



COUNTY OF SANTA BARBARA  
**STATEMENT OF COMMITMENT TO WORKPLACE FLEXIBILITY**

We, the County of Santa Barbara, recognize that a flexible work environment keeps the organization resilient and operational in a changing world. We acknowledge that workplace flexibility is a fundamental driver of our values and demonstrates an active commitment to accountability, customer focus, equity, inclusion, innovation, trust and ethics.

**Statement of Commitment:**

The County of Santa Barbara is dedicated to accomplishing its mission, and to do so effectively, promoting the wellbeing of its workforce is crucial. One way we do this is through our commitment to workplace flexibility. Workplace flexibility is defined as having workplace policies and/or programs that encourage adaptability to changing business circumstances. Flexibility can take many forms, including the scheduling of hours worked, the number of hours worked, the place of work, the breadth of benefits offered and the types of workspaces available.

The County understands the interconnectedness between a healthy organization that is able to effectively respond to a rapidly changing environment and a workforce that has the opportunity to meet their individual and personal demands with dignity. This statement of commitment is designed to help facilitate the process of finding creative ways to incorporate flexibility as an integral part of the way we provide public services.

While there is significant evidence to show that a flexible workplace translates to greater employee productivity, satisfaction, engagement, and retention, it is also true that executing a strategy of workplace flexibility provides employees an environment that fosters creativity, innovation, accountability, and trust. (Boston College Center for Work & Family) These are outcomes grounded in the County's values and through the establishment of flexible workplace policies and practices, the County expects to increase employee social-emotional and mental well-being, promote employee resilience and aid the workforce with positive work-life integration.

The County's commitment to workplace flexibility is conveyed through diverse organizational approaches including:

- County Employee Wellness Program
- Race, Equity and Inclusion Initiatives
- Remote Work Policy
- Alternate Work Arrangements
- Clean Commute Program
- Employee Pulse Surveys
- Leadership Development Program
- Mental Health Services
- Housing and Rental Support Services
- Flexible Workspaces