

HUMAN RESOURCES/RISK MANAGEMENT COMMITTEE NOTES

May 27, 2020

Attendees:

Committee members: James V. Curatalo (Chair) and Kevin Kenley
Staff members: John Bosler, Carrie Guarino, Chad Brantley, Rob Hills, Roberta M. Perez, and Agnes Boros

Members of the Public: None

Call to Order: 4:00 p.m.

Public Comment: None

Additions/Deletions to the Agenda: None

Introductory Remarks by Chair Curatalo

Chair Curatalo announced for the record that this meeting was conducted by teleconference pursuant to the Brown Act waivers provided for under the Governor's Executive Orders in response to the COVID-19 State of Emergency. Further, the agenda stated that there was no public location for attending this meeting in person. The agenda stated that the public may listen and provide comment telephonically by calling the number listed on the agenda. Chair Curatalo took a roll call of Committee members and staff present on the call as listed above.

I. Proposed Wages and Benefits Budget FY2021 & 2022

- Staff presented the details and analysis of the costs associated with employee compensation in the proposed two-year budget.
 - There are no new position requests in the proposal and one vacant intern position will be eliminated.
 - Any action on a cost of living adjustment for employees or implementation of the results of the total compensation study are deferred at this time. These items will be presented to the Committee at a later date, if economic conditions stabilize.

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2. Amend Employee Policy No. 3.12, State Disability (SDI) and Paid Family Leave (PFL)

- Staff proposed a policy amendment to update Employee Policy No. 3.12, State Disability (SDI) and Paid Family Leave (PFL) to incorporate new legal mandates.
- On July 27, 2019, Governor Newsom signed Senate Bill (SB 83) into law. The new law goes into effect on July 1, 2020 and extends the maximum duration of Paid Family Leave (PFL) benefits employee may receive from California's State Disability Insurance (SDI) program administered through the Employment Development Department (EDD) from six to eight weeks.
- Employees continue to be able to use PFL benefits to care for a seriously ill child, spouse, parent, grandchild, sibling, or domestic partner or bond with a minor child within one-year of the birth or placement of the child via foster care or adoption.
- The committee concurred and recommended forwarding the item to the Board of Directors for consideration.

Meeting Adjourned at 4:40 pm