

**BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**

**RESOLUTION NO. 2020-44**

**RESOLUTION AMENDING RESOLUTION NO. 2020-34 REGARDING HAZARDOUS DUTY LEAVE FOR ESSENTIAL EMPLOYEES TO OFFSET COVID-19 IMPACTS, IRETITLING HDL TO ESSENTIAL WORKER LEAVE (EWL)**

**WHEREAS**, on April 3, 2020, this Board adopted Resolution No. 2020-34 to authorize cash out of vacation time subject to loss during disaster response and Hazardous Duty Leave for essential employees to reduce COVID-19 impacts; and

**WHEREAS**, essential County employees are working full-time as disaster responders and/or are providing critical services necessary for the continuity of County operations; and,

**WHEREAS**, due to their dedicated service, essential employees are not able to make use of the mandated benefit, 80 hours of Emergency Paid Sick Leave (EPSL), afforded by the federal government to non-essential employees sheltering in place during the COVID-19 disaster; and

**WHEREAS**, this Board desires to change the title of “Hazardous Duty Leave (HDL)” to “Essential Worker Leave (EWL); and

**WHEREAS**, given the likelihood the COVID-19 disaster will extend for a prolonged period of time, a limited, one-time benefit of EWL, equal to the number of hours afforded under EPSL, is appropriate to recognize the dedication of essential workers, affording them time to tend to their personal needs and/or to the health and welfare of their families.

**NOW, THEREFORE, BE IT RESOLVED that:**

All references to “Hazardous Duty Leave (HDL)” are hereby retitled to “Essential Worker Leave (EWL)”

Article 4 of Resolution No. 2020-34 is hereby amended to read as follows:

“Essential full-time permanent County employees shall be provided a one-time benefit of 80 hours of EWL to offset COVID-19 impacts.

Employee eligibility for EWL shall be contingent on the following:

Employee is defined, and worked continuously during the COVID-19 disaster, as an essential worker under the Sectors of Healthcare/Public Health, Emergency

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Services, Food and Agriculture, Energy, Water and Wastewater, Transportation and Logistics, Communications and Information Technology, Critical

Manufacturing, Hazardous Materials, Financial Services, Chemical and Defense Industrial Base, and Other Community-Based Government Operations and Essential Functions.

Employee did not use any increment of EPSL or PHEL during the COVID-19 disaster.

Employee must complete an EWL Form signed by the department head to verify eligibility.

EWL shall be prorated for permanent part-time employees.

EWL must be used by June 30, 2021 or by the date the employee terminates employment with the County, whichever is sooner, at which time up to 40 hours of any unused balance shall be paid out at the employee rate of pay on March 9, 2020 (the date the local health emergency was declared) and any remaining unused balance shall be forfeited.”

PASSED AND ADOPTED this 21st day of April, 2020 by the following vote:

AYES: Supervisors Sabatier, Crandell, Scott, and Simon

NOES: Supervisor Brown

ABSENT OR NOT VOTING: None

ATTEST: Carol J. Huchingson  
Clerk of the Board of Supervisors

COUNTY OF LAKE

By: Johanna DeLong  
Deputy  
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M. DeLong  
Chair, Board of Supervisors  
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APPROVED AS TO FORM:

Anita L. Grant  
County Counsel  
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