

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



**ITEM: 3.14  
(ID # 13405)**

**MEETING DATE:**  
Tuesday, September 01, 2020

**FROM:** SUPERVISOR KEVIN JEFFRIES AND SUPERVISOR KAREN SPIEGEL:

**SUBJECT:** SUPERVISOR KEVIN JEFFRIES and SUPERVISOR KAREN SPIEGEL: Creation of an Ad Hoc Committee to Evaluate County Telecommuting and Virtual Meeting Policies

**RECOMMENDED MOTION:** That the Board of Supervisors Appoint an Ad Hoc Committee to Evaluate Telecommuting and Virtual Meeting Policies

**ACTION:** Policy

  
Supervisor Kevin Jeffries, Supervisor 1st. District 8/27/2020

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Spiegel, seconded by Supervisor Washington and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt  
Nays: None  
Absent: None  
Date: September 1, 2020  
xc: Supvr. Jeffries, Supvr. Spiegel

Kecia R. Harper  
Clerk of the Board

By:   
Deputy

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**BACKGROUND:**

**Summary**

The COVID 19 crisis has forced many changes in the operations of the County of Riverside, including requiring/allowing employees to telecommute or work from home in large numbers, and converting many county meetings from physical meetings to virtual meetings.

While these changes were mostly intended to be temporary, there are opportunities to learn from these new work and meeting models and how some of these policies might continue to be utilized in the future. Some department heads have reported that they have actually seen increased productivity in certain segments of their workforce, and have expressed an interest in continuing to encourage telecommuting after the COVID crisis is over.

Nationally, there has been much discussion about a permanent shift to more telecommuting, and less need for physical offices. Benefits include less money for office space, reductions in commuting (and the resulting traffic and pollution), and increased quality of life for employees who may have an extra two to three hours per day with their families that are no longer spent on the road. At the same time, not every job can be done remotely, and not every employee is capable of working productively without being managed more closely. Any new workforce model must still allow timely public access to county services and permits, with some combination of remote and in-person access available to those who need assistance.

This Form 11 would propose an Ad Hoc Committee consisting of Supervisors Kevin Jeffries and Karen Spiegel to work with the Human Resources Department, the Executive Office and the Information Technology Department on how best to allow telecommuting in the future, while still requiring productivity from employees, what county policies may need to be changed to enable increased telecommuting, what sort of technology products (software and hardware) would be required, and what sort of savings in office space and parking space might be realized from a long term switch to telecommuting.

Additionally, with many county meetings switching from physical meetings to virtual, there also have been positives and negatives associated with the changes. For some staff members and the public, it has meant being able to participate more, as travel time is eliminated, and one can attend a meeting (or part of a meeting) without having to physically go to a particular meeting place (e.g. attending a Board or Planning Commission meeting at the County Administrative Center). For others, a lack of digital

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infrastructure (computers, smart phones, broadband, etc) has made county government less accessible.

This Committee would also look into how meetings in the future might better blend virtual accessibility with physical accessibility, and what systems might best allow access to meetings as smoothly as possible for those who cannot attend in person- whether because they are in an “at risk” category for disease, or simply because their work or home situations make physical attendance difficult. Similarly, as many in house county meetings have switched to virtual meetings, how we prioritize which of those meetings should continue to be virtual, return to physical, or how we can better utilize blended meetings that provide the most accessibility and value to the greatest number of participants.

**Impact on Residents and Businesses**

Permanently encouraging telecommuting while implementing productivity standards can increase services to the community at a lower cost to the county, while improving employee morale, and evaluating meeting models can increase access to the public in the future, while reducing potential participation pitfalls.

## Maxwell, Sue

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**From:** Maribel Nunez <maribel@inlandequitypartnership.org>  
**Sent:** Tuesday, September 1, 2020 9:16 AM  
**To:** Supervisor Jeffries - 1st District; District2; Christensen, Karen; Rose, Debbie; Bugtai, Wendell; District3; DeArmond, Michelle; Balderrama, Olivia; District 4 Supervisor V. Manuel Perez; Hernandez, Steven; Hernandez, Shayra R; District5; Shannon, Boomer; Cline, Katrina; Federico, Brooke; Rodriguez, Sarah; COB  
**Cc:** Vonya Quarles; Jordanna Wong-Omshehe; justicesandoval sandoval; Corey Jackson; Darrell Peeden; Avalon Edwards; Erica Smith  
**Subject:** support: 3. Policy calendar Item #14 Creation of an Ad Hoc Committee to Evaluate County Telecommuting and Virtual Meeting Policies

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Hello Riverside County Board of Supervisors:

This is Maribel Nunez from Inland Equity Partnership. At yesterday's Riverside All of Us or None and SBX Youth and Family Services meeting with Board of Supervisors Kevin Jeffries office, I was very excited to hear about an agenda item bringing up today that was going to be introduced by Supervisor Jeffries and Spiegel. I am e-mailing to support #3 policy calendar and item #14

14. 13405 : SUPERVISOR KEVIN JEFFRIES and SUPERVISOR KAREN SPIEGEL: Creation of an Ad Hoc Committee to Evaluate County Telecommuting and Virtual Meeting Policies

Please keep me posted and would love to learn more how to be part of this Ad hoc committee.

Best,  
Maribel Nunez  
Inland Equity Partnership  
(562) 569-4051

### Reference September 1 2020 Web Comments and Requests to Speak (final)

First Name	Last Name	Address (Street, City and Zip)	Phone	Agenda Item # or Public Comment	State your position below	Comments
Brad	Anderson	Rancho Mirage 92270	7603249637	3.14	oppose	
Maribel	Nunez	3555 lime street apt d riverside, ca 92501	5625694051	3.14	support	Comment sent and distributed via COB email