

ORDINANCE NO. C.S. 1171

AN ORDINANCE TO AMEND SICK LEAVE POLICY FOR DEPARTMENT HEADS AND MANAGEMENT EMPLOYEES TO A PAY PERIOD ACCRUAL BASIS

The Board of Supervisors of the County of Stanislaus, State of California, do ordain as follows:

Section 1. Chapter 3.40.010 of the Stanislaus County Code is amended to read as follows:

"A. While in the continuous service of the county, county officers and employees, other than temporary, part-time, seasonal, or personal service contract employees, shall be entitled to 3.7 working hours or a proportionately equal number of hours as prescribed in Section 3.32.010 of sick leave pay for each biweekly pay period of actual service. Such sick leave with pay can only be granted upon the recommendation of the department head in case of bona fide illness of the employee or in the event of serious illness in the employee's immediate family. "Immediate family" normally means father, mother, husband, wife, son, daughter, sister, brother, grandparents, grandchildren, father-in-law, or mother-in-law; however, for reasons held to be sufficient by the employee's department head and approved by the chief executive officer, this definition may be expanded to include other persons with whom the employee had enjoyed a parent or family-like relationship.

"B. Bona fide illness shall include pregnancy when the pregnancy incapacitates the employee to the extent that she cannot fully perform the duties of her job. A statement from the employee's physician verifying such incapacity shall be required before sick leave with pay will be granted, and the statement shall accompany the payroll on which the first illness is shown.

"C. In the event of a death in the employee's immediate family, bereavement leave, not to exceed forty working hours or a proportionately equal number of hours as prescribed in Section 3.32.010, may be granted the employee without charge to sick leave."

Section 2. The amendment to Section 3.40.010 set forth in Section 1 of this ordinance shall be operative beginning on the first pay period of Payroll Calendar Year 2017.

Section 3. This ordinance shall take effect thirty (30) days from and after the date of its passage and before the expiration of fifteen (15) days after its passage it shall be published once, with the names of the members voting for and against the same, in the Modesto Bee, a newspaper published in the County of Stanislaus, State of California.

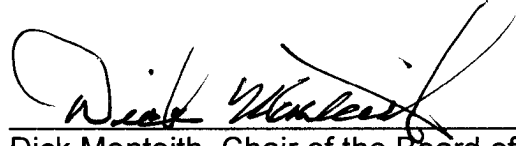
Upon motion of Supervisor Chiesa, seconded by Supervisor O'Brien, the foregoing resolution was passed and adopted at a

regular meeting of the Board of Supervisors of the County of Stanislaus, State of California, the 14th day of June, 2016, by the following called vote:

AYES: Supervisors: O'Brien, Chiesa, Withrow, DeMartini, and Chairman Monteith

NOES: Supervisors: None

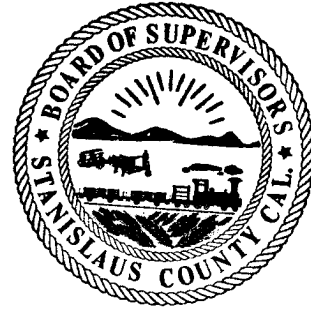
ABSENT: Supervisors: None



Dick Monteith, Chair of the Board of Supervisors of the County of Stanislaus, State of California

ATTEST:
Elizabeth A. King
Clerk of the Board of Supervisors of the County of Stanislaus, State of California

By Kelley Rodriguez
Deputy



APPROVED AS TO FORM:

By John P. Doering
County Counsel

**DECLARATION OF PUBLICATION
(C.C.P. S2015.5)**

**COUNTY OF STANISLAUS
STATE OF CALIFORNIA**

I am a citizen of the United States and a resident Of the County aforesaid; I am over the age of Eighteen years, and not a party to or interested In the above entitle matter. I am a printer and Principal clerk of the publisher of THE MODESTO BEE, printed in the City of MODESTO, County of STANISLAUS, State of California, daily, for which said newspaper has been adjudged a newspaper of general circulation by the Superior Court of the County of STANISLAUS, State of California, Under the date of February 25, 1951, Action No. 46453; that the notice of which the annexed is a printed copy, has been published in each issue there of on the following dates, to wit:

Jun 21, 2016

I certify (or declare) under penalty of perjury That the foregoing is true and correct and that This declaration was executed at

MODESTO, California on

June 21st, 2016

(By Electronic Facsimile Signature)

Cynthia A. Williams

STANISLAUS COUNTY
ORDINANCE NO. C.S. 1171

An ordinance to amend sick leave policy for department heads and management employees to a pay period accrual basis

The Board of Supervisors of the County of Stanislaus, State of California, do ordain as follows:

Section 1. Chapter 3.40.010 of the Stanislaus County Code is amended to read as follows:

"A. While in the continuous service of the county, county officers and employees, other than temporary, part-time, seasonal, or personal service contract employees, shall be entitled to 3.7 working hours or a proportionately equal number of hours as prescribed in Section 3.32.010 of sick leave pay for each biweekly pay period of actual service. Such sick leave with pay can only be granted upon the recommendation of the department head in case of bona fide illness of the employee or in the event of serious illness in the employee's immediate family. "Immediate family" normally means father, mother, husband, wife, son, daughter, sister, brother, grandparents, grandchildren, father-in-law, or mother-in-law; however, for reasons held to be sufficient by the employee's department head and approved by the chief executive officer, this definition may be expanded to include other persons with whom the employee had enjoyed a parent or family-like relationship.

"B. Bona fide illness shall include pregnancy when the pregnancy incapacitates the employee to the extent that she cannot fully perform the duties of her job. A statement from the employee's physician verifying such incapacity shall be required before sick leave with pay will be granted, and the statement shall accompany the payroll on which the first illness is shown.

"C. In the event of a death in the employee's immediate family, bereavement leave, not to exceed forty working hours or a proportionately equal number of hours as prescribed in Section 3.32.010, may be granted the employee without charge to sick leave."

Section 2. The amendment to Section 3.40.010 set forth in Section 1 of this ordinance shall be operative beginning on the first pay period of Payroll Calendar Year 2017.

Section 3. This ordinance shall take effect thirty (30) days from and after the date of its passage and before the expiration of fifteen (15) days after its passage it shall be published once, with the names of the members voting for and against the same, in the Modesto Bee, a newspaper published in the County of Stanislaus, State of California.

Upon motion of Supervisor Chiesa, seconded by Supervisor O'Brien, the foregoing resolution was passed and adopted at a regular meeting of the Board of Supervisors of the County of Stanislaus, State of California, the 14th day of June, 2016, by the following called vote: AYES: Supervisors: O'Brien, Chiesa, Withrow, DeMartini, and Chairman Monteith. NOES: None. ABSENT: None. /s/ Dick Monteith, Chairman of the Board of Supervisors of the County of Stanislaus, State of California. ATTEST: Elizabeth A. King, Clerk of the Board of Supervisors of the County of Stanislaus, State of California. By Pam Villarreal, Assistant Clerk of the Board. APPROVED AS TO FORM: By: John P. Doering, County Counsel. Pub Dates Jun 21, 2016