

RESOLUTION NO. 23-37

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA MIRADA AMENDING RESOLUTION NO. 23-21 REGARDING EMPLOYMENT BENEFITS AND SALARY RATES FOR ALL CLASSES OF EMPLOYMENT IN THE CITY

A. Recitals.

- (i) The City Council previously adopted Resolution No. 23-21 regarding employment benefits and salary rates for all classes of employment in the City, including a classification plan.
- (ii) The City Council of the City of La Mirada has determined the need to amend the language regarding paid sick leave provided to employees.
- (iii) Amendment to Resolution No. 23-21 is necessary in order to gain compliance with recently enacted state law requiring certain amounts of paid sick leave to be provided for full and hourly part-time employees.
- (iv) All legal prerequisites to the adoption of this Resolution have occurred.

B. Resolution.

NOW, THEREFORE, BE IT FOUND, DETERMINED AND RESOLVED by the City Council of the City of La Mirada as follows:

1. All Recitals set forth in Part A of this Resolution are true and correct.
2. Paragraph 1 of Subsection V, Leaves of Absence, of Section 3 of Resolution 23-21, is hereby amended to read as follows:
 1. Full-time employee sick leave with pay shall accrue at the rate of 6.67 hours for each calendar month of service or any portion thereof prorated in proportion to a full working month for a maximum of 80 hours per calendar year. New full-time probationary employees are eligible to use accrued sick leave during the probationary period.

During the pay period including January 1 of each year, all hourly part-time employees shall be provided with 40 hours of paid sick leave for the year. New hourly part-time employees hired prior to June 16 in a calendar year shall be provided with 40 hours of paid sick leave. New hourly part-time employees hired on June 16 or later in a calendar year shall be provided with 24 hours of paid sick leave. Hourly part-time employees are eligible to use paid sick leave hours beginning on the 90th day of employment. Sick leave hours provided to hourly part-time

employees shall not be carried over to the following calendar year and are not compensable upon separation from employment.

Paid sick leave may be used to recover from an illness or injury; to seek diagnosis, treatment, or preventative care for the employee or employee's eligible family member as defined by state law; or for any other purpose allowed pursuant to federal or state law.

3. Except as otherwise provided in this Resolution, Resolution No. 23-21 shall remain in full force and effect.
4. This Resolution shall become effective immediately upon its passage.
5. The City Clerk shall certify to the adoption of this Resolution.

APPROVED and ADOPTED this 12th day of December 2023.

Steve De Ruse, Mayor

ATTEST:

I, Anne Haraksin, City Clerk of the City of La Mirada, do hereby certify that the foregoing Resolution was adopted at a regular meeting of the La Mirada City Council held on the 12th day of December 2023, by the following roll call vote:

**AYES: Councilmembers Eng, Lewis, Otero, Mayor Pro Tem Sarega,
Mayor De Ruse**
NOES: None
ABSENT: None
ABSTAIN: None

Anne Haraksin, City Clerk