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**RESOLUTION NO. \_\_\_\_\_**

**RESOLUTION DELEGATING AUTHORITY TO THE COUNTY  
ADMINISTRATIVE OFFICER TO IMPLEMENT AND ENFORCE PERSONNEL  
POLICIES DURING DECLARED EMERGENCIES**

**WHEREAS**, the Board of Supervisors is authorized by Section 25300 and 25303 of the Government Code of California to prescribe the conditions of employment of county employees and supervise the conduct of all county officers; and

**WHEREAS**, on March 4, 2020, Governor Gavin Newsom proclaimed a State of Emergency to exist in California as a result of the threat of COVID-19; and

**WHEREAS**, on March 11, 2020, the Humboldt County Health Officer declared a local emergency as a result of the threat of COVID-19 which the Board of Supervisors ratified on March 17, 2020; and

**WHEREAS**, on March 13, 2020, the by Proclamation 9994, the President declared a national emergency concerning COVID-19; and

**WHEREAS**, since that time the Board of Supervisors has adopted numerous resolutions (Resolutions No. 20-20, 20-25, 20-27, 20-37, and 20-38) implementing employee policies in response to the COVID-19 crisis; and

**WHEREAS**, since June 15, 2021, when most restrictions from the State’s Blueprint for a Safer Economy were lifted, the average daily incident case rate of COVID-19 in Humboldt County has increased significantly to reach the “High Transmission” level of the US Centers for Disease Control and Prevention; and

**WHEREAS**, the significantly more transmissible Delta variant of the coronavirus has become the predominant strain in the US and in Humboldt County; and

**WHEREAS**, in order to effectively respond to rapidly changing emergency situations to protect county employees and ongoing continuity of county operations, staff recommends that authority be delegated to the County Administrative Officer, in consultation with the Director of Human Resources/Risk Management and County Counsel, to implement and enforce personnel policies during an emergency situation; and

**WHEREAS**, the Board is authorized to delegate authority to implement personnel policies during a declared emergency (*see* Gov. Code. 23005, Golightly v. Molina (2014) 229 Cal.App.4<sup>th</sup> 1501, 1515-1516); and

**WHEREAS**, the Board of Supervisors authorize this delegation of authority for the protection of county employees and continuity of county operations, and

**WHEREAS**, due to the current local, state and national emergency, these actions are taken in accord with Government Code Section 3504.5 and the county's adopted employee/employer relations policy.

**NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:**

1. That the Board of Supervisors of County of Humboldt hereby delegate authority to the County Administrative Officer, in consultation with the Director of Human Resources/Risk Management and County Counsel, to implement and enforce personnel policies responsive to a declared emergency of the county, state or federal government during the duration of the emergency.

2. Any policy adopted pursuant to this Resolution shall be in full force and effect and actionable during the duration of the declared emergency unless contrary action is taken by the Board of Supervisors.

3. No policy shall be adopted pursuant to this Resolution that changes the base or supplemental pay of any employee or elected or appointed official without approval of the Board of Supervisors.

3. A policy adopted pursuant to this Resolution shall continue in effect after the end of a declared emergency only if ratified by the Board of Supervisors within 30 days of the cessation of the emergency upon request of the County Administrative Officer.

\_\_\_\_\_  
Chair

Adopted on motion by Supervisor \_\_\_\_\_, seconded by Supervisor \_\_\_\_\_ and the following vote:

AYES: Supervisors--  
NOES: Supervisors--  
ABSENT: Supervisors--  
ABSTAIN: Supervisors--

STATE OF CALIFORNIA )  
 ) ss.  
County of Humboldt )

I, KATHY HAYES, Clerk of the Board of Supervisors, County of Humboldt, State of California, do hereby certify the foregoing to be a full, true and correct copy of the original made in the above-entitled matter by said Board of Supervisors at a meeting held in Eureka, California as the same now appears of record in my office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Seal of said Board of Supervisors

KATHY HAYES

Clerk of the Board of Supervisors of the County of Humboldt, State of California

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