

**SQUAW VALLEY PUBLIC SERVICE DISTRICT
PERSONNEL COMMITTEE MEETING
DATE: February 24, 2020**

Call to order at 3:00 P.M.
Public comment – none

Directors Present: Directors Fred Ilfeld and Katy Hover-Smoot

Attendees: Jessica Asher, Board Secretary; Mike Geary, General Manager; Jessica Grunst, Account Clerk II and Human Resources Specialist; Fabienne Gueissaz, Office Supervisor

Items reviewed by the Committee included the following:

C. Parental Leave Laws and Policies

Staff reviewed the staff report and exhibits related to this item (Available here: https://www.svpsd.org/sites/default/files/F-6_Parental%20Leave%20Laws_Compiled%20Board%20Report.pdf)

Staff said that hiring temporary employees while an employee is on job-protected leave is allowed. They also confirmed that under FMLA, employers are generally required to keep providing an eligible employee's health insurance benefits during a qualifying leave. However, the employer can require the employee to pay the same portion of health insurance premiums the employer required before taking leave. If the employee's leave does not qualify or the employee is taking time beyond the amounts provided by California or federal law, the employee may be required to cover their own health insurance premiums.

Director Hover-Smoot discussed her experience internationally where maternity leave is typically a minimum of 1-year. There was a discussion about the ability to streamline the parental leave policies for the District but that it would likely be challenging given the District's size and the case-by-case and infrequent nature of parental leave. Director Hover-Smoot said she was happy to live in a progressive state and serve on a Board that is happy to support progressive policies.

No further business coming before the Personnel Committee, the meeting was adjourned at 4:05 p.m.

By, JA