

Family Friendly Committee

Board of Supervisors Human Resources Committee
Special Meeting

June 1, 2021



Purpose of the Family Friendly Committee

The purpose of the Family Friendly Committee is to hold discussions and provide recommendations to the Board of Supervisors Human Resources Committee and the County Administrative Officer on the establishment of policies, practices, and programs intended to promote the County as a family friendly employer.



Mission of the Family Friendly Committee

The mission of the Family Friendly Committee is to redesign the organization for the future by promoting work-life balance through creative solutions on workplace policies, practices and programs to secure positive outcomes for employee families while boosting productivity and employee engagement.



Family Friendly Committee Members

- The Committee is comprised of (2) representatives from the various labor groups.
- The committee is staffed by the following Human Resources Department team members:
 - Ariana Hurtado – Labor Relations Program Manager
 - Michelle Gomez – Senior Personnel Analyst
 - Catherine Crusade – Employee Engagement Manager
 - Wendell Sells – Policy Analyst



Committee Discussion Topics

- Optional Health and Fitness Benefits
- Bring Your Child to Work
- Flextime and Alternative Work Schedules
- Telework/Remote Work/Emergency Work from Home Days
- Job Sharing
- Career Development Program
- Emergency Child Care
- Tuition Reimbursement



Return to Work Questionnaire

1. What staffing models would make you feel most comfortable retuning to the worksite? (i.e. staggered shifts, combination onsite/telework scheduled, etc.)
2. Please list any specific concerns you have about returning to face-to-face interaction with employees and customers at the County of Monterey.
3. If you have been working on site full time while your peers have been working from home, do you have any specific concerns with your peers returning to the worksite?



Return to Work Questionnaire Themes

Staffing Models

- Most respondents want full or part-time telework schedule, with full time requiring the employee to come into the office for meetings, etc. This will help maintain safe distances and safety practices due to those not vaccinating and or being around others not vaccinated.
- Stagger work schedules and avoid a one size fits all approach with regard to telework schedules
- Provide Zoom capability in conference rooms to meet with remote workers
- Some respondents currently at the worksite suggested returning employees to the worksite with precautions in place.

Concerns

- Interacting with employees, customers and vendors who are not vaccinated.
- The potential of exposure to/spread of COVID-19 and bringing it home to children and/or loved ones with health issues.
- With changing Federal and State COVID-19 guidelines, there may not be consistent guidelines throughout County departments.
- A potential future increase in COVID-19 cases as people return to the building. The potential of COVID-19 cases increasing as people spend more time inside in the winter months.
- The County should maintain the mask requirement.
- Ensure that the appropriate safety precautions are in place.

