

RESOLUTION NO. 24--XX

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF MAMMOTH LAKES, STATE OF CALIFORNIA, ADOPTING THE TOWN OF MAMMOTH LAKES PAID SICK LEAVE POLICY

WHEREAS, in accordance with California Labor Code sections 245 and 246 *et seq.*, it is necessary for the Town of Mammoth Lakes (“Town”) to incorporate legislative requirements, and adopt a Paid Sick Leave Policy allowing employees paid days off from work to attend to their own health care, or the health care of family members; and

WHEREAS, the Town has a need to meet the requirements of the Town by providing public services through the use of limited-term employees, and must establish conditions of employment and appropriate benefits for such employees; and

WHEREAS, conditions of employment and benefits for limited-term employees have been set in a previous Resolution No. 23-79; and

WHEREAS, California state legislature passed Senate Bill 616 (“SB 616”), amending the Healthy Workplaces, Healthy Families Act of 2014 to set a statewide minimum standard for paid sick leave, and the new California Paid Sick Leave law is effective as of January 1, 2024.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF MAMMOTH LAKES AS FOLLOWS:

- Section 1. Limited-term employees for the purposes of this resolution are those defined in Chapter 2.44.040 of the Town’s Municipal Code as being excluded from the Town’s Personnel System Rules.
- Section 2. Limited-term employees are not eligible for discretionary Town benefits, other than as provided for below and by state or federal law.
- Section 3. Limited-term employees are eligible for paid sick leave in accordance with state law and the Town’s Paid Sick Leave Policy.
- Section 4. Employees who are eligible for a comprehensive leave benefit provided by the Town pursuant to a memorandum of understanding (represented employees), employee benefits resolution (non-represented employees), or employment agreement, are not eligible for additional paid sick leave as comprehensive leave accruals exceed the minimum requirements of paid leave that can be used for health care.

- Section 5. As defined by Assembly Bill 304 (“AB 304”), retired annuitants are not eligible for paid sick leave.
- Section 6. The Town’s Paid Sick Leave Policy shall be included in this Resolution as Attachment A, is effective upon approval and adoption, with paid sick leave requirements operative as of January 1, 2024, per SB 616.

APPROVED AND ADOPTED THIS 7th DAY OF FEBRUARY 2024.

BILL SAUSER, Mayor

ATTEST:

JAMIE GRAY, Town Clerk