



## Legislation Details (With Text)

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**File created:** 3/13/2020      **In control:** Board of Supervisors

**On agenda:** 3/17/2020      **Final action:** 3/17/2020

**Title:** Chief Administrative Office and Health and Human Services Agency recommending the Board waive the requirements of Section 802/803 of the Salary and Benefits Resolution 016-2020 for Unrepresented Employees to authorize vacation hours to accrue above the current vacation cap for the Public Health Officer, while a Public Health Emergency exists in El Dorado County, to respond to the threat of novel coronavirus 2019 (COVID-19).

FUNDING: N/A

**Sponsors:**

**Indexes:**

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Date	Ver.	Action By	Action	Result
3/17/2020	1	Board of Supervisors	Approved	Pass

Chief Administrative Office and Health and Human Services Agency recommending the Board waive the requirements of Section 802/803 of the Salary and Benefits Resolution 016-2020 for Unrepresented Employees to authorize vacation hours to accrue above the current vacation cap for the Public Health Officer, while a Public Health Emergency exists in El Dorado County, to respond to the threat of novel coronavirus 2019 (COVID-19).

**FUNDING:** N/A

### DISCUSSION / BACKGROUND

On March 12, 2020, the Public Health Officer declared a Public Health Emergency in El Dorado County to ensure appropriate resources and funding are available to the County in its response to novel coronavirus 2019 (COVID-19). During this Public Health Emergency the Public Health Officer will be working to guide the Health and Human Services Agency, Public Health Division in their preventative measures against COVID-19.

The current county Unrepresented Employees Resolution caps vacation hours at 360 hours. Once an employee's accrued vacation time reaches this cap, the employee stops accruing vacation time. In order to hold the Public Health Officer harmless who is required to spend large amounts of time on the Public Health Emergency and is unable to take vacation time, we request that the vacation cap for the employee be removed and vacation time accruals allowed to continue. The Public Health Officer will then have the ability to utilize these additional vacation hours once the Public Health Emergency subsides. After the Public Health Emergency has ended and the vacation hours expended, the cap will be placed back on the vacation time.

### ALTERNATIVES

If this recommendation is not approved the Public Health Officer may be at risk of losing vacation

time benefits during the Public Health Emergency if the Public Health Officer has maxed out vacation accruals and must work during a Public Health Emergency.

**OTHER DEPARTMENT / AGENCY INVOLVEMENT**

N/A

**FINANCIAL IMPACT**

There is no fiscal impact.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

N/A

**CONTACT**

Don Ashton, Chief Administrative Officer