

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS  
AGENDA ITEM TRANSMITTAL**

<b>(1) DEPARTMENT</b> Human Resources	<b>(2) MEETING DATE</b> 6/16/2015	<b>(3) CONTACT/PHONE</b> Tami Douglas-Schatz 781-5959	
<b>(4) SUBJECT</b> Submittal of a report on the County's implementation of the California Healthy Workplace, Healthy Family Act of 2014 (AB-1522) which extends specific paid sick leave benefits to the County's temporary employees. All Districts.			
<b>(5) RECOMMENDED ACTION</b> It is recommended that your Board receive and file this item as it is to inform the Board of the impacts of complying with the California Healthy Workplace, Healthy Family Act of 2014 (AB-1522).			
<b>(6) FUNDING SOURCE(S)</b> Department Budgets	<b>(7) CURRENT YEAR FINANCIAL IMPACT</b> \$0.00	<b>(8) ANNUAL FINANCIAL IMPACT</b> \$122,555.00	<b>(9) BUDGETED?</b> No
<b>(10) AGENDA PLACEMENT</b> <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ____ ) <input type="checkbox"/> Board Business (Time Est. ____ )			
<b>(11) EXECUTED DOCUMENTS</b> <input type="checkbox"/> Resolutions <input type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input checked="" type="checkbox"/> N/A			
<b>(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR)</b> N/A		<b>(13) BUDGET ADJUSTMENT REQUIRED?</b> BAR ID Number: N/A <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A	
<b>(14) LOCATION MAP</b> N/A	<b>(15) BUSINESS IMPACT STATEMENT?</b> No	<b>(16) AGENDA ITEM HISTORY</b> <input checked="" type="checkbox"/> N/A    Date: _____	
<b>(17) ADMINISTRATIVE OFFICE REVIEW</b>  Reviewed by Leslie Brown			
<b>(18) SUPERVISOR DISTRICT(S)</b> All Districts			

**County of San Luis Obispo**



TO: Board of Supervisors

FROM: Human Resources / Tami Douglas-Schatz  
781-5959

DATE: 6/16/2015

SUBJECT: Submittal of a report on the County's implementation of the California Healthy Workplace, Healthy Family Act of 2014 (AB-1522) which extends specific paid sick leave benefits to the County's temporary employees. All Districts.

**RECOMMENDATION**

It is recommended that your Board receive and file this item as it is to inform the Board of the impacts of complying with the California Healthy Workplace, Healthy Family Act of 2014 (AB-1522).

**DISCUSSION**

On January 1, 2015 the California Healthy Workplace, Healthy Family Act of 2014 (AB-1522) was signed into law. The law mandates paid sick leave for most everyone who is employed in California, including: temporary employees, seasonal employees, student interns, and contract employees. Currently, employees in these categories, do not receive paid sick leave benefits from the County. This law compels the County to provide this benefit. The County's regular employees will continue to receive paid sick leave consistent with Ordinance and applicable Memoranda of understanding. Below are the key points of the County's implementation in order to comply with this new mandate:

- Temporary employees will begin to accrue paid sick leave at the rate of one hour for every 30 hours worked effective July 1, 2015.
- Temporary employees must be employed for 90 calendar days before using sick leave.
- The maximum use of sick leave in a year will be 24 hours or 3 working days, whichever is greater.
- The maximum balance of sick leave at any time is 48 hours or 6 working days, whichever is greater.
- Sick leave balances will not be paid out at separation, however unused balances will be applied to the next year.
- The County will use the annual fiscal year as the definition of "year."

### Analysis and Impacts:

- The County has averaged approximately 450 temporary employees over the last three fiscal years.
- The annual hours-worked varied greatly, from as few as 5 hours to 960 hours; the maximum allowed under County Ordinance 2.40.080(12).
- Over 90% of the County's temporary staff meet the 90 calendar day employment requirement.
- Based on current averages, 7% or 35 temporary workers will work enough hours to accrue the maximum allowed in one year.
- 32% of the County's temporary staff are assigned to cover seasonal needs, e.g. Pest Detection Trappers, Lifeguards, Park Aides and Golf Aides.
- 28% of the total temporary staff are assigned to cover the 24/7 operational needs of the Behavioral Health and the Sheriff's Office.
- The remaining 40% are generally assigned to cover temporary increases in work load, employees on leave and special projects.

### **OTHER AGENCY INVOLVEMENT/IMPACT**

The Administrative Office, Auditor's Office and County Counsel contributed in the analysis and implementation of the new law. All County Department Heads have been informed on how to comply with the new law.

### **FINANCIAL CONSIDERATIONS**

The financial impact will vary each year depending on the number of temporary workers, rate of pay and the amount of sick leave that is used. Analyzing data from FY 2014-15, the estimated additional annual cost to the County would be approximately \$122,555. This cost estimate assumes that every hour accrued is also used within the same Fiscal Year.

### **RESULTS**

This item informs the Board and the public regarding changes the County will make to implement the requirements of the Healthy Workplace, Healthy Family Act of 2014, which extends specific paid sick leave benefits to the County's temporary employees in accordance with California Assembly Bill AB-1522.