



Monterey County

Item No.

Board Report

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

Legistar File Number: 21-220

March 16, 2021

Introduced: 3/5/2021

Current Status: General Government -
Consent

Version: 1

Matter Type: General Agenda Item

Adopt a Resolution to:

- a. Amend P-180 Family Care and Medical Leave Policy;
- 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 P-180 Family Care and Medical Leave Policy;
- b. Direct the Human Resources Department and Auditor Controller's Office to take the necessary actions to implement the policy.

SUMMARY/DISCUSSION:

On June 9, 2020, the Board of Supervisors approved the County's current Family Care and Medical Leave Policy which provides guidance to employees and departments concerning employee rights under the federal Family Medical Leave Act (FMLA) and State leave laws. On September 14, 2020, Governor Gavin Newsom signed into law SB1383 which effective January 1, 2021, expanded the use of California Family Rights Act (CFRA) family and medical leave to care for additional family members. This expansion included care for adult child, grandparent, grandchild, or sibling who had a serious health condition.

To ensure the County is compliant with the new State law, the Human Resources Department collaborated with the Office of the County Counsel to revise the Family Care and Medical Leave Policy as follows:

- Effective January 1, 2021, an employee may take up to 12 weeks of leave under CFRA to care for an adult child, grandparent, grandchild or sibling who has a serious health condition;
- Refrain from requiring an employee to use sick leave when receiving a wage replacement benefit as current FMLA/CFRA law prohibits such a practice.

Therefore, it is recommended that the Board of Supervisors approve the policy amendments as indicated in Attachments A and B.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department collaborated with the Office of the County Counsel to develop the proposed policy revisions.

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FINANCING:

There are no anticipated costs associated with this recommendation.

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

Administration

Health & Human Services

Infrastructure

Public Safety

Prepared By: Wendell Sells, Management Analyst III, 796-6066

DocuSigned by:
Wendell Sells
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Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043

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Irma Ramirez-Bough
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Attachments:

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A - P-180 Family Care and Medical Leave Policy Redline

B - P-180 Family Care and Medical Leave Policy Clean

C - Resolution