCES** – Nancy Selvage
Adopt **RESOLUTION** to adopt County of Plumas COVID-19 Vaccine Status Verification and Testing Policy effective September 30, 2021; discussion and possible action **Roll call vote** **View Item**
2. **BOARD OF SUPERVISORS**
 - A. **CONTINUED PUBLIC HEARING:** The Board of Supervisors will continue the public hearing from September 24, 2021, on FY 2021-2022 County Budget. Any member of the general public may appear at the hearing or submit their comments using e-mail address Public@countyofplumas.com
 - B. Report and update by Gabriel Hydrick, County Administrator on the FY 2021-2022 Budget; discussion and possible action regarding various county departments and programs
 - C. Close the **PUBLIC HEARING** on the FY 2021-2022 County Budget; and adopt **RESOLUTION** adopting the Final Budget for Plumas County and the Dependent Special Districts therein for Fiscal Year 2021-2022, in accordance with Government Code §29092, and other Budgetary Administrative Controls in accordance with §29092. **Roll call vote**

ADJOURNMENT

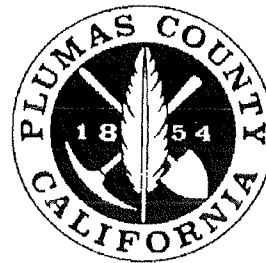
Adjourn meeting to Tuesday, October 5, 2021, Board of Supervisors Room 308, Courthouse, Quincy, California

DEPARTMENT OF HUMAN RESOURCES

520 Main Street, Room 115, Quincy, California 95971

(530) 283-6444 FAX (530) 283-6160

Email: nancyselvage@countyofplumas.com



DATE: September 10, 2021

TO: The Honorable Board of Supervisors

FROM: Nancy Selvage, Human Resources Director

**SUBJECT: AGENDA ITEM FOR BOARD OF SUPERVISORS SPECIAL
MEETING OF SEPTEMBER 28, 2021
RE: APPROVE RESOLUTION ADOPTING PLUMAS
COUNTY'S COVID-19 VACCINE STATUS VERIFICATION AND
TESTING POLICY EFFECTIVE SEPTEMBER 27, 2021**

IT IS RECOMMENDED THAT THE BOARD:

Approve the attached resolution to approve the Department of Health Care Services information notice No: 21-043 mandating requirements for COVID-19 vaccination, vaccination verification, masking and testing for behavioral health facility workers.

BACKGROUND AND DISCUSSIONS

Emergency Health and Safety Measure.

The COVID-19 pandemic is a public health emergency. The State Public Health Officer has concluded that vaccination against COVID-19 is the most effective means of preventing infection with the COVID-19 virus, and subsequent transmission and outbreaks. COVID-19 vaccine status verification, vaccine requirements, or testing requirements for staff working in health care settings, long term care settings and high-risk congregate settings are critical and necessary steps to ensuring the health and safety of the staff, patients, clients, or residents in these facilities and preventing the spread of COVID-19.

As stated in the State Public Health Officer Orders, hospitals, skilled nursing facilities (SNFs), and the other health care facility types identified in these orders are particularly high-risk settings where COVID-19 outbreaks can have severe consequences for vulnerable populations including hospitalization, severe illness, and death. There is frequent exposure to staff and highly vulnerable patients, including elderly, chronically ill, critically ill, medically fragile, or disabled patients. In many of the settings covered

BOS Meeting
September 28, 2021

by this policy, the patients or residents are at high risk of severe COVID-19 disease due to underlying health conditions, advanced age, or both. Moreover, recent outbreaks in health care, SNFs, and other congregate settings have frequently been traced to unvaccinated staff members.

The COVID-19 vaccine status verification, vaccine requirements, and testing are reasonable and essential health and safety measures that are job related and consistent with business necessity because individuals with COVID-19 pose a direct threat to others in the above-mentioned facilities during the COVID-19 pandemic. By complying with these requirements, staff diminish the risk of transmitting COVID-19 and can more safely perform their duties working with vulnerable populations. COVID-19 vaccine status verification and testing of staff working in the facilities is mandatory and a condition of employment for County employees, based on the Behavioral Health Information Notice No: 21-043.

This new policy for COVID-19 Vaccine Status Verification, vaccination verification, masking and testing for the required agencies will be effective September 30, 2021. I recommend the Board of Supervisors approve this vaccination policy to avoid incompliance with this mandate. The alternative could be detrimental to the County causing lost revenues that fund our public programs.

Other concerns include the tracking vaccinations and required testing for unvaccinated employees who have one of the two exemptions and the record maintenance of the confidentiality for policy related records.

Thank you for your consideration in this matter.

Attachments:

- Exhibit A: COVID-19 Vaccine Status Verification and Testing Policy
- Exhibit B: Request for Medical Exemption from COVID-19 Vaccine Form
- Exhibit C: COVID-19 Vaccine – Religious Declination Form

RESOLUTION NO. 2021- _____

**ADOPT RESOLUTION APPROVE RESOLUTION ADOPTING PLUMAS COUNTY'S
COVID-19 VACCINE STATUS VERIFICATION AND TESTING POLICY
EFFECTIVE SEPTEMBER 27, 2021**

WHEREAS, Plumas County Personnel Rule 5.01 provides amendments to be made by resolution the County Classification Plan covering all positions in the County service; and

WHEREAS, it is necessary to amend personnel policies related Approve the attached resolution to approve the Department of Health Care Services information notice No: 21-043 mandating requirements for COVIS-19 vaccination, vaccination verification, masking and testing for behavioral health facility workers; and

WHEREAS, the Human Resources Director is requesting approval of this new policy for COVID-19 Vaccine Status Verification, vaccination verification, masking and testing for the required agencies will be effective September 30, 2021; and

WHEREAS, this new policy applies to all County staff (including, but not limited to, employees and volunteers) who perform work in Acute Health Care and Long-Term Care Settings, High-Risk Congregate Settings Other Health Care Settings as identified by the policy.

NOW, THEREFORE BE IT RESOLVED by the Plumas County Board of Supervisors as follows:

Adopt Resolution approving COVID-19 Vaccine Status Verification and Testing Policy as required by Behavioral Health Information Notice No: 21-043, order of the State Public Health Officer Health Care Worker Vaccine Requirement and Order of the State Public Health Officer Unvaccinated Workers in High Risk Settings (ca.gov).

The foregoing Resolution is duly passed and adopted by the Board of Supervisors of the County of Plumas, State of California, at a regular meeting of said Board held on the 28th day of September, 2021 by the following vote:

AYES:

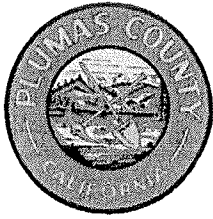
NOES:

ABSENT:

Chairperson, Board of Supervisors

ATTEST:

Clerk of the Board



COVID-19 Vaccine Status Verification and Testing Policy

I. PURPOSE

This policy is enacted in order to set forth the County of Plumas's policy regarding COVID-19 vaccine status verification, vaccine requirements and testing requirements as mandated by the July 26th and August 5th Orders of the State Public Health Officer of the State of California.

II. EFFECTIVE DATE

This policy is effective as of September 30, 2021.

III. SCOPE OF POLICY

This policy applies to all County staff (including, but not limited to, employees and volunteers) who perform work in the following facilities:

A. Acute Health Care and Long-Term Care Settings:

1. General Acute Care Hospitals
2. Skilled Nursing Facilities (including Subacute Facilities)
3. Intermediate Care Facilities

B. High-Risk Congregate Settings:

4. Adult and Senior Care Facilities
5. Homeless Shelters
6. State and Local Correctional Facilities and Detention Centers

C. Other Health Care Settings:

7. Acute Psychiatric Hospitals
8. Adult Day Health Care Centers
9. Adult Day Programs Licensed by the California Department of Social Services
10. Program of All-Inclusive Care for the Elderly (PACE) and PACE Centers
11. Ambulatory Surgery Centers
12. Chemical Dependency Recovery Hospitals
13. Clinics & Doctor Offices (including behavioral health, surgical)
14. Congregate Living Health Facilities
15. Dental Offices

16.Dialysis Centers

17.Hospice Facilities

18.Pediatric Day Health and Respite Care Facilities

19.Residential Substance Use Treatment and Mental Health Treatment Facilities

IV. POLICY

A. Emergency Health and Safety Measure.

The COVID-19 pandemic is a public health emergency. The State Public Health Officer has concluded that vaccination against COVID-19 is the most effective means of preventing infection with the COVID-19 virus, and subsequent transmission and outbreaks. COVID-19 vaccine status verification, vaccine requirements, or testing requirements for staff working in health care settings, long term care settings and high-risk congregate settings are critical and necessary steps to ensuring the health and safety of the staff, patients, clients, or residents in these facilities and preventing the spread of COVID-19.

As stated in the State Public Health Officer Orders, hospitals, skilled nursing facilities (SNFs), and the other health care facility types identified in these orders are particularly high-risk settings where COVID-19 outbreaks can have severe consequences for vulnerable populations including hospitalization, severe illness, and death. There is frequent exposure to staff and highly vulnerable patients, including elderly, chronically ill, critically ill, medically fragile, or disabled patients. Further, the congregate and residential settings in the July 26th order share several features with these health care settings. They are residential facilities where the residents have little ability to control the persons with whom they interact and have frequent exposure to staff and other residents. In many of the settings covered by this policy, the patients or residents are at high risk of severe COVID-19 disease due to underlying health conditions, advanced age, or both. Moreover, recent outbreaks in health care, SNFs, and other congregate settings have frequently been traced to unvaccinated staff members.

The below COVID-19 vaccine status verification, vaccine requirements, and testing are reasonable and essential health and safety measures that are job related and consistent with business necessity because individuals with COVID-19 pose a direct threat to others in the above-mentioned facilities during the COVID-19 pandemic. By complying with these requirements, staff diminish the risk of transmitting COVID-19 and can more safely perform their duties working with vulnerable populations. COVID-19 vaccine status verification and testing of staff working in the above-mentioned facilities is mandatory and a condition of employment for County employees.

B. Vaccine Status Verification.

All facilities identified in Section III of this policy must verify the vaccine status of all workers.

1. Pursuant to the CDPH Guidance for Vaccine Records Guidelines & Standards, the County will accept a photo or a scanned copy of any of the following records as proof of vaccination:

- a. COVID-19 Vaccination Record Card (issued by the Department of Health and Human Services Centers for Disease Control & Prevention or WHO Yellow Card) which

includes name of person vaccinated, type of vaccine provided and date last dose administered); OR

- b. Documentation of COVID-19 vaccination from a health care provider; OR
- c. Digital record that includes a QR code confirming the vaccine record as an official record of the state of California.

Please note: The proof of vaccination staff provide may be used by the County of Plumas (1) Human Resources Department, (2) Risk Management, (3) Community Contact Tracers, (4) County Contact Tracers, and (5) County Safety Officers to prevent, manage, and respond to COVID-19 transmission and exposure risk.

- 2. Employees identified by the County to be working in the above-mentioned facilities are to provide their proof of vaccination to Human Resources so the County can verify their vaccination status.
- 3. Workers who are not fully vaccinated, or for whom vaccine status is unknown or documentation is not provided, must be considered unvaccinated.

C. Health care setting vaccine requirements:

All workers who provide services or work in facilities described in sections III.A (Acute Health Care and Long-Term Care Settings) and III.C (Other Health Care Settings), *except for* III.C.9 (Adult Day Programs Licensed by the California Department of Social Services) and III.C.15 (Dental Offices), must have their first dose of a one-dose COVID vaccine regimen or their second dose of a two-dose COVID vaccine regimen by September 30, 2021. Prior to this date, unvaccinated or incompletely vaccinated workers in such facilities must comply with the respirator and testing requirements discussed below.

- 1. Workers may be exempt from this vaccination requirement only upon providing Human Resources a declination form, signed by the individual stating either of the following: (1) the worker is declining vaccination based on Religious Beliefs, or (2) the worker is excused from receiving any COVID-19 vaccine due to Qualifying Medical Reasons.
 - a. To be eligible for a Qualified Medical Reasons exemption, the worker must also provide to the County's Human Resources Director a written statement signed by a physician, nurse practitioner, or other licensed medical professional practicing under the license of a physician stating that the individual qualifies for the exemption (but the statement should not describe the underlying medical condition or disability) and indicating the probable duration of the worker's inability to receive the vaccine (or if the duration is unknown or permanent, so indicate).
- 2. If the County deems a worker to have met the requirements of an exemption pursuant to section IV.C.1, the unvaccinated exempt worker must continue to comply with the 1) respirator or mask requirements and 2) testing requirements, as described below in Sections IV.D-E.

D. Respirator or mask requirements:

A. All facilities identified in this policy must strictly adhere to current CDPH Masking Guidance. To the extent they are already applicable, facilities must also continue to adhere to Cal/OSHA's standards for Aerosol Transmissible Diseases (ATD), which requires respirator use in areas where suspected and confirmed COVID-19 cases may be present, and the Emergency Temporary Standards (ETS) that requires all unvaccinated workers be provided a respirator upon request.

B. Acute Health Care and Long-Term Care Settings: In addition to respirators required under Title 8 of the California Code of Regulations, facilities must provide respirators to all unvaccinated or incompletely vaccinated workers who work in indoor work settings where (1) care is provided to patients or residents, or (2) to which patients or residents have access for any purpose. Workers are strongly encouraged to wear respirators in all such settings. The facility must provide the respirators at no cost, and workers must be instructed how to properly wear the respirator and how to perform a seal check according to the manufacturer's instructions.

C. High-Risk Congregate Settings and Other Health Care Settings: Where Title 8 of the California Code of Regulations does not require the use of respirators, facilities shall provide all unvaccinated or incompletely vaccinated workers with FDA-cleared surgical masks. Workers are required to wear FDA-cleared surgical masks in indoor settings anywhere they are working with another person.

E. Testing requirements:

1. Acute Health Care and Long-Term Care Settings:

- a. Prior to September 30, 2021, all asymptomatic unvaccinated or incompletely vaccinated workers are required to undergo diagnostic screening testing at least twice weekly with either PCR testing or antigen testing.
- b. On and after September 30, 2021, the required twice-weekly testing continues only for those unvaccinated workers who the County has deemed to have met the requirements of an exemption to the health care worker vaccination requirement, as discussed in Section IV.C.

2. High-Risk Congregate Settings:

- a. Asymptomatic unvaccinated or incompletely vaccinated workers are required to undergo diagnostic screening testing at least once weekly with either PCR testing or antigen testing. More frequent testing improves outbreak prevention and control and is encouraged, especially with antigen testing.

3. Other Health Care Settings:

- a. Prior to September 30, 2021, all asymptomatic unvaccinated or incompletely vaccinated workers are required to undergo diagnostic screening testing at least once weekly with

either PCR testing or antigen testing. More frequent testing improves outbreak prevention and control and is encouraged, especially with antigen testing.

- b. On and after September 30, 2021, the required weekly testing continues only for those unvaccinated or incompletely vaccinated workers who 1) provide services or work at Behavioral Health Department, Community Outreach Centers, Public Health Agency, or Dental Office facilities, or 2) the County has deemed to have met the requirements of an exemption to the health care worker vaccination requirement, as discussed in Section IV.C.
4. All Facilities:
- a. The County will provide tests to satisfy the testing requirements for unvaccinated or incompletely vaccinated workers described above. Alternatively, as explained in more detail below, workers may choose to get tested on their own time by a health care provider or testing facility of their choice; the test used must be either a PCR or antigen test. Any PCR (molecular) or antigen test used must either have Emergency Use Authorization by the U.S. Food and Drug Administration or be operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services.
 - b. Unvaccinated or incompletely vaccinated workers must also observe all other infection control requirements, including masking, and are not exempted from the testing requirement even if they have a medical contraindication to vaccination, since they are still potentially able to spread the illness. Previous history of COVID-19 from which the individual recovered more than 90 days earlier, or a previous positive antibody test for COVID-19, do not waive this requirement for testing.
 - c. Diagnostic screening testing of asymptomatic fully vaccinated workers is not currently required by order of the State Public Health Officer of the State of California. However, fully vaccinated workers may consider continuing routine diagnostic screening testing if they have underlying immunocompromising conditions (e.g., organ transplantation, cancer treatment), which might impact the level of protection provided by COVID-19 vaccine. In addition, departments may have their own specific testing policy in place that may apply to staff, regardless of vaccination status.
 - d. Facilities with workers required to undergo workplace diagnostic screening testing should have a plan in place for tracking test results, conducting workplace contact tracing, and must report results to local public health departments.

F. Periodic Testing by Vendor.

The COVID-19 testing of all staff covered by this policy will be conducted by a vendor selected by the County and will be done at no cost to staff. Alternatively, staff may choose to get tested on their own time by a health care provider or testing facility of their choice and will be required to submit documentation of the date of their test and that they received a negative result. Staff who choose to get

tested on their own time will still be required to be tested (or provide date-stamped test results) on a regular and periodic basis as outlined in this policy.

G. Missed Tests.

If a staff member misses the on-site COVID-19 testing provided by the County because they were not working on the date of the County testing, the County will determine if the staff member can continue to work while still complying with the above policy requirements until such time as the next on-site COVID-19 testing occurs, depending on the circumstances of each case. Alternatively, a staff member may obtain testing through a health care provider or testing facility of their choice. Staff who choose this option must provide documentation from their health care provider indicating the individual was tested for COVID-19, the date of the test and the results. The County will determine if the staff member can continue to work until such time as they are able to provide the required documentation, depending on the circumstances of each case. Staff may be required to show documentation that they have taken the test through an outside provider and are awaiting results.

If a staff member misses a required test and is unable to continue working until they comply with the testing requirement, they may be considered non-compliant with this policy, as discussed below in Section VI.

H. Test Results and Confidentiality.

The results from COVID-19 testing will be reported by the vendor to the County's Human Resources Director, Assistant Risk Manager, Community Contact Tracers, County Contact Tracers, and for any purpose that the County reasonably deems necessary in order to take actions consistent with guidance from the CDC, CDPH and other public health or occupational safety authorities.

The County will take reasonable measures to maintain the confidentiality of information regarding the COVID-19 vaccination or testing status of staff. Any information that the County stores regarding the COVID-19 status of an employee will be separately maintained from the employee's personnel file, thus limiting access to this confidential information. The results from COVID-19 testing will only be used for purposes related to preserving the health and safety of employees, patients, clients, inmates, and the community, and will not be used for any other purpose.

An employee who tests negative for COVID-19 may continue working. An employee who has tested positive for COVID-19 and who believes they were exposed to COVID 19 while working on-site or in the field for the County (1) must contact the County's Workers Compensation Department to make a claim, and (2) should contact the Human Resources Department to obtain guidance on leave balances.

V. DISCLOSURE OF RESULTS AND RECEIPT OF INFORMATION

Staff are required to authorize the testing vendor to disclose test results to the County in accordance with this policy and may be required to acknowledge receipt of testing disclosures from the County or the County's testing vendor.

VI. NON-COMPLIANCE WITH POLICY

If an individual is unable to comply with the vaccination or testing requirements based on a qualifying disability or medical restrictions, they may request an ADA accommodation by contacting the County's Assistant Risk Manager and / or Human Resources Director. Staff who are unable to comply with the vaccination or testing requirement for any other reason, including but not limited to a religious exemption, should contact their manager or the Human Resources Department.

Volunteers who refuse to comply with vaccination or testing requirements will no longer be permitted to volunteer at County facilities that require vaccination or testing.

County employees who do not comply with this policy cannot enter any County facility covered by this policy. If entrance to such a County facility is part of the employee's regular job duties, the employee will be sent home. The employee may initially use paid time off balances, except sick pay, for all missed work time until such time that they comply with the policy or the policy is revoked by the County. If you disagree with this decision you may contact Division of Occupational Safety and Health (CalOSHA) Oakland, CA 94612 #510-286-7000, for information in support of your position.

Employees who continue to not comply with this policy may be subject to disciplinary action up to and including termination.

VII. DEFINITIONS

For purposes of this Policy, the following definitions apply:

1. "Fully Vaccinated" means individuals who are considered fully vaccinated for COVID-19: two weeks or more after they have received the second dose in a 2-dose series (Pfizer-BioNTech or Moderna or vaccine authorized by the World Health Organization), or two weeks or more after they have received a single-dose vaccine (Johnson and Johnson [J&J]/Janssen). COVID-19 vaccines that are currently authorized for emergency use:
 - a. By the US Food and Drug Administration, are listed at <https://www.fda.gov/emergency-preparedness-and-response/coronavirus-disease2019-covid-19/covid-19-vaccines>.
 - b. By the World Health Organization, are listed at <https://extranet.who.int/pqweb/vaccines/covid-19-vaccines>
2. "Incompletely vaccinated" means persons who have received at least one dose of COVID-19 vaccine but do not meet the definition of fully vaccinated.
3. "Respirator" means a respiratory protection device approved by the National Institute for Occupational Safety and Health (NIOSH) to protect the wearer from particulate matter, such as an N95 filtering facepiece respirator.
4. "Unvaccinated" means persons who have not received any doses of COVID19 vaccine or whose status is unknown.

5. “WHO Yellow Card” refers to the original World Health Organization International Certificate of Vaccination or Prophylaxis issued to the individual following administration of the COVID-19 vaccine in a foreign country.

6. “Worker” refers to all paid and unpaid persons serving in health care, other health care or congregate settings who have the potential for direct or indirect exposure to patients/clients/residents or SARS-CoV-2 airborne aerosols. Workers include, but are not limited to, nurses, nursing assistants, physicians, technicians, therapists, phlebotomists, pharmacists, students and trainees, and persons not directly involved in patient care, but who could be exposed to infectious agents that can be transmitted in the health care setting (e.g., clerical, dietary, environmental services, laundry, security, engineering and facilities management, administrative, billing, and volunteer personnel).

County of Plumas
Request for Medical Exemption from COVID-19 Vaccine Form

Name: _____ Date: _____

Department: _____ Classification: _____

Email: _____ Phone: _____

In accordance with California Public Health (CDPH) Orders, County of Plumas requires that employees working in the below listed facility classification be vaccinated for COVID-19. Under these orders, exemptions may be granted for Qualified Medical Reasons. To be eligible for a Qualified Medical Reasons exemption the worker must also provide to their employer a written statement signed by a physician, nurse practitioner, or other licensed medical professional practicing under the license of a physician stating that the individual qualifies for the exemption (but the statement should not describe the underlying medical condition or disability) and indicating the probable duration of the worker's inability to receive the vaccine (or if the duration is unknown or permanent, so indicate).

Impacted Facilities

- | | |
|--|--|
| 1. General Acute Care Hospitals* | 10. Congregate Living Health Facilities |
| 2. Skilled Nursing Facilities (including Subacute Facilities)* | 11. Dialysis Centers |
| 3. Intermediate Care Facilities* | 12. Hospice Facilities |
| 4. Acute Psychiatric Hospitals | 13. Pediatric Day Health and Respite Care Facilities |
| 5. Adult Day Health Care Centers | 14. Residential Substance Use Treatment and Mental Health Treatment Facilities |
| 6. Program of All-Inclusive Care for the Elderly (PACE) and PACE Centers | |
| 7. Ambulatory Surgery Centers | |
| 8. Chemical Dependency Recovery Hospitals | |
| 9. Clinics & Doctor Offices (including behavioral health, surgical) | |

* Or the equivalent that are integrated into the correctional facility or detention center in areas where health care is provided.

Individuals with an approved medical exemption will be required to comply with COVID-19 testing and other preventive requirements as specified under applicable law, regulations, or orders. This includes requirements to:

- Test for COVID-19 with either PCR or antigen test that either has Emergency Use Authorization by the U.S. Food and Drug Administration or be operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services. Testing must occur twice weekly for unvaccinated exempt workers in acute health care and long-term care settings, and once weekly for such workers in other health care settings.
- Wear a surgical mask or higher-level respirator approved by the National Institute of Occupational Safety and Health (NIOSH), such as an N95 filtering face-piece respirator, at all times while in the facility.

County of Plumas

Request for Medical Exemption from COVID-19 Vaccine Form

While County of Plumas will carefully review all requests for medical exemptions, approval is not guaranteed. County of Plumas will carefully review each request and determine if the request meets the requirements as specified in relevant orders. After your request has been reviewed and processed, you will be notified, in writing, if an exemption has been granted or denied.

Important Note: Requesting a medical immunization exemption does not equate to a workplace medical accommodation. This form only pertains to the exemption for required vaccination provided for in existing CDPH Orders. Moreover, the relevant CDPH orders do not have a built-in exemption for required COVID-19 testing or the wearing of masks. If you are seeking medical accommodations for these or any other aspects of your employment with County of Plumas, please contact your department's HR representative or Assistant Risk Manager to discuss your accommodation request and begin the interactive process.

Medical Statement Requirements

Please attach a copy of a written statement from your medical provider to this form. The statement should outline that you qualify for the medical exemption by virtue of a medical condition rendering vaccination inappropriate on medical grounds. This statement should not describe your underlying medical condition or disability but should indicate the probable duration of your inability to receive the vaccine (or if the duration is unknown or permanent, so indicate). This statement must be signed by a physician, nurse practitioner, or other licensed medical professional practicing under the license of a physician.

Self-Certification

By signing below, I am certifying that I am requesting exemption from the COVID-19 vaccination requirement due to a Qualifying Medical Reason. I understand and assume the risks of non-vaccination. I am further certifying that the information contained in this request is true and correct.

Name: _____ Date: _____

Signature _____

County of Plumas
Request for Medical Exemption from COVID-19 Vaccine Form

For Departmental Use Only

Date Received: _____ Received By: _____

If Denied

Date Denied: _____ Denied By: _____

Reason for Denial:

If Approved

Date Approved: _____ Approved By: _____

Exemption End Date: _____ (Denote "Continuous" if Applicable)

Signature: _____

County of Plumas
COVID-19 Vaccine - Religious Declination Form

Name: _____ Date: _____

Department: _____ Classification: _____

Email: _____ Phone: _____

Plumas County is committed to providing a safe, inclusive, and supportive experience for all and recognizes sincere observance of faith. In accordance with California Public Health (CDPH) Orders, Plumas County requires that employees working in the below listed facility classification be vaccinated for COVID-19. Pursuant to these regulations, a religious exemption may be granted if a declination form stating that the individual is declining vaccination based on Religious Beliefs is signed and submitted by the requesting party.

Impacted Facilities

- | | |
|--|--|
| 1. General Acute Care Hospitals | 10. Congregate Living Health Facilities |
| 2. Skilled Nursing Facilities (including Subacute Facilities) | 11. Dialysis Centers |
| 3. Intermediate Care Facilities | 12. Hospice Facilities |
| 4. Acute Psychiatric Hospitals | 13. Pediatric Day Health and Respite Care Facilities |
| 5. Adult Day Health Care Centers | 14. Residential Substance Use Treatment and Mental Health Treatment Facilities |
| 6. Program of All-Inclusive Care for the Elderly (PACE) and PACE Centers | |
| 7. Ambulatory Surgery Centers | |
| 8. Chemical Dependency Recovery Hospitals | |
| 9. Clinics & Doctor Offices (including behavioral health, surgical) | |

* Or the equivalent that are integrated into the correctional facility or detention center in areas where health care is provided.

Individuals with an approved religious exemption will be required to comply with COVID-19 testing and other preventive requirements as specified under applicable law, regulations, or orders. This includes requirements to:

- Test for COVID-19 with either PCR or antigen test that either has Emergency Use Authorization by the U.S. Food and Drug Administration or be operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services. Testing must occur twice weekly for unvaccinated exempt workers in acute health care and long-term care settings, and once weekly for such workers in other health care settings.
- Wear a surgical mask or higher-level respirator approved by the National Institute of Occupational Safety and Health (NIOSH), such as an N95 filtering facepiece respirator, at all times while in the facility.

County of Plumas
COVID-19 Vaccine - Religious Declination Form

Requesting a religious, immunization exemption, through this COVID-19 Vaccine - Religious Declination Form, does not equate to a workplace religious accommodation request. This form only pertains to the exemption from required vaccination provided for in existing CDPH Orders. Moreover, the relevant orders do not have a built-in exemption for required COVID-19 testing or the wearing of masks. If you are seeking religious accommodations for these or any other aspects of your employment with Plumas County, please contact your department's HR representative to discuss your accommodation request and begin the interactive process.

After your request has been reviewed and processed, you will be notified, in writing.

Self-Certification

By signing below, I am certifying that I am declining vaccination from the COVID-19 vaccination due to my sincere religious beliefs. I understand and assume the risks of non-vaccination.

Name: _____ Date: _____

Signature _____

For Departmental Use Only

Date Received: _____ Received By: _____

Date Approved: _____ Approved By: _____

Signature of Approver: _____