

APPROVED  
BOARD OF SUPERVISORS  
SEC #1620  
FEB 27 2018

COUNTY OF SACRAMENTO  
CALIFORNIA

6

For the Agenda of:  
February 27, 2018

By Alvance Evans  
Clerk of the Board

To: Board of Supervisors

From: Office of Planning and Environmental Review

Subject: The Sacramento County Hotel Worker Protection Act of 2018. Adopt An Ordinance Adding Chapter 4.75, Title 4 To The Sacramento County Code Requiring Hotel Employees Assigned To Work In Guest Rooms To Be Equipped With Portable Emergency Panic Button or Notification Device (Waived Full Reading And Continued From February 6, 2018; Item No. 52).

Supervisory  
District(s): All

Contact: Surinder Singh, Principal Planner, (916) 874-5462

**Overview**

After hearing staff's presentation and public testimony on February 6, 2018, the Board of Supervisors voted (4 Yes and 1 No) to introduce the Hotel Worker Protection Worker Act ordinance, waived full reading and continued the item to February 27, 2018 for final adoption. The proposed Ordinance requires Sacramento County hotel and motels operators to provide employees with a panic button or notification device which can be used to call for help if the employee reasonably believes that there is sexual harassment occurring in the employee's presence. The Ordinance also requires the subject hotel or motel to develop, maintain and comply with a written sexual harassment policy. As drafted, this Ordinance, applies to hotels or motels with 25 or more rooms which currently is estimated at 24 or approximately seventy-five percent of the County's existing licensed hotels and motels.

**Recommendation**

Adopt the Sacramento County Hotel Worker Protection Act of 2018 Ordinance adding Chapter 4.75, to Title 4 of the Sacramento County Code Requiring Hotel Employee Panic Buttons and Hotel Guest Sexual Harassment Policies.

**Measures/Evaluation**

The Hotel Worker Protection Act Ordinance will safeguard Sacramento County hotel and motel employees by providing them with panic button or other notification device that can be used to deter unwanted sexual harassment.

**Fiscal Impact**

There are some small staffing costs associated with preparation of this Ordinance; and there may be future staffing costs associated with the outreach campaign, including time for site visits and enforcement.

**DISCUSSION**

The Sacramento County Hotel Worker Protection Act of 2018. Adopt An Ordinance Adding Chapter 4.75, Title 4 To The Sacramento County Code Requiring Hotel Employees Assigned To Work In Guest Rooms To Be Equipped With Portable Emergency Panic Button or Notification Device. (Waived Full Reading And Continued From February 6, 2018; Item No. 52).

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During a public hearing conducted on February 6, 2018, the Board of Supervisors voted (4 Yes and 1 No) to introduce the Hotel Worker Protection Worker Act ordinance, waived full reading and continued the item to February 27, 2018 for final adoption. The proposed Ordinance would require Sacramento County hotel and motels operators to provide housekeepers with a panic button or notification device which can be used to call for help if the employee reasonably believes that there is sexual harassment occurring in the employee's presence. The Ordinance does not require hotel and motel operators to use a specific type of device, as long as it can be used quickly and easily to create a noise loud enough to alert others to the employee's location. The Ordinance also requires the subject hotel or motel to develop, maintain and comply with a written sexual harassment policy. This Ordinance applies to hotels or motels with 25 or more rooms which would apply to 24 of the County's hotels and motels.

### **Outreach**

County staff sent correspondence to all of the licensed County hotels and motels immediately after the first hearing. In addition, following adoption of the proposed Ordinance, staff will develop an informational flyer to post on the County's website about the new regulations. Additionally, staff will mail the flyer to hospitality businesses in the unincorporated County to inform them of the regulations.

### **Environmental Evaluation**

The Ordinance is not subject to the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15060(c)(3), because the Ordinance does not meet the definition of a project as defined in Section 15378.

### **MEASURES/EVALUATION**

The Hotel Worker Protection Act Ordinance will safeguard Sacramento County hotel and motel employees by providing them with panic button or other notification device that can be used to deter unwanted sexual harassment.

### **FISCAL IMPACT**

There are some small staffing costs associated with preparation of an Ordinance to require hotel and motel employees to be equipped with panic buttons; however, there may be future staffing costs associated with the outreach campaign, including time for site visits and enforcement.

Respectfully submitted,

APPROVAL RECOMMENDED:

**The Sacramento County Hotel Worker Protection Act of 2018. Adopt An Ordinance Adding Chapter 4.75, Title 4 To The Sacramento County Code Requiring Hotel Employees Assigned To Work In Guest Rooms To Be Equipped With Portable Emergency Panic Button or Notification Device. (Waived Full Reading And Continued From February 6, 2018; Item No. 52).**  
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**Leighann Moffitt, Planning Director**  
**Office of Planning and Environmental Review**

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**NAVDEEP S. GILL**  
**County Executive**

**Attachment**

**ORD – Hotel Worker Protection Act**  
**ATT 1 – AB1761**

**SCC NO. 1620**

**AN ORDINANCE OF THE SACRAMENTO COUNTY CODE RELATING TO  
HOTEL WORKER PROTECTION**

The Board of Supervisors of the County of Sacramento, State of California,  
ordains as follows:

SECTION 1. Chapter 4.75, Sections 4.75.001 through 4.75.004, is added to Title  
4 of the Sacramento County Code to read as follows:

**4.75.001 Hotel Worker Protection Act.**

This chapter shall be known as the Hotel Worker Protection Act.

**4.75.002 Definitions.**

“Employee(s)” means a natural person who works full or part time at a hotel for wages or salary or remuneration of any type.

“Guest room” means any room made available by a hotel for overnight occupancy by guests.

“Hotel” means any hotel with twenty-five (25) or more guest rooms subject to licensure by the County of Sacramento.

“Panic button” means a portable emergency contact device that is designed so that an employee can quickly or easily activate such button or device to summon to the employee’s location prompt assistance by hotel staff that are able to provide immediate aid and assistance such as a hotel security officer or manager.

“Sexual harassment” means any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature.

**4.75.003 Hotel Panic Button.**

Every hotel licensee shall equip each employee who is assigned to work in a guest room or restroom with a panic button or notification device. Panic buttons and notification devices shall be provided by the hotel licensee at no cost to the employee.

**4.75.004 Sexual Harassment Policy.**

A. Every hotel licensee shall develop, maintain and comply with a written sexual harassment policy to protect employees against sexual assault and sexual harassment by guests. Such policy shall encourage employees to immediately report to the hotel licensee instances of alleged sexual assault and sexual harassment by guests, and shall describe the procedures that the complaining employee and hotel licensee shall follow in such cases.

B. Every hotel licensee shall provide all employees with a current copy in English and Spanish of the sexual harassment policy, and post such policy in conspicuous areas in the hotel, such as supply rooms or employee break rooms, where employees can reasonably be expected to see it.

SECTION 2. This ordinance was introduced and the title thereof read at the regular meeting of the Board of Supervisors on **February 6, 2018**, and on **February 27, 2018**, further reading was waived by the unanimous vote of the Supervisors present.

This ordinance shall take effect and be in full force on and after thirty (30) days from the date of its passage, and before the expiration of fifteen (15) days from the date of its passage it shall be published once with the names of the members of the Board of Supervisors voting for and against the same, said publication to be made in a newspaper of general circulation published in the County of Sacramento.

On a motion by Supervisor **Nottoli**, seconded by Supervisor **Peters**, the foregoing ordinance was passed and adopted by the Board of Supervisors of the County of Sacramento, State of California, this 27<sup>th</sup> day of February 2018, by the following vote:

AYES: Supervisors, Frost, Kennedy, Nottoli, Serna, Peters

NOES: None

ABSENT: None

ABSTAIN: None

RECUSAL: None  
(PER POLITICAL REFORM ACT (§ 18702.5.))

*Suzann Pittel*

Chair of the Board of Supervisors  
of Sacramento County, California



*Florena Garry*  
Clerk, Board of Supervisors

In accordance with Section 25103 of the Government Code of the State of California a copy of the document has been delivered to the Chair of the Board of Supervisors, County of Sacramento on 2-27-18

By *Renee White*  
Deputy Clerk, Board of Supervisors

FILED  
BOARD OF SUPERVISORS

FEB 27 2018

By *Florena Garry*  
Clerk of the Board

THE DAILY RECORDER  
~ SINCE 1911 ~

901 H ST STE 312, SACRAMENTO, CA 95814  
Telephone (916) 444-2355 / Fax (916) 444-0636

COUNTY OF SACRAMENTO  
BOARD OF SUPERVISORS  
This space for filing stamp only

2018 MAR 12 AM 9:19

RENAE MCCLAIN-WHITE  
SAC. CO BD OF SUPERVISORS  
700 H STREET, STE 2450  
SACRAMENTO, CA - 95814

SC#: 3107936

SCC NO. 1620 AN ORDINANCE OF THE  
SACRAMENTO COUNTY CODE  
RELATING TO HOTEL WORKER  
PROTECTION

The Board of Supervisors of the County of Sacramento, State of California, ordains as follows: SECTION 1. Chapter 4.75, Sections 4.75.001 through 4.75.004, is added to Title 4 of the Sacramento County Code to read as follows: 4.75.001 Hotel Worker Protection Act. This chapter shall be known as the Hotel Worker Protection Act. 4.75.002

the County of Sacramento, State of California, this 27th day of February 2018, by the following vote:  
AYES:Supervisors,Frost, Kennedy, Nottoli, Serna, Peters NOES:None  
ABSENT: None ABSTAIN:None  
RECUSAL:None (PER POLITICAL REFORM ACT (§ 18702.5.))  
3/8/18

SC-3107936#

PROOF OF PUBLICATION

(2015.5 C.C.P.)

State of California )  
County of SACRAMENTO ) ss

Notice Type: ORD - ORDINANCE PUBLICATION

Ad Description:

SCC No. 1620 Hotel Worker Protection

I am a citizen of the United States and a resident of the State of California; I am over the age of eighteen years, and not a party to or interested in the above entitled matter. I am the principal clerk of the printer and publisher of the THE DAILY RECORDER, a newspaper published in the English language in the city of SACRAMENTO, county of SACRAMENTO, and adjudged a newspaper of general circulation as defined by the laws of the State of California by the Superior Court of the County of SACRAMENTO, State of California, under date 05/02/1913, Case No. 10038. That the notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to-wit:

03/08/2018

Executed on: 03/08/2018  
At Los Angeles, California

I certify (or declare) under penalty of perjury that the foregoing is true and correct.

Signature

Definitions: "Employee(s)" means a natural person who works full or part time at a hotel for wages or salary or remuneration of any type. "Guest room" means any room made available by a hotel for overnight occupancy by guests. "Hotel" means any hotel with twenty-five (25) or more guest rooms subject to licensure by the County of Sacramento. "Panic button" means a portable emergency contact device that is designed so that an employee can quickly or easily activate such button or device to summon to the employee's location prompt assistance by hotel staff that are able to provide immediate aid and assistance such as a hotel security officer or manager. "Sexual harassment" means any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature. 4.75.003 Hotel Panic Button. Every hotel licensee shall equip each employee who is assigned to work in a guest room or restroom with a panic button or notification device. Panic buttons and notification devices shall be provided by the hotel licensee at no cost to the employee. 4.75.004 Sexual Harassment Policy. A. Every hotel licensee shall develop, maintain and comply with a written sexual harassment policy to protect employees against sexual assault and sexual harassment by guests. Such policy shall encourage employees to immediately report to the hotel licensee instances of alleged sexual assault and sexual harassment by guests, and shall describe the procedures that the complaining employee and hotel licensee shall follow in such cases. B. Every hotel licensee shall provide all employees with a current copy in English and Spanish of the sexual harassment policy, and post such policy in conspicuous areas in the hotel, such as supply rooms or employee break rooms, where employees can reasonably be expected to see it. SECTION 2. This ordinance was introduced and the title thereof read at the regular meeting of the Board of Supervisors on February 6, 2018, and on February 27, 2018, further reading was waived by the unanimous vote of the Supervisors present. This ordinance shall take effect and be in full force on and after thirty (30) days from the date of its passage, and before the expiration of fifteen (15) days from the date of its passage it shall be published once with the names of the members of the Board of Supervisors voting for and against the same, said publication to be made in a newspaper of general circulation published in the County of Sacramento. On a motion by Supervisor Nottoli, seconded by Supervisor Peters, the foregoing ordinance was passed and adopted by the Board of Supervisors of



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