



# County of Monterey

**Item No.**

## Board Report

Board of Supervisors  
Chambers

168 W. Alisal St., 1st Floor  
Salinas, CA 93901

**Legistar File Number: RES 24-158**

**September 10, 2024**

**Introduced:** 8/13/2024

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** BoS Resolution

Adopt a resolution to:

a. Approve and adopt the Workplace Violence Prevention Policy & Plan for inclusion in the Board Policy Manual given the newly codified California Labor Code Section 6401.9.

### RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a resolution to:

a. Approve and adopt the Workplace Violence Prevention Policy & Plan for inclusion in the Board Policy Manual given the newly codified California Labor Code Section 6401.9.

### SUMMARY/DISCUSSION:

On September 30, 2023, California Governor Newsom signed California Senate Bill 553 into law, making several amendments to Code of Civil Procedure Section 527.8, California Labor Code Section 6401.7 and newly codifying California Labor Code Section 6401.9 effective and enforceable as of July 1, 2024. California Labor Code Section 6401.9 requires employers that fall within the scope of this law to establish, implement, and maintain an effective written Workplace Violence Prevention Plan.

The proposed Workplace Violence Prevention Policy & Plan will help ensure the County of Monterey provides a safe and healthy environment for all employees by implementing protective measures. In addition, this policy and plan addresses the requirements of the hazards associated with the four types of workplace violence as defined by California Labor Code Section 6401.9 (a)(6)(B)(iii):

(I) "Type 1 violence," which means workplace violence committed by a person who has no legitimate business at the worksite, and includes violent acts by anyone who enters the workplace or approaches workers with the intent to commit a crime.

(II) "Type 2 violence," which means workplace violence directed at employees by customers, clients, patients, students, inmates, or visitors.

(III) "Type 3 violence," which means workplace violence against an employee by a present or former employee, supervisor, or manager.

(IV) "Type 4 violence," which means workplace violence committed in the workplace by a person who does not work there, but has or is known to have had a personal relationship with an employee.

Given this recent change in law, attached is a draft policy for inclusion in the Board Policy Manual to create a policy for occupational safety compliance.

### OTHER AGENCY INVOLVEMENT:

County Counsel and Human Resources have reviewed and approved this policy and plan.

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FINANCING:

The County Administrative Office manages the Board Policy Manual. Approval of the recommendation will not result in additional general fund contributions.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The Strategic Initiative Policy Areas integrate with the Board Policy Manual Policies.

- ☐ Economic Development
- ☒ Administration
- ☐ Health & Human Services
- ☐ Infrastructure
- ☐ Public Safety

Prepared by: Andrew Miller, Safety Officer, Ext. 5448

Approved by: David Bolton, Risk Manager, Ext. 3006

Signed by:  
  
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Attachments:

1. Draft resolution adopting the Workplace Violence Prevention Policy & Plan
2. Workplace Violence Prevention Policy & Plan
3. Appendix A - Workplace Violence Hazard Assessment Form
4. Appendix B - Workplace Violence Incident Report Form
5. Appendix C - Workplace Violence Incident Investigation Form