Pima County

MEETING LOCATION
Administration Bldg - East
130 W. Congress Street
1st Floor
Tucson, AZ 85701
Public Access to Hearing
Room at 8:40 a.m.

Legislation Details (With Text)

File #:	File ID 13872	**Version:** 1	**Name:**	
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File created:	12/8/2021		**In control:**	Board of Supervisors
On agenda:	12/21/2021		**Final action:**	12/21/2021
Title:	Personnel Policies and the New Workplace Discussion/Direction/Action: Directing the Acting County Administrator and County staff to revise the County's personnel policies as needed to ensure that we remain an "Employer of Choice" in the post-pandemic world.			
Sponsors:				
Indexes:				
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Attachments:	1. BOS_PersonnelPoliciesNewWorkplace_Dist2Submittal			

Date	Ver.	Action By	Action	Result
12/21/2021	1	Board of Supervisors		

Personnel Policies and the New Workplace

Discussion/Direction/Action: Directing the Acting County Administrator and County staff to revise the County's personnel policies as needed to ensure that we remain an "Employer of Choice" in the post-pandemic world, and to bring back recommended policy adjustments by Feb/March, 2022 for BOS approval, so the new policies can be in place as the administration works with department directors and the Board to revise and finalize the FY23 budget.

Many county jobs can be accomplished successfully through telecommuting, flexible work schedules, and/or job-sharing. Furthermore, research shows that the pandemic has fundamentally changed attitudes among workers and employers alike, with workers demanding more flexibility, employers seeing greater returns than they had anticipated by providing it, and economists predicting we will see an increase across diverse industries and sectors in the percentage of workers who permanently telecommute at least part of the week. It is imperative that our personnel policies align with these new expectations in the labor market, so we can continue to hire and retain the best workforce across all departments. (District 2)