



Legislation Details (With Board Report)

**File #:** RES 22-051      **Name:** 2022 COVID-19 Supplemental Paid Sick Leave and SB 114 Implementation Policy

**Type:** BoS Resolution      **Status:** Passed

**File created:** 2/18/2022      **In control:** Board of Supervisors

**On agenda:** 3/1/2022      **Final action:** 3/1/2022

**Title:** Adopt a Resolution to:  
 a. Approve P-126 Monterey County 2022 COVID-19 Supplemental Paid Sick Leave and SB 114 Leave Implementation Policy; and  
 b. Direct the Director of Human Resources and Auditor Controller Office to implement the Supplemental Paid Sick Leave and the SB 114 Leave in the Advantage HRM/Payroll system.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Attachment A - Monterey County 2022 COVID-19 Supplemental Paid Sick Leave and SB 114 Leave Implementation Policy, 3. Attachment B - Resolution, 4. Completed Board Order Item No. 72, 5. Completed Resoltuon Item No. 72

Date	Ver.	Action By	Action	Result
3/1/2022	1	Board of Supervisors	adopted	Pass

Adopt a Resolution to:  
 a. Approve P-126 Monterey County 2022 COVID-19 Supplemental Paid Sick Leave and SB 114 Leave Implementation Policy; and  
 b. Direct the Director of Human Resources and Auditor Controller Office to implement the Supplemental Paid Sick Leave and the SB 114 Leave in the Advantage HRM/Payroll system.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors:  
 a. Approve P-126 Monterey County 2022 COVID-19 Supplemental Paid Sick Leave and SB 114 Leave Implementation Policy; and  
 b. Direct the Director of Human Resources and Auditor Controller Office to implement the Supplemental Paid Sick Leave and the SB 114 Leave in the Advantage HRM/Payroll system.

**SUMMARY/DISCUSSION:**

On February 9, 2022 Governor Newsom signed into law Senate Bill (SB) 114 which became effective February 19, 2022. The provisions set forth in SB 114 applies to California employers with 25 or more employees and requires employers to provide up to 40 hours of Supplemental Paid Sick Leave (SPSL) for qualifying COVID-19 related absences effective retroactive to January 1, 2022 and expires on September 30, 2022. Employees may be eligible for to up to an additional 40 hours of SB 114 Leave under specific qualifying situations.

To meet the requirements set forth in SB 114, the Human Resources Department collaborated with the Office of the County Counsel and Auditor-Controller Office to develop policy P-126 Monterey County 2022 COVID-19 Supplemental Paid Sick Leave and SB 114 Leave Implementation Policy (see Attachment A).

If approved, the Human Resources Department will work with the Auditor-Controller Office to implement the changes in the County's HRM system.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has consulted with the Office of the County Counsel and the Auditor-Controller's Office regarding the development of the Monterey County 2022 COVID-19 Supplemental Paid Sick Leave and SB 114 Implementation Policy.

FINANCING:

Departments will absorb the cost associated with the leave provision in their existing department budgets.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Approved by: Irma Ramirez-Bough, Director of Human Resources

Attachments:

Attachment A - P-126 Monterey County 2022 COVID-19 Supplemental Paid Sick Leave and SB 114 Leave Implementation Policy

Attachment B - Monterey County 2022 COVID-19 Supplemental Paid Sick Leave and SB 114 Implementation Resolution