SAN MATEO RESOURCE CONSERVATION DISTRICT

PHONE: 650.712.7765

80 STONE PINE ROAD, SUITE 100
HALF MOON BAY, CA 94019

SANMATEORCD.ORG

Resolution 2026-4: Amend Personnel Policy to Clarify Eligibility for Holiday Pay

Whereas, California law does not require employers to provide paid holidays to employees, whether permanent or temporary, and holiday pay is determined by the employer's policy, employment agreement, or collective bargaining agreement;

Whereas, it has never been the practice of this District to pay temporary employees for holidays;

WHEREAS the Employee Handbook is not clear on this practice or policy, neither requiring nor precluding holiday pay for temporary employees;

WHEREAS research benchmarking to comparable organizations has found the typical standard practice to be that temporary employees do not receive holiday pay; and

WHEREAS current and future staff would benefit from certainty and clarity regarding this policy;

Now therefore be it resolved that Section 2.2.1 of the Employee Handbook be amended to add "and paid holidays" to the end of the sentence, "Temporary employees are entitled to certain benefits, such as sick leave, but aren't entitled to others, such as retirement benefits."

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Steve Stielstra, President Date