

ATTACHMENT B

A.50 Employee Wellbeing and Work-Life Resources Health Promotion Paid Leave Program

Employee wellbeing is viewed as the promotion of the physical, social, emotional, occupational, spiritual, financial, and intellectual wellness of individuals. All permanent and seasonal employees shall be eligible for up to twelve (12) hours of paid leave time at the department heads' discretion to complete a health screening and follow-up counseling session; and ten additional hours per calendar fiscal year to attend complete County sponsored approved group risk reductions classes/ programs to (s) Effective January 01, 2006, attendance at the county's Annual Employee Benefit Fair shall be included, but not limited to the Health Promotion Partnership, and Employee Benefit events in the County approved group risk program(s). The hours may also be used for wellness activities offered through CalPERS for reducing an employee's medical insurance deductible. The paid leave time may be used during employee's regularly scheduled work hours. Employees must follow their department's workplace leave request procedure and receive supervisor approval prior to participating. This leave is separate from any other paid leave accruals provided by the County, does not count towards overtime calculations and this leave shall not carry forward to another fiscal calendar year. Hours will be pro-rated based on assigned Full Time Equivalent (FTE).

*Added 12/6/05; 05-016
Amended 7/26/22; xx-xxx*

A.50 Employee Wellbeing and Work-Life Resources Paid Leave

Employee wellbeing is viewed as the promotion of the physical, social, emotional, occupational, spiritual, financial, and intellectual wellness of individuals. All permanent and seasonal employees shall be eligible for up to twelve (12) hours of paid leave time per calendar year to attend County sponsored classes/programs to include, but not limited to the Health Promotion Partnership, and Employee Benefit events. The hours may also be used for wellness activities offered through CalPERS for reducing an employee's medical insurance deductible. The paid leave time may be used during employee's regularly scheduled work hours. Employees must follow their department's workplace leave request procedure and receive supervisor approval prior to participating. This leave is separate from any other paid leave accruals provided by the County, does not count towards overtime calculations and shall not carry forward to another calendar year. Hours will be pro-rated based on assigned Full Time Equivalent (FTE).

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