

RESOLUTION NO. 65040

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION ESTABLISHING POLICY PERMITTING RESTORATION OF LEAVE
ACCRUALS TO REHIRED COUNTY EMPLOYEES

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, the County desires to develop a number of programs and services to improve the County's competitive recruitment and retention position; and

WHEREAS, the establishment of such programs as competitive salaries and benefits, expedited hiring processes, on line filing of job applications, flexible work schedules, telecommuting and transportation allowance have enabled the County to attract many new employees and to encourage current employees to remain with the County; and

WHEREAS, a significant number of former County employees are expressing interest in returning to employment with the County and a policy of restoring leave accruals would attract such employees to County employment;

NOW THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that it is hereby declared to be the policy of the County that the Director of Employee and Public Services is authorized, upon the request of a hiring Department Director, to restore sick leave and grant advanced vacation accrual rates to former County employees hired on or after January 1, 2002, who are re-hired within two years of separation from the County, provided that the sick leave is

restored at the same or lower amount as held by the employee when the employee left County employment, and the vacation accrual rate will be established at no greater than that held when the employee left County employment.

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Regularly passed and adopted the 29th day of January, 2002.

AYES and in favor of said resolution:

Supervisors: MARK CHURCH

JERRY HILL

RICHARD S. GORDON

ROSE JACOBS GIBSON

MICHAEL D. NEVIN

NOES and against said resolution:

Supervisors: NONE

Absent Supervisors:

NONE

JERRY HILL

President, Board of Supervisors
County of San Mateo
State of California

Certificate of Delivery
(Government Code section 25103)

I certify that a copy of the original resolution filed in the Office of the Clerk of the Board of Supervisors of San Mateo County has been delivered to the President of the Board of Supervisors.

Ashnita Narayan

ASHNITA NARAYAN, Deputy
Clerk of the Board of Supervisors

ORDINANCE NO. 04057
BOARD OF SUPERVISORS, COUNTY OF SAN MATEO,
STATE OF CALIFORNIA

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AN ORDINANCE ADDING SECTION 2.28.145 TO THE SAN MATEO
COUNTY ORDINANCE CODE PROVIDING LEAVE BENEFITS
FOR DESIGNATED NON-MANAGEMENT EMPLOYEES

The Board of Supervisors of the County of San Mateo, State of California, ordains as follows:

SECTION 1. Section 2.28.145 of the San Mateo County Ordinance Code is added to read as follows:

2.28.145 Leave for Designated Non-Management Positions.

- a. The Director of Employee and Public Services shall have the authority to designate classifications as "Hard to Fill."
- b. A department head may credit new employees in classifications designated Hard to Fill up to 40 hours of vacation and up to 48 hours of sick leave in addition to normal vacation and sick leave accrual, provided such credit must be made within 180 days of employment.
- c. A department head may provide to new employees in classifications designated Hard to Fill advanced levels of vacation accrual as if the employee had otherwise been working for the County the required number of years for the higher accrual rate, provided such credit must be made within 180 days of employment.

SECTION 2. This action is effective thirty days following adoption.

Regularly passed and adopted this 31st day of July, 2001.

AYES and in favor of said ordinance:

Supervisors: MARK CHURCH

JERRY HILL

RICHARD S. GORDON

NOES and against said ordinance:

Supervisors: NONE

Absent Supervisors: ROSE JACOBS GIBSON

MICHAEL D. NEVIN

JERRY HILL

Vice President, Board of Supervisors

County of San Mateo

State of California

Certificate of Delivery

(Government Code section 25103)

I certify that a copy of the original ordinance filed in the Office of the Clerk of the Board of Supervisors of San Mateo County has been delivered to the President of the Board of Supervisors.

Ashnita Narayan

ASHNITA NARAYAN, Deputy
Clerk of the Board of Supervisors