

COUNTY RESOLUTION NO. 22-79

**RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY
OF SANTA BARBARA AUTHORIZING PAID LEAVE TIME REQUIRED
BY CALIFORNIA SB 114 TO COUNTY EMPLOYEES DIRECTLY
IMPACTED BY THE COVID-19 EMERGENCY**

WHEREAS, on February 19, 2022, Governor Newsom signed California Senate Bill 114 (SB 114), which requires California employers to provide Supplemental Paid Sick Leave (SPSL) for use by employees who are unable to work or telework for qualifying reasons related to COVID-19; and

WHEREAS, SB 114 went into effect on February 19, 2022, applied retroactively to January 1, 2022, and is effective through September 30, 2022; and

WHEREAS, Staff from the offices of the Auditor Controller, County Executive Office, County Counsel, and Human Resources collaborated to establish protocols to implement the requirements of SB 114 in a timely way; and

WHEREAS, Implementation of SB 114 provides for leaves of absence with pay not charged to other leave balances available to County employees.

NOW, THEREFORE, IT IS HEREBY RESOLVED by the Board of Supervisors of the County of Santa Barbara, as follows:

1. The Board of Supervisors ratifies the actions taken to implement the requirements of SB 114 to provide a bank of up to 80 hours of Supplemental Paid Sick Leave (SPSL), prorated for part-time employees and adjusted up to 112 hours for Fire Department employees in 112 hour per pay-period shift assignments, for use by employees who are unable to work or telework for qualifying reasons related to COVID-19; and
2. The Board of Supervisors finds that the benefits granted by this Resolution are in the best interest of the County, and do not amount to a gift of public funds prohibited by the California Constitution, because the benefits serve public purposes which include retaining qualified and competent public employees; and
3. Effective January 1, 2022, regular and extra help employees who are unable to work (or telework) for certain specified reasons due to the COVID-19 emergency shall be eligible for up to 80 hours of additional County paid leave (prorated for part-time employees and adjusted up to 112 hours for Fire Department employees in 112 hour per pay-period shift assignments); and
4. Any hours of this additional SPSL paid leave used by employees will be applied to satisfy the County's obligations under SB 114, but without the income restrictions of the State law. County employees will still receive their full pay for all SPSL hours up to the 80/112 hour prorated caps; and
5. The additional County paid leave hours will not be available after September 30, 2022. If any employees separate before that date, there will be no cash value for these paid leave hours, and these hours will not be added to service credit for purposes of retirement; and

6. In accordance with the implementation guidelines established by the Auditor Controller, County Executive Office, County Counsel, and Human Resources departments, eligibility and qualification for the benefits granted by this Resolution are to be determined by each employee's appointing authority, in consultation with the County Human Resources Department or County Executive Office; and
7. Except as expressly provided in this Resolution, all other County policies, rules, and procedures remain in effect and unchanged.

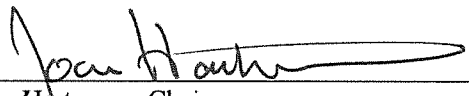
PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, the 19th day of April, 2022.

AYES: Supervisor Williams, Hart, Hartmann, and Lavagnino

NOES: None

ABSENT: Supervisor Nelson

ABSTENTIONS: None



Joan Hartmann, Chair
Board of Supervisors

ATTEST:

Mona Miyasato,
Clerk of the Board of Supervisors

By: *Shirley deGuerra*

APPROVED AS TO FORM:

Rachel Van Mullem
County Counsel

DocuSigned by:
Victoria Parks Tuttle
By: 272B8A0F62234E0...
Deputy County Counsel

**APPROVED AS TO ACCOUNTING
FORM:**

Betsy M. Schaffer, CPA
Auditor-Controller

DocuSigned by:
C. Schaffer
By: A99ED5BD71D04FB...
Deputy