



# Mendocino County

## Legislation Text

---

File #: 20-0982, Version: 1

---

**To:** Board of Supervisors

**From:** Board of Supervisors and Human Resources

**Meeting Date:** October 20, 2020

**Department Contact:** Supervisor Gjerde

**Phone:** 463-4441

**Department Contact:** Supervisor Brown

**Phone:** 463-4441

**Item Type:** Regular Agenda

**Time Allocated for Item:** 5 mins

**Agenda Title:**

Discussion and Possible Action Including an Update from the Board of Supervisor's Employee Relations Ad Hoc Committee

(Sponsors: Employee Relations Ad Hoc (Supervisors Brown and Gjerde), Executive Office and Human Resources)

**Recommended Action/Motion:**

Receive update and affirm the measures supported by the Committee, and/or implemented by staff; provide direction as appropriate.

**Previous Board/Board Committee Actions:**

On August 18, 2020, direction from the Board of Supervisors to appoint an Ad Hoc Committee to work on staffing continuity issues related to COVID-19.

**Summary of Request:**

On August 18, 2020, the Board of Supervisors appointed an ad hoc committee consisting of Supervisors Brown and Gjerde, to work on staffing continuity issues related to COVID-19 with the County Chief Executive Officer and other key staff. The ad hoc committee and staff from the Executive Office and Human Resources met three times with the goal of reviewing measures currently implemented, plans under consideration for enhancing existing support to employees, and consider other options related to employee relations during these unprecedented times. At the ad hoc meeting on October 9, 2020, the group discussed accomplishments and measures in progress, with a request to provide a report to the full Board. Attached is a report identifying the information provided to the ad hoc committee and the progress to date in addressing employee relations, including: providing access to employee assistance and mental health services; a wide array of policies, guidelines, and agreements expanding availability to paid leaves and compensation; efforts to improve the County's remote workforce; consider methods to better support emergency response staffing; and to actively work with departments to provide a Mendo Safe Workplace.

**Alternative Action/Motion:**

Direct staff if further action requested

**Supervisory District:** All

**vote requirement:** Majority

**Supplemental Information Available Online At:** N/A

**Fiscal Details:**

**source of funding:** Unknown

**current f/y cost:** Not to exceed \$500,000

**annual recurring cost:** N/A

**budget clarification:** Fiscal impacts associated with the measures are estimated not to exceed \$500,000; of this, approximately \$14,000 will be covered by the wellness budget. Staff will have additional information due in the First Quarter Budget as to funding options associated with the remaining fiscal impacts.

**budgeted in current f/y:** N/A

**if no, please describe:**

**revenue agreement:** N/A

**Agreement/Resolution/Ordinance Approved by County Counsel:** Yes

---

**CEO Liaison:** Janelle Rau, Deputy CEO

**CEO Review:** Yes

**CEO Comments:**

**FOR COB USE ONLY**

---

Executed By: Atlas Pearson, Deputy Clerk I

Date: **OCTOBER 22, 2020**

Final Status: No Action Taken

