



County of Sonoma

State of California

Date: May 3, 2022

Item Number: _____

Resolution Number: _____

☐ 4/5 Vote Required

Concurrent Resolution of The Board of Supervisors of The County of Sonoma, State of California, The Board of Directors of the Sonoma County Water Agency, Sonoma County Agricultural Preservation and Open Space District, and the The Board of Commissioners of the Community Development Commission Approving the County Telework Policy, effective May 3, 2022.

Whereas, the COVID-19 pandemic and related health orders required many County positions to telework to maintain mandated and essential services and in response the County implemented an emergency, temporary telework policy in 2020; and

Whereas, the County Board of Supervisors adopted an objective to develop an ongoing, voluntary telework policy in the 2021 5-year Strategic Plan, Organizational Excellence pillar as an objective that will positively contribute to the County of Sonoma and special districts and agencies goal of being an employer of choice with a positive and engaged work culture;

Whereas, the Telework Policy applies to the County of Sonoma, Sonoma Water, Sonoma County Agricultural Preservation and Open Space District, the Sonoma County Community Development Commission, and the Sonoma County Fair and Exposition, Inc.

Whereas, Human Resources collaborated with the County Administrator, Department Heads, managers and Employee Organizations to finalize a County-wide Telework Policy; and

Whereas, in accordance with the Meyers-Milias Brown Act the County notified employee labor organizations of the Telework Policy and offered to meet and confer over the negotiable effects of the policy; and

Whereas, the County has complied with all aspects of the Meyers-Milias Brown Act and met its obligation to meet and confer with employee labor organizations and reach agreement on the new Telework Policy.; and

Now, Therefore, Be It Resolved that the Board of Supervisors hereby approves the new Telework Policy (Attachment A), which is attached and incorporated herein.

Be It Further Resolved that the County Administrator and the Director of Human Resources, have the authority to take any necessary administrative actions to implement the provisions of this Policy, including the authority to execute administrative changes to plan documents and the Policy as needed and/or make corrections of a non-financial nature.

Supervisors:

Gorin:

Rabbitt:

Coursey:

Hopkins:

Gore:

Ayes:

Noes:

Absent:

Abstain:

So Ordered.