



County of Monterey

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

Legislation Details (With Board Report)

File #:	RES 21-069	Name:	Monterey County COVID-19 Supplemental Paid Sick Leave Implementation Board Report and Resolution
Type:	BoS Resolution	Status:	Passed - Human Resources Department
File created:	4/9/2021	In control:	Board of Supervisors
On agenda:	4/20/2021	Final action:	4/20/2021
Title:	Adopt a Resolution to: a. Approve P-124 Monterey County COVID-19 Supplemental Paid Sick Leave Implementation Policy; and b. Direct the Auditor-Controller's Office to implement the Supplemental Paid Sick Leave in the Advantage HRM/Payroll system.		

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Attachment A - P-124 Monterey County COVID-19 Supplemental Paid Sick Leave Implementation Policy, 3. Monterey County COVID-19 Supplemental Paid Sick Leave Implementation Resolution, 4. Completed Board Order and Resolution Item No. 66

Date	Ver.	Action By	Action	Result
4/20/2021	1	Board of Supervisors	adopted - human resources department	Pass

Adopt a Resolution to:

- a. Approve P-124 Monterey County COVID-19 Supplemental Paid Sick Leave Implementation Policy; and
- b. Direct the Auditor-Controller's Office to implement the Supplemental Paid Sick Leave in the Advantage HRM/Payroll system.

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a Resolution to:

- a. Approve P-124 Monterey County COVID-19 Supplemental Paid Sick Leave Implementation Policy; and
- b. Direct the Auditor-Controller's Office to implement the Supplemental Paid Sick Leave in the Advantage HRM/Payroll system.

SUMMARY/DISCUSSION:

On March 19, 2021 Governor Newsom signed into law Senate Bill (SB) 95 which became effective March 29, 2021. The provisions set forth in SB 95 applies to California employers with 25 or more employees and requires employers to provide up to 80 hours of Supplemental Paid Sick Leave (SPSL) effective retroactive to January 1, 2021 and expires on September 30, 2021.

To meet the requirements set forth in SB 95, the Human Resources Department collaborated with the Office of the County Counsel and Auditor-Controller's Office to develop policy P-124 Monterey County COVID-19 Supplemental Paid Sick Leave Implementation Policy (see Attachment A).

If approved, the Auditor-Controller's Office will implement the changes in the County's Advantage HRM/Payroll 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 COVID-19 Supplemental Paid Sick Leave Implementation Policy.

FINANCING:

Departments will absorb any costs 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:

Attachment A - P -124 Monterey County COVID-19 Supplemental Paid Sick Leave Implementation Policy
Monterey County COVID-19 Supplemental Paid Sick Leave Implementation Resolution