

ORDINANCE NO. 10888 (NEW SERIES)

**AN ORDINANCE AMENDING THE COMPENSATION ORDINANCE
RELATING TO THE SAN DIEGO FLOODS 2024 EMPLOYEE LEAVE TO TAKE EFFECT IMMEDIATELY**

The Board of Supervisors of the County of San Diego ordains as follows:

Section 1. It is the intent of this Board to provide paid leave to eligible employees whose personal residences have been destroyed or have suffered significant damage due to the 2024 storms.

Section 2. Section 4.2.24 of the Compensation Ordinance is hereby added to read as follows:

SECTION 4.2.24: SAN DIEGO FLOODS 2024 EMPLOYEE LEAVE

- A. **Definition.** San Diego Floods 2024 Employee Leave is a paid absence from work granted to eligible employees, whose personal residences have been destroyed or have suffered significant damage because of the major flooding caused by the storms in the County of San Diego on or after January 22, 2024, who need time off from work to address the needs of restoring their personal residences and/or find a new place to live.
- B. **Eligibility**
1. Regular permanent employees shall be eligible for this paid San Diego Floods 2024 Employee Leave.
 2. An employee described in subdivision (1) above must submit to their appointing authority information that, in the judgment of the appointing authority, satisfactorily documents that the employee's personal residence was destroyed or suffered significant damage, as defined in subsection (c)(4).
- C. **General Provisions.** San Diego Floods 2024 Employee Leave is subject to the following conditions:
1. Eligible employees are not required to exhaust other paid leave before using this paid leave.
 2. Eligible employees are authorized to use up to 80 hours of paid leave under this section.
 3. The authorized paid leave hours are not eligible for cash payout or terminal payoff.
 4. The term "suffered significant damage" in subsection (b), concerning an employee's personal residence, means the extent of the damage, in the judgment of the appointing authority, will require the employee to be absent from work to address the needs of restoring such damage.
- D. **Request.** Subject to review and approval of the appointing authority, eligible employees may submit a written request to their appointing authority with a brief description of why they need to take the time off for that requested time of leave.
- E. **Duration.** This leave will be available for use effective January 22, 2024 through July 25, 2024.

Section 3. This Ordinance is declared to be an urgency ordinance necessary for immediate preservation of the public peace, health and safety within the meaning of Sections 25123 and 25131 of the Government Code and shall take effect immediately. This Board finds that it is necessary for the leave provisions to take effect immediately because of the unexpected, sudden need for employees to take prompt action to address damage to their personal residences.

Section 4. Effective Dates. Sections 1-3 shall take effect immediately upon adoption by the Board of Supervisors. Within fifteen days after the date of adoption of this ordinance, a summary shall be published once with the name of those members voting for and against the same in the newspaper of general circulation published in the County of San Diego.

Section 5. Operative Dates. Operative dates by specified section are listed in the table below.

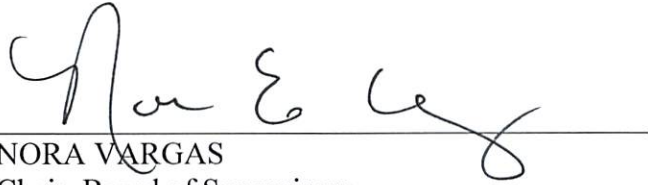
Meeting Date: 02/06/2024 (5)

Section Number	Operative Date
Sections 1-3	2/6/24

APPROVED AS TO FORM AND LEGALITY
Claudia G. Silva, COUNTY COUNSEL

BY: Frances Rogers, Senior Deputy County Counsel

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of San Diego this 6th day of February 2024.



NORA VARGAS
Chair, Board of Supervisors
County of San Diego, State of California

The above Ordinance was adopted by the following vote:

AYES: Vargas, Anderson, Lawson-Remer, Montgomery Steppe, Desmond

ATTEST my hand and the seal of the Board of Supervisors this 6th day of February 2024.

ANDREW POTTER
Clerk of the Board of Supervisors

By 
Nancy Vizcarra, Deputy



Ordinance No.: 10888 (N.S.)
Meeting Date: 02/06/2024 (05)