



## Legislation Text

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**File #:** 21-1413, **Version:** 1

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Director of Human Resources and Chief Administrative Officer recommending the Board:

- 1) Adopt and authorize the Chair to sign Resolution **113-2021** approving temporary modification to specified rules regarding sick leave usage eligibility to accommodate hardships that may be created by the current State of Emergency associated with the Caldor Fire; and
- 2) Authorize the Chief Administrative Officer, or designee, to extend the effective termination date of this temporary modification, provided such extension shall only be made if either the State of Emergency declaration of the Governor of California with respect to the Caldor Fire remains in effect, or if such extension is made pursuant to the recommendation of the Sheriff or the Human Resources Director, noting that any such extension will be reported to the Board within 30 days.

**FUNDING:** N/A

### **DISCUSSION / BACKGROUND**

On August 14, 2021, the Caldor Fire began burning in El Dorado County, has since burned thousands of acres, and continues to burn, resulting in the evacuation of over 23,000 people, including our employees. In order to mitigate the hardship of our displaced and affected employees, Human Resources and the Chief Administrative Officer (CAO) recommends the Board adopt a temporary modification to sick leave eligibility usage, in which employees may use up to forty (40) hours of their accrued sick leave for any department-authorized leave of absence arising from voluntary or mandatory evacuation orders, during the thirty (30) day period beginning Saturday, August 14, 2021.

### Exceptions

The Caldor Fire situation is rapidly evolving, with the fire at 0% containment at the time of this writing. In order to protect the health and safety of County employees, and provide an economic safety net to displaced employees who are unable to work due to voluntary and mandatory evacuation orders, the Chief Administrative Officer may find it necessary to extend the effective date of this temporary modification. The attached resolution authorizes the CAO to extend the effective date of the temporary modification in accordance with the following:

1. Such extension shall only be made as necessary to support the County's mitigation of and response to, the local emergency;
2. Such extension shall only be made if either the State of Emergency declaration of the Governor of California with respect to the Caldor Fire remains in effect, or if such extension is made pursuant to the recommendation of the Sheriff or the Human Resources Director;
3. The Chief Administrative Officer shall report any such extensions to the Board of Supervisors within 30 days of each such extension;
4. This authority shall continue in effect until terminated by the Board of Supervisors.

### **ALTERNATIVES**

- 1) The Board may adopt the temporary modification as proposed, but not grant the CAO the authority

to extend the effective termination date of the modification; Human Resources and/or the CAO would instead return to the Board should any further extension be recommended; or

2) The Board may choose to adopt a more restrictive modification, such as the maximum twenty-four (24) hours of sick leave authorized in response to the King fire in 2014 (Resolution 155-2014, Legistar 14-1306); or

2) The Board may choose not to approve the temporary modification and defer to existing sick leave eligibility rules prescribed in applicable MOUs and Personnel Rules.

### **PRIOR BOARD ACTION**

In response to the King Fire, on September 17, 2014, the Board of Supervisors adopted a 30 day supplement to the Personnel Rules then in effect, Resolution 015-2014, Part 14, Section 1404.2, via Resolution 155-2014, to include allowance for the utilization of twenty-four (24) hours of accrued sick leave balances, with prior approval of the department head and/or appointing authority, for those employees who were subject to mandatory or voluntary evacuation orders (Legistar 14-1306).

### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

All Departments Heads  
County Counsel

### **CAO RECOMMENDATION**

Approve as recommended.

### **FINANCIAL IMPACT**

There is no direct financial impact to adopting this Resolution.

### **CLERK OF THE BOARD FOLLOW UP ACTIONS**

Provide one (1) signed copy of the resolution to the Chief Administrative Office AND one (1) copy to Lauren Montalvo in Human Resources.

### **STRATEGIC PLAN COMPONENT**

Public Safety and Healthy Communities

### **CONTACT**

Joseph Carruesco, Director of Human Resources  
Don Ashton, Chief Administrative Officer