Monterey County

Monterey County Government Center
Monterey Conference Room
168 W. Alisal St., 2nd Floor
Salinas, CA 93901

Meeting Agenda - Final

Thursday, October 1, 2020

1:30 PM

Schillings (Cinnamon Conference Room) - 1441 Schillings Place

Board of Supervisors Human Resources Committee

IMPORTANT NOTICE REGARDING COVID 19
Based on guidance from the California Department of Public Health and the California Governor's Office, in order to minimize the spread of the COVID 19 virus, please do the following:

1. You are strongly encouraged to observe the live stream of the Human Resources Committee meeting via Zoom at: https://montereycty.zoom.us/j/99822497054?pwd=YytWVUZ3MnFxV0FQRWxtMFBVMDM4dz09
Passcode: 012392
2. If you do not have access to a computer, you may call into the meeting and participate by calling the following number: 1 669 900 6833 and entering the following meeting ID: 998 224 970 54
3. If you choose not to attend the Human Resources Committee meeting but wish to make a specific agenda comment on a, please submit your comments via email by 5:00 p.m. on Tuesday, June 16, 2020. Please submit your comments to Susie McKee at mckeesl@co.monterey.ca.us and your comment will be placed into the record of the meeting.
4. If you are watching the live stream of the Human Resources Committee meeting and wish
5. To make either a general public comment or to comment on a specific agenda item as it is being heard, please select the "raise hand" option on the Zoom screen, and your microphone will be unmuted so you can speak. To select the "raise hand" option, click on the 'participants' icon at the bottom of your Zoom screen, then click the "raise hand" icon next to your name.
6. If you attend the Human Resources Committee meeting in person, you will be required to maintain appropriate social distancing, specifically you must maintain a 6-foot distance between yourself and other individuals.

AVISO IMPORTANTE SOBRE COVID 19
Basado en la guía del Departamento de Salud Pública de California y la Oficina del Gobernador de California, para minimizar la propagación del virus COVID 19, haga lo siguiente:

1. Le recomendamos encarecidamente que observe la transmisión en vivo de la reunión del Comité de Recursos Humanos a través de Zoom en https://montereycty.zoom.us/j/99822497054?pwd=YytWVUZ3MnFxV0FQRWxtMFBVMDM4dz09 Passcode: 012392
2. Si no tiene acceso a una computadora, puede llamar a la reunión y participar llamando al siguiente número: 1 669 900 6833 e ingresando la siguiente ID de la reunión: 998 224 970 54
3. Si elige no asistir a la reunión del Comité de Recursos Humanos pero desea hacer un comentario específico sobre la agenda, envíe sus comentarios por correo electrónico antes de las 5:00 p.m. el martes 16 de junio de 2020. Envíe sus comentarios a Susie McKee a mckeesl@co.monterey.ca.us y su comentario se incluirá en el registro de la reunión.
4. Si está viendo la transmisión en vivo de la reunión del Comité de Recursos Humanos y desea
5. Para hacer un comentario público general o para comentar un ítem específico de la agenda mientras se escucha, seleccione la opción "levantar la mano" en la pantalla Zoom y su micrófono se silenciará para que pueda hablar. Para seleccionar la opción "levantar la mano", haga clic en el icono "participantes" en la parte inferior de la pantalla Zoom, luego haga clic en el icono "levantar la mano" al lado de su nombre.

6. Si asiste a la reunión del Comité de Recursos Humanos en persona, se le pedirá que mantenga un distanciamiento social apropiado, específicamente debe mantener una distancia de 6 pies entre usted y otras personas.

NOTE: All agenda titles related to numbered items are live web links. Click on the title to be directed to corresponding Committee Report.

PUBLIC COMMENT: Members of the public may address comments to the Committee concerning each agenda item. Timing of the public comment shall be at the discretion of the Chair.

Pursuant to Governor Newsom's Executive Order No. N-25-20, some or all Supervisors may participate in the meeting by telephone or video conference.

Call to Order

Additions and Corrections

Public Comment Period

This portion of the meeting is reserved for persons to address the Committee on any matter not on this agenda but under the jurisdiction of the Committee. Timing of the public comment shall be at the discretion of the Chair.

Regular Agenda

Action Items:

1. Approve the Board of Supervisors Human Resources Committee Action Minutes from July 30, 2020.

Attachments: ActionMinutes28-Sep-2020-02-50-11

2. Approve January 14, 2021 as the first Board of Supervisors Human Resources Committee meeting in 2021.

Information Items:

3. Receive a report on the status of HR updated County policies (Irma Ramirez- Bough)

a. County Compensation Philosophy (1989)
b. Flexible Staffing Guidelines (2008)
c. Performance Evaluation Policy (1982)
d. Alternative Work Schedule Policy (1990)
e. Flexible Work Schedule Policy (1989)
f. Family Care and Medical Leave Policy (2020)
g. Lactation Policy (2018)

4. Receive a demonstration of the NEOGOV Onboarding Module and an update on the NEOGOV Perform Module (Kim Moore, Idalia Ow, Yvonne Walker)

5. Receive a report on Classification and Compensation activities (Irma Ramirez-Bough, Kim Moore, Channelle Ceralde)

a. Collaboration with ITD to develop a tracking system
b. Classification and Compensation studies
c. Request to Classify
d. Classification Specification updates
e. Abolished classifications

6. Receive an update on HR's efforts on enhancing lines of communication with the County workforce (Irma Ramirez-Bough, Catherine Crusade, Michael Rosales, Arturo Roque)

a. HRD Connect Newsletter
b. Countywide webinars
c. Department Specific Coping with COVID-19 Survey Website
d. New trainings developed by HR
e. Updated Internship Website
f. Collaboration with Hartnell- Virtual job fair presentation and workshops

7. Receive an update on childcare resources and alternatives available to employees (Irma Ramirez-Bough, Ariana Hurtado)

New Business/Agenda Items for Future Meetings

Adjournment