

The County of Yuba

Human Resources and Organizational Services



TO: Board of Supervisors

FROM: Human Resources and Organizational Services, Tiffany Manuel

SUBJECT: Human Resources: Revision of Extra Help and Reserve Sick Leave Policy

DATE: 06/11/2024

NUMBER: 331/2024

RECOMMENDATION

Request the Board of Supervisors to approve the revised Extra Help and Reserve Paid Sick Leave Policy in accordance with SB 616, Protected Sick Leave.

DISCUSSION

On June 23, 2015, the Board approved the Extra Help and Reserve Paid Sick Leave Policy in accordance with AB 1522, Healthy Workplaces, Healthy Families Act of 2014. On March 15, 2016, the Board approved an amendment to the Extra-Help and Reserve Paid Sick Leave Policy in accordance with law SB 579. Effective January 1, 2024, SB 616 modifies existing law, the Healthy Workplaces, and Healthy Families Act of 2014.

SB 616 established requirements related to paid sick days and paid sick leave, by increasing the sick leave accrual rate for extra-help employees from 24 hours or 3 days in each year of employment ("calendar year"), to 40 hours or 5 days in each year of employment ("calendar year"). Additionally, SB 616 increases the maximum threshold for paid sick leave from 48 hours or 5 days to 80 hours or 10 days.

We recommend the Board approve this amendment to allow consistency with the law.

COMMITTEE

This item has bypassed committee due to the time sensitivity of implementing these changes in accordance with the new law that went into effect on January 1, 2024.

FISCAL IMPACT

The impact is difficult to measure currently since most extra help and reserve employees work an unpredictable schedule.