



County of Monterey

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

Board Report

File #: 22-952, **Version:** 1

Adopt a Resolution to:

- a. Approve the amendment to 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 extend 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 the amendment to 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 extend the Supplemental Paid Sick Leave and the SB 114 Leave in the Advantage HRM/Payroll system.

SUMMARY:

On February 9, 2022 Governor Newsom signed into law Senate Bill (SB) 114 which became effective February 19, 2022 and retroactive to January 1, 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 and up to an additional 40 hours of SB 114 Leave under specific qualifying situations. SPSL was set to expire on September 30, 2022. On September 29, 2022, Governor Newsom signed into law Assembly Bill (AB) 152 to extend the provisions of Supplemental Paid Sick Leave through December 31, 2022 .

To meet the requirements set forth in AB 152, the Human Resources Department collaborated with the Office of the County Counsel and Auditor-Controller Office to amend 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 extend the leave hours in the County's HRM system until December 31, 2022.

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 and amendment to 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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Attachments:

Board Report

Resolution

Implementation Policy - Redline

Attachment A- Implementation Policy - Clean