


Scotts Valley Fire Protection District	
POLICY: 1112 DATE APPROVED: 06/10/2015 BOARD PRESIDENT: <i>John Armstrong</i>	SUBJECT: Paid Sick Leave for Temporary and Part-Time Employees FIRE CHIEF: <i>David L. Reed</i>

Policy 1112: Paid Sick Leave for Temporary and Part-Time Employees

Purpose:

The Governor signed AB 1522 into law on September 10, 2014. Known as the Healthy Workplaces/Healthy Families Act of 2014, it provides paid sick leave for temporary and part-time employees effective July 1, 2015.

Scope:

This policy applies to temporary and part-time employees, not covered by a Memorandum of Understanding or other employment agreement.

Policy:

Effective July 1, 2015, all Paid Call Firefighters will accrue 24 hours of Sick Leave. Any Paid Call Firefighter or other temporary or part-time employee hired after July 1, 2015, will accrue 24 hours of Sick Leave upon hire.

Sick leave balances for Paid Call Firefighters, other temporary or part-time employees will reset to 24 hours on January 1st of each year.

Sick leave accrual, usage and balance will be itemized on a wage statement (paycheck stub).

Paid Call Firefighters, other temporary or part-time employees can use paid sick leave for an existing health condition or preventive care for themselves or a “family member.” Family member is a child, parent, spouse or registered domestic partner, grandparent, grandchild or sibling. Paid sick leave may also be used for an employee who is a victim of domestic violence, sexual assault or stalking.

Paid Call Firefighters use of paid sick leave shall be limited to those hours assigned to a shift as a Temporary Firefighter or Temporary Firefighter/Paramedic.

Accrued paid sick leave has no cash value. Employees will not be paid for any unused accrued paid sick leave at separation.