



# Monterey County

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## Board Order

Upon motion of Supervisor Potter, seconded by Supervisor Parker and carried by those members present, the Board of Supervisors hereby:

- a. Received a presentation on additional consultations with Monterey County Employees on approaches to avoid constructive receipt by creation of a "Stand Alone" Program for the Election of Cash out of Vacation /Annual Leave/ Paid Time Off (PTO);
- b. Directed that staff return with a recommendation to amend the County's Personnel Policies and Practices Resolution to add provisions for the Election of Cash Out of Vacation /Annual Leave/ Paid Time Off (PTO) that provides immediate protection from constructive receipt; and
- c. Directed that staff pursue an Internal Revenue Service (IRS) Private Letter Ruling on the validity of an emergency provision request, developed as much as possible with bargaining units and unrepresented units, to the Cash Out of Vacation/Annual Leave/PTO Stand Alone Program.

PASSED AND ADOPTED on this 29th day of September 2015, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter  
NOES: None  
ABSENT: None

I, Gail T. Borkowski, 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 of Minute Book 78 for the meeting on September 30, 2015.

Dated: September 30, 2015  
File ID: 15-1045

Gail T. Borkowski, Clerk of the Board of Supervisors  
County of Monterey, State of California

By Denise Hancock  
Deputy