



Legislation Text

File #: 18-749, Version: 1

MEMORANDUM

TO: Board of Supervisors

FROM: Carol J. Huchingson, County Administrative Officer

DATE: August 28, 2018

SUBJECT: Approve Recommended Change to Paid Emergency Leave (PEL) Policy

EXECUTIVE SUMMARY:

As you recall, on August 7, 2018, your Board approved changes to the County Policy on PEL to provide support to County employees affected by the River and Ranch Fires.

While the policy revisions you approved specified “mandatory” evacuation, upon implementation of the policy, it became apparent that there were many compelling reasons for evacuating under an advisory evacuation notice. As such, staff recommends deleting the word “mandatory” from references to evacuation. Moreover, staff recommends adding “employee’s own health” to the good cause portion of the policy (next to last paragraph of Workplace Emergency section).

There were other issues that came up during implementation of the PEL changes approved on August 7, 2018 and I have formed a committee of Department Heads to further review the policy and make recommendations for future changes. But the above requested changes are the most immediate and your approval will enable September 1, 2018 payroll with PEL included for many.

FISCAL IMPACT: ☒ None ☐ Budgeted ☐ Non-Budgeted
Estimated Cost:
Amount Budgeted:
Additional Requested:
Annual Cost (if planned for future years):

FISCAL IMPACT (Narrative): None

STAFFING IMPACT (if applicable): None

RECOMMENDED ACTION:

Approve policy changes and authorizing initiation of the Meet and Confer process as appropriate.