



Mendocino County

Legislation Details (With Text)

File #: 20-0982 **Version:** 1 **Name:**
Type: Resolution **Status:** Agenda Ready
File created: 10/13/2020 **In control:** Human Resources
On agenda: 10/20/2020 **Final action:**
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)
Sponsors: Human Resources
Indexes:
Code sections:
Attachments: 1. 10.20.20 Employee Ad Hoc Report- final

Date	Ver.	Action By	Action	Result
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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 approximately \$14,000 will be covered by the wellness budget. Staff will have additional information during the 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:

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Executed By: Atlas Pearson, Deputy Clerk I

Date: OCTOBER 22, 2020

Final Status: No Action Taken

