

WHEREAS, due to the rapidly developing nature of these emergencies the Chief Administrative Officer may need to make immediate operational decisions, for the purpose of supporting the Board of Supervisors' responsibility to preserve and protect the public health, which may be in conflict with Board of Supervisors policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby finds that an emergency exists pursuant to Government Code Section 3504.5 necessitating the immediate adoption of a resolution in response to the emergency prior to meet-and-confer with affected bargaining units; and

BE IT FURTHER RESOLVED, that all employees shall be temporarily permitted to accrue negative balances of up to forty (40) hours of sick leave and forty (40) hours of vacation leave until the Board takes action to end this temporary permission, and employees shall receive payment advances for all sick leave and vacation leave taken in accordance with this resolution, notwithstanding any provision contained in the Personnel Rules, the Salary and Benefits Resolution for Unrepresented Employees, or in any applicable Memorandum of Understanding with the County's bargaining units prohibiting the usage or payment of unaccrued sick leave or vacation leave; and

BE IT FURTHER RESOLVED, that the Director of Human Resources is directed to meet and confer with the County's bargaining units to develop guidelines for the recovery of negative sick leave and vacation leave balances advanced to employees under this resolution; and

BE IT FURTHER RESOLVED, that the Board of Supervisors for the County of El Dorado does hereby authorize the Chief Administrative Officer or designee to make exceptions to Board of Supervisors policies in accordance with the following:

1. Such exceptions shall only be made as necessary to support the County's mitigation of, and response to the local emergency and local health emergency or to provide for the continued operation of the County government;
2. Such exceptions shall be made in consultation with the County Health Officer, Sheriff, and/or Human Resources Director;
3. All exceptions shall be reported to the Board of Supervisors within 30 days;
4. This authority shall continue in effect until terminated by the Board of Supervisors.

PASSED AND ADOPTED by the Board of Supervisors of the County of El Dorado at a regular meeting of said Board, held the ____ day of _____, 20__, by the following vote of said Board:

Attest: _____
Kim Dawson
Clerk of the Board of Supervisors

Ayes:
Noes:
Absent:

By: _____
Deputy Clerk

Brian K. Veerkamp, Chair, Board of Supervisors