

RESOLUTION NO. .

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

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**RESOLUTION APPROVING THE FILING OF AN APPLICATION FOR ELECTIVE
COVERAGE OF STATE DISABILITY INSURANCE PURSUANT TO CALIFORNIA
UNEMPLOYMENT INSURANCE CODE SECTION 710.5 FOR EMPLOYEES IN THE
MANAGEMENT, ATTORNEY AND CONFIDENTIAL GROUPS AND AUTHORIZING
THE BOARD PRESIDENT TO SIGN THE APPLICATIONS ON BEHALF OF THE
BOARD**

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

WHEREAS, the California State Disability Insurance Program (SDI) provides Disability Insurance and Paid Family Leave (PFL) wage replacement benefits to eligible workers who need time away from their jobs. Employees who participate in SDI are eligible to receive partial wage replacement for up to 52 weeks per year for a qualifying disability and up to 6 weeks per year of PFL wage replacement benefits to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner or to bond with a new child entering the family by birth, adoption, or foster care placement; and

WHEREAS, paid family leave is an important benefit as it can provide needed wages when employees have to take care of a seriously ill family member or bond with a new child that has just arrived in the home; and

WHEREAS, as part of a Request for Proposals for Life and Disability benefits, the Benefits Committee sought a private insurance plan that mirrored, or could be better

than, the CA SDI plan, and in particular one with a paid family leave benefit. After reviewing six proposals, the RFP Committee determined there were no suitable options that would also provide a paid family leave benefit; and

WHEREAS, the RFP Committee and Human Resources Benefits Division has recommended the Board apply for elective coverage in the SDI Program for employees in the Management, Attorney and Confidential groups; and

WHEREAS, pursuant to Unemployment Insurance Code section 710.5, the Board of Supervisors may elect SDI coverage for unrepresented employees in the Management, Attorney and Confidential groups by applying for such coverage with the State Employment Development Department.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board of Supervisors approves the filing of an application for elective coverage of State Disability Insurance pursuant to California Unemployment Insurance Code section 710.5 for employees in the Management, Attorney and Confidential groups and authorizes the Board President to sign the applications on behalf of the Board; and

IT IS FURTHER DETERMINED AND ORDERED that the Director of Human Resources, or her designee, is authorized to execute and submit additional information, as necessary to the State of California in order to effectuate the intent of these resolutions.

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