

WHEREAS, government agencies are more effective and better regarded by their own citizens when the workforce of those agencies is representative of the populations and communities whom they serve; and

WHEREAS, the present workforce for the County of Humboldt is predominately comprised of individuals who reside in Eureka, Arcata and Fortuna; and

WHEREAS, the recent work by the County to encourage a diverse, equitable and inclusive (DEI) workplace should extend to its own hiring and employee selection practices, and

WHEREAS, the County has historically struggled to fill vacant positions and regularly carries a vacancy rate of 21% and

WHEREAS, there are skilled and educated workers throughout the County, i.e., residing in rural or remote locations, who might be eligible candidates for county positions if not but for geographical barriers to employment.

THEREFORE be it resolved that the County of Humboldt's Telework Program adopted by the Board of Supervisors on Feb X, 2022 is hereby amended as follows (in red, below).

Eligibility

Telework is not a right of any employee or position. Eligibility for teleworking is based on both the position and the Employee and is subject to department approval based on the following guidelines:

a. Employee Eligibility

An employee may be suitable for remote work, or for hire on a teleworking basis, when in the discretion of the Department Head, the employee ~~has~~:

- i. Met performance expectations*
- ii. Demonstrated dependability and responsibility*
- iii. Demonstrated the ability to effectively communicate with supervisors, coworkers, and clients*
- iv. Demonstrated initiative and strong work ethic*
- v. Demonstrated the ability to work independently*
- vi. Achieved a consistently high rate of productivity*
- vii. Demonstrated a high level of skill and knowledge of the job*
- viii. Demonstrated the ability to prioritize work effectively*
- ix. Good organizational and time management skills*
- x. Possession of equipment, software, or supplies needed to perform job duties while remotely working.*

- xi. *Meets the other requirements herein, but is geographically disadvantaged and would experience one or more transportation hardships if required to be physically present at the job site.*
 - a. *Geographical disadvantage defined as residing more than 20? miles from the County job site.*
 - b. *Transportation hardship defined as:*
 - i. *Cost of fuel and/or wear and tear on the employee's vehicle for commuting would be reasonably deemed as excessive.*
 - ii. *Employee does not own a vehicle and no public transportation routes exist between the employees residence and the job site.*
 - iii. *Longer than usual commute time would result in a child or family care hardship.*

This is what 20 miles from the courthouse looks like

