

Monterey County COVID-19 Supplemental Paid Sick Leave Implementation Policy

On March 19, 2021, Governor Newsom signed into law [Senate Bill](#) (SB) 95 which provides employees entitlement to COVID-19 Supplemental Paid Sick Leave effective January 1, 2021 through September 30, 2021. The County will administer the COVID-19 Supplemental Paid Sick Leave provisions in accordance with SB 95. This policy provide how the County will implement the COVID-19 Supplemental Paid Sick Leave provisions. Should this policy conflict with future or amended laws, regulations or rules, those laws, regulations, or rules shall supersede this policy.

COVID-19 SUPPLEMENTAL PAID SICK LEAVE
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A. Eligibility

Effective January 1, 2021, the County of Monterey will provide full time permanent/regular employees or County temporary employees up to 80 hours of COVID-19 Supplemental Paid Sick Leave (SPSL) if the employee is unable to work or telework due to the following absence reasons:

1. The covered employee is subject to a quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the State Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer whose jurisdiction impacts County of Monterey employees.
 - a. If the covered employee is subject to more than one of the foregoing, the covered employee shall be permitted to use COVID-19 SPSL for the minimum quarantine or isolation period under the order or guidelines that provides for the longest such minimum period.
2. The covered employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
3. The covered employee is attending an appointment to receive a vaccine for protection against contracting COVID-19.
4. The covered employee is experiencing symptoms related to a COVID-19 vaccine that prevent the employee from being able to work or telework.
5. The covered employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
6. The covered employee is caring for a family member who is subject to an order or guidelines as described in absence reason 1 above or who has been advised to self-quarantine, as described in absence reason 2 above.
7. The covered employee is caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

In order to be eligible for COVID-19 SPSL, employees must have worked or been scheduled to work during the preceding two-week period prior to the COVID-19 SPSL start date. Employees who are less than 1.0 Full Time Equivalent (FTE) will be eligible for a prorated share of SPSL.

B. Leave Amounts

County permanent/regular employees or County temporary employees who work full time shall receive up to 80 hours of COVID-19 SPSL.

County permanent/regular employees or County temporary employees who work less than full time shall receive a prorated amount of COVID-19 SPSL hours based on the employee's FTE or their normally scheduled work hours over a two-week period.

C. Compensation for Leave

Employees who qualify to receive COVID-19 SPSL, based on Sections A and B above, will be compensated for each hour of such leave used at their regular base rate of pay up to \$511 per day and \$5,110 in the aggregate.

Employees may supplement the COVID-19 SPSL with their accrued leaves to achieve 100% of their regular base rate of pay.

D. Retroactivity

Employees who were not eligible for Families First Coronavirus Response Act (FFCRA) leave provisions between January 1, 2021 and March 31, 2021, but are now eligible for SPSL may request a retroactive adjustment for SPSL-qualifying leaves taken, as appropriate.

E. Expiration

The COVID-19 SPSL provision shall expire on September 30, 2021. Unused SPSL does not carryover and will expire on September 30, 2021.