



**BOARD OF SUPERVISORS
AGENDA LETTER**

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Human Resources
Department No.: 064
For Agenda Of: May 10, 2022
Placement: Administrative
Estimated Time:

Continued Item: No
If Yes, date from:
Vote Required: Majority

DocuSigned by:

TO: Board of Supervisors
FROM: Department Maria Elena De Guevara, Human Resources Director
Director(s) Ext.2816,
Contact Info: Yvonne Torres, Assistant Human Resources Director
SUBJECT: Modifications to COVID-19 Workforce Provisions

County Counsel Concurrence

As to form: Yes

Auditor-Controller Concurrence

As to form: N/A

Other Concurrence:

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

- a) Effective July 1, 2022, reinstate Civil Service Rule 905 requirement that Extra Help employees assisting with COVID-19 response work fewer than 1040 hours per year unless the Civil Service Commission grants an extension and;
- b) Effective May 16, 2022, approve suspending the requirement in the County of Santa Barbara Employee COVID-19 Vaccination and Testing Policy (Policy) adopted on August 31, 2021 for employees who are not vaccination verified to undergo weekly testing, unless the employees are otherwise subject to testing by any applicable State Public Health Officer Orders or other requirements of [Cal/OSHA’s COVID-19 Prevention Emergency Temporary Standards \(ETS\)](#);
- c) Approve and authorize the CEO to reinstate the Policy testing requirements if circumstances require; and
- d) Determine that the above actions are not a “Project” under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Sections 15378(b)(4) and 15378(b)(5), because they consist of government administrative or fiscal activities that will not result in direct or indirect physical changes in the environment.

Summary Text:

The recommended actions would reinstate the requirement that the Civil Service Commission grant extensions for any Extra Help employees assisting in COVID-19 response who work more than 1040 hours in a year. In addition, the recommended actions would suspend the testing requirements under the County's Employee COVID-19 Vaccination and Testing Policy for employees not subject to the State Public Health Officer Orders or Cal/OSHA's COVID-19 Prevention Emergency Temporary Standards and who do not provide verification of vaccination status.

Background:

On April 7, 2020, the Board adopted a recommendation to temporarily suspend the limitations in Civil Service Rule 905 that Extra Help appointments not exceed 1040 hours in the 12-month period immediately following the first day of the first appointment without extension by the Civil Service Commission when such Extra Help appointments are assisting departments in providing adequate staffing to respond to the COVID-19 emergency. The recommended actions would reinstate that 1040-hour work limitation.

On August 31, 2021, the Board approved the County of Santa Barbara Employee COVID-19 Vaccination and Testing Policy. An aspect of the testing policy requires all County workers who do not provide proof of vaccination to undergo diagnostic screening testing at least once weekly with either PCR testing or antigen testing and provide proof of each test result. The recommended actions would suspend the testing portion of the policy unless testing is otherwise required by state law (State Public Health Officer Order or Cal/OSHA COVID-19 Prevention Emergency Temporary Standards) and authorize the CEO to reinstate it if circumstances require.

Fiscal and Facilities Impacts:

Budgeted: N/A

Special Instructions: None.

Attachments:

N/A

Authored by: Yvonne Torres, Assistant Human Resources Director

CC: Mona Miyasato, County Executive Officer
Rachel Van Mullem, County Counsel