

RESOLUTION NO. 20-38

RESOLUTION OF THE HUMBOLDT COUNTY BOARD OF SUPERVISORS UPDATING THE RATE OF EMPLOYEE PAY UNDER THE EMERGENCY FAMILY AND MEDICAL LEAVE EXPANSION ACT

WHEREAS, on March 4, 2020, Governor Gavin Newsom proclaimed a State of Emergency to exist in California as a result of the threat of COVID-19; and

WHEREAS, on March 11, the Humboldt County Health Officer declared a local emergency as a result of the threat of COVID-19 which the Board of Supervisors ratified on March 17; and

WHEREAS, On March 16, the Board of Supervisors adopted Resolution 20-20, implementing new employee procedures and leave accruals in response to COVID-19; and

WHEREAS, on March 19, the County Health Officer and the Governor issued shelter in place orders; and

WHEREAS, On March 24, the Board of Supervisors adopted Resolution 20-25, implementing further employee procedures and leave accruals in response to COVID-19; and

WHEREAS, On March 30, the Health Officer issued a revised Shelter in Place Order effective until rescinded, based on evidence of increasing occurrence of COVID-19 throughout the County of Humboldt; and

WHEREAS On March 30, 2020, the Director of Emergency Services for the County of Humboldt proclaimed a Local Emergency, which was ratified by the Board of Supervisors on April 6, 2020; and

WHEREAS, on April 1, 2020, the Families First Coronavirus Response Act ("FFCRA") became effective; and

WHEREAS, On April 14, the Board of Supervisors adopted Resolution 20-27, implementing further employee procedures and leave accruals in response to COVID-19 and the FFCRA; and

WHEREAS, due to the current local and state emergency, these actions are taken in accord with Government Code Section 3504.5 and the County's adopted employee employer relations policy; and

WHEREAS, the Board of Supervisors now wishes to update the rate of pay due to updated capabilities of the payroll system and to be consistent with the Emergency Family and Medical Leave Expansion Act pursuant to the authority reserved in Res. No 20-27.

NOW, THEREFORE, BE IT RESOLVED that:

1. Pursuant to the authority of Section 8 of Resolution 20-27, qualifying leave for county employees under the Emergency Family and Medical Leave Expansion Act shall be at two-thirds (2/3) of the employee's base rate of pay for all county employees effective with the current pay period (Sunday, May 3, 2020).
2. This resolution shall ratify the staff determination that the payroll system is capable of processing the applicable leave at the statutory two-thirds rate as of Sunday, May 3, 2020.

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT, STATE OF CALIFORNIA

Certified copy of portion of proceedings, Meeting of May 5, 2020

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3. All employees may use benefit time from all leave banks to make up the remaining one-third of pay not covered by the Emergency Family and Medical Leave Expansion Act.
4. Except as specifically modified herein, all provisions of Resolution No. 27 remain in full force and effect.
5. This resolution is to take effect immediately upon passage by the Board of Supervisors.

Dated: May 5, 2020



Estelle Fennell, Chair
Humboldt County Board of Supervisors

Adopted on motion by Supervisor Wilson, seconded by Supervisor Bass, and the following vote:

AYES:	Supervisors	Fennell, Madrone, Wilson, Bass
NAYS:	Supervisors	Bohn
ABSENT:	Supervisors	--
ABSTAIN:	Supervisors	--

STATE OF CALIFORNIA)
County of Humboldt)

I, KATHY HAYES, Clerk of the Board of Supervisors, County of Humboldt, State of California, do hereby certify the foregoing to be an original made in the above-entitled matter by said Board of Supervisors at a meeting held in Eureka, California.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Seal of said Board of Supervisors.



Ryan Sharp
Deputy Clerk of the Board of Supervisors of the
County of Humboldt, State of California