

RESOLUTION NO. .

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

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**RESOLUTION AUTHORIZING PAID LEAVE FOR SAN MATEO COUNTY
EMPLOYEES WHO QUALIFY FOR LEAVE PURSUANT TO THE COUNTY'S LEAVE
FOR CRIME VICTIMS POLICY**

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

WHEREAS, the County's current employee leave policies offer unpaid leave for employees 1) who were victims of stalking, domestic violence, sexual assault, a crime that caused physical injury, or a crime that caused mental injury with a threat of physical injury, or 2) whose immediate family member is deceased as the direct result of a crime, to allow them to seek medical care, obtain counseling, implement safety measures, and attend legal proceedings; and

WHEREAS, the County seeks to provide up to 40 hours of paid leave per year for employees who are victims of the above-specified crimes and including victims of human trafficking, to be used for the above specified purposes; and

WHEREAS, the County also seeks to allow such leave to be used for attending court proceedings by employees who are victims or immediate family members of victims of violent felonies (Penal Code § 556.5(c)), serious felonies (Penal Code § 1192.7(c)), or felony theft or embezzlement; and

WHEREAS, immediate family members, consistent with other County policies, include spouse, domestic partner, parent, child, sibling, and grandparent relationships; and

WHEREAS, these expanded employee paid leave benefits are in alignment with the County's goals of providing competitive leaves and benefits for employees while maintaining fiscal sustainability, equity and competitiveness with the Bay Area workforce market, as well as supporting crime victim's rights; and

WHEREAS, these expanded paid leave provisions will apply to all County employees; and

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that this Board of Supervisors hereby authorizes the implementation of the above mentioned expanded paid leave benefits for employees that qualify for leave pursuant to the County's Leave for Crime Victims Policy to include paid leave.

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