

*Before the Board of Supervisors in and for the
County of Monterey, State of California*

Resolution No.: 22-278

PPPR Control No. 22-025

Adopts 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.

WHEREAS, On September 10, 1985, the Board of Supervisors adopted a policy providing paid leave for employees to attend County approved risk reduction programs; and

WHEREAS, 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 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; and

WHEREAS, in recent years, employees have experienced increased pressure associated with balance 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; and

WHEREAS, 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 to include greater flexibility to attend County sponsored classes/programs including, 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; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. Section A.50 Employee Wellbeing and Work-Life Resources Paid Leave of Personnel Policies and Practices Resolution No.98-394 is amended as indicated below;

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).

2. The Human Resources Department and Auditor Controller's Office are directed to take the necessary actions to implement the policy.

PASSED AND ADOPTED on this 26th day of July 2022, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew and Adams

NOES: None


ABSENT: None

(Government Code 54593)

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof Minute Book 82, on July 26, 2022.

Dated: August 4, 2022
File ID: RES 22-142
Agenda Item No.: 50

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California


Emmanuel H. Santos, Deputy