



County of Santa Barbara

BOARD OF SUPERVISORS

Minute Order

April 7, 2020

Present: 5 - Supervisor Williams, Supervisor Hart, Supervisor Hartmann, Supervisor Adam, and Supervisor Lavagnino

HUMAN RESOURCES

File Reference No. 20-00259

RE: Consider recommendations regarding proposed changes in terms and conditions of employment to respond to the COVID-19 emergency, as follows:

- a) Approve side letters with each recognized labor organization to 1) permit the use of vacation by employees with less than six months continuous employment for absences that are a direct result of the COVID-19 emergency, and 2) provide for reauthorization of such vacation use in the event the County Executive Officer (CEO) declares any subsequent emergencies or disasters;
- b) Adopt the amended Resolution to 1) permit the use of vacation by unrepresented employees with less than six months continuous employment for absences that are a direct result of the COVID-19 emergency, and 2) provide for reauthorization of such vacation use in the event the CEO declares any subsequent emergencies or disasters;
- c) Allow extra help employees and certain contractors on payroll to use their accrued sick leave for COVID-19 related absences before they have completed ninety days of employment, which is currently required by Resolution 15-169;
- d) Temporarily suspend the limitation in Civil Service Rule 905 that extra help appointments shall not exceed one thousand and forty hours in the twelve month period immediately following the first day of the first appointment without extension by the Civil Service Commission when such extra help appointments are assisting departments in providing adequate staffing to respond to the COVID-19 emergency;
- e) Authorize payment of a shift differential for unrepresented confidential employees that is equal to the differentials earned by their counterparts in union represented job classifications during the COVID-19 emergency, and authorize payment of these same shift differentials to emergency and extra help employees;
- f) Approve the use of accrued sick leave for employees who are caring for their children during school closures related to the COVID-19 emergency; and
- g) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are government fiscal activities which do not involve any



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commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

A motion was made by Supervisor Hartmann, seconded by Supervisor Williams, that this matter be acted on as follows:

a) Approved;

b) Adopted;

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c) and d) Approved;

e) Authorized; and

f) and g) Approved.

The motion carried by the following vote:

Ayes: 5 - Supervisor Williams, Supervisor Hart, Supervisor Hartmann, Supervisor Adam, and Supervisor Lavagnino