

**RESOLUTION NO. 2022- 15**

**A RESOLUTION OF THE CITY OF SAN JUAN BAUTISTA ESTABLISHING A COVID-19 SICK LEAVE PROGRAM AND AUTHORIZE THE CITY MANAGER TO APPROVE UP TO EIGHTY-HOURS OF SICK LEAVE FOR COVID-19 RELATED ILLNESS**

**WHEREAS**, the State’s “Healthy Workplace, Healthy Families Act of 2014” generally requires all employers to provide sick leave to their employees; and

**WHEREAS**, the City Personnel Policies “RULE X: LEAVE Section 2 Sick Leave” defines in Section 2.3 when employees are eligible to use their accrued sick leave, and in Section 2.4 defines use of sick leave to care for sick family members, Section 2.5 requires the City Manager’s authorization, and 2.7 describes how to verify the illness; and

**WHEREAS**, the City is fortunate that it has been able to maintain a steady work force despite being in the State of Emergency caused by the highly contagious virus COVID-19, and on January 18, 2022, approved its COVID Prevention Plan, (“CPP”) in-line with Cal-OSHA requirements; and

**WHEREAS**; in 2021, both the State and Federal governments have enacted special leave provisions for paid sick leave when caused by COVID-19, and many of these policies have expired; and

**WHEREAS**, other cities in the region have also established a special COVID-19 sick leave program, and authorized city managers to approve up to 80-hours of paid sick leave due to COVID 19, consistent with their CPP in an effort to promote a safe working environment and healthy families, and these principals apply to San Juan Bautista employees as well; and

**WHEREAS**, on February 9, 2022, the Governor signed legislation re-establishing paid sick leave due to COVID-19 related illness for businesses that employ more than 25-employees between January 1, 2022 and September 30, 2022; and

**WHEREAS**, recently, during the outbreak of the COVID-19 Omicron variant, City employees have become ill or have required extra leave to care for sick family members and some of these employees do not have adequate accrued sick-leave to cover their absence; and

**WHEREAS** it is recommended that San Juan Bautista also establish a special COVID-19 sick-leave program, consistent with the provisions in its RULE X: LEAVE Section 2 of its Personnel Policies, and authorize the City Manager to approve the use of up to 80-hours of sick leave for COVID related illness.

**NOW, THEREFORE, BE IT RESOLVED THAT THE CITY COUNCIL OF THE CITY OF SAN JUAN BAUTISTA NOW HEREBY FINDS:**

1. That the recitals in this Resolution and accompanying staff report are true and correct and are hereby made a part of this Resolution.

2. It agrees that the due to the current fast spread of COVID 19, that a special use of sick leave be established for up to eighty-hours of leave to be applied using the same parameters as those defined in RULE X: LEAVE Section 2 (et, all) of the City's Personnel Policies.
3. Authorize the City Manager to approve the use of the COVID-19 Sick Leave for employees up to 80-hours, between January 1, 2022, and September 30, 2022.

**PASSED AND ADOPTED** by the City Council of the City of San Juan Bautista at a regular meeting held on the 15<sup>th</sup> day of February, 2022, by the following vote:

**AYES:** Jordan, Edge, Flores, Freels, Freeman

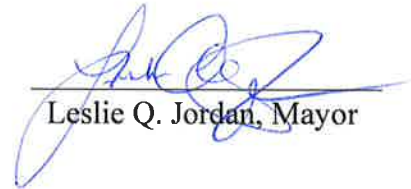
**NOES:** None

**ABSENT:** None

**ABSTAIN:** None

**ATTEST:**

  
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Trish Paetz, Deputy City Clerk

  
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Leslie Q. Jordan, Mayor