

MONTEREY PENINSULA REGIONAL PARK DISTRICT  
BOARD OF DIRECTORS MEETING

**DATE:** May 6, 2020  
**TO:** Board of Directors  
**FROM:** Shuran Parker, Administrative Services Manager  
**REVIEWED BY:** Rafael Payan, General Manager  
**SUBJECT:** Review and Approval of Revised Paid Sick Leave Policy

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**RECOMMENDED ACTION**

Staff recommends that the Board review and approve the revised Sick Leave policy (**ATTACHMENT 1**) as presented or in substantially the same form.

**FISCAL IMPACT:**

There is no fiscal impact associated with approving this revised policy.

**FUNDING SOURCE:**

Not applicable

**FUNDING BALANCE:**

Not applicable

**DISCUSSION:**

The newly enacted Families First Coronavirus Response Act (FFCRA) amends the Family and Medical Leave Act (FMLA), by providing paid leave for employees affected by Coronavirus Disease 2019 (COVID-19). The draft policy, in tracked-changes format includes revisions to our current Sick Leave policy, needed as a result of the new FFCRA provisions. The policy revisions were provided to the District from the labor and employment law firm, Liebert Cassidy Whitmore (LCW), with whom we've had a relationship and contracted for special projects, for several years.

Staff asks the Board to review and approve the legally vetted, revised policy, as presented.

**ATTACHMENT:**

1. [Draft Revised Paid Sick Leave Policy](#)