



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 22-142

July 26, 2022

Introduced: 7/14/2022

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.50 Health Promotion Paid Leave Program;
- b. Direct the Human Resources Department and Auditor Controller's Office to take the necessary actions to implement the policy.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.50 Health Promotion Paid Leave Program;
- b. Direct the Human Resources Department and Auditor Controller's Office to take the necessary actions to implement the policy.

SUMMARY/DISCUSSION:

On September 10, 1985, the Board of Supervisors adopted a policy providing paid leave for employees to attend County approved risk reduction programs. On December 6, 2005, the Board of Supervisors approved incorporating Section A.50 the Health Promotion Paid Leave Program to the Personnel Policies and Practices Resolution (PPPR) No.98-394 (Attachment A) to provide all permanent and seasonal employees up to two (2) hours of paid leave time at the department heads' discretion to complete a health screening and follow up counseling session, ten (10) additional hours per fiscal year to complete County approved group risk reduction programs for a combined total of up to twelve (12) wellness hours per fiscal year.

In recent years, employees have experienced increased pressure associated with balancing the demands of work and their home lives. Additionally, healthcare costs have increased significantly prompting health insurance providers to offer medical insurance deductible reduction activities. The Human Resources Department identified that PPPR Section A.50 Health Promotion Paid Leave Program needed refreshing in order to address employee wellbeing and work-life balance.

Expanding the existing provision to include employee wellbeing and work-life balance will provide greater flexibility for employees to attend County sponsored classes/programs to include, but not limited to the Health Promotion Partnership (Wellness Program), Employee Benefit events, and wellness activities offered through CalPERS for reducing an employee's medical insurance deductible. Employee wellbeing is viewed as the promotion of the physical, social, emotional, occupational, spiritual, financial, and intellectual wellness of individuals. With this revision, the hours will be configured in the HRM Advantage and will provide tracking and usage reporting.

The Human Resources Department recommends the Board of Supervisor approve the amendments to the PPPR as indicated in Attachment B.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has conferred with the County Administrative Office, Office of the County Counsel, Auditor-Controller, Health Department and Natividad to develop the PPPR amendments. Employee groups were notified and offered the opportunity to engage in the meet and confer process.

FINANCING:

There are no anticipated increased costs associated with this item.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

- Economic Development
- X Administration
- X Health & Human Services
- Infrastructure
- Public Safety

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Attachments:

Attachment A - Current PPPR A.50 Health Promotion Paid Leave Program

Attachment B - Proposed PPPR A.50 Employee Wellbeing and Work-Life Resources Paid Leave Resolution