

**Alternative Work Schedules and Alternative Worksites**

In 2018, the County of Los Angeles (County) was recognized as one of Forbes' America's Best Employers. This is the third time the County has received this recognition and it is due in part to the innovative programming and offerings that distinguish the County as an employer of choice. We offer alternative work schedules, alternative worksites, telecommuting, and various workplace programs designed to enhance quality of life for employees. Doing so benefits not only the employee but the County as well; as these programs have been shown to reduce costs, increase productivity, reduce absenteeism, and improve employee health and well-being. Allowing employees to work either at home or at locations close to home also reduces car emissions and traffic congestion which benefits everyone across the County.

Participation of alternative work schedules and alternative worksites varies across County departments. Some actively engage in these programs, while others

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**MOTION**

SOLIS \_\_\_\_\_

RIDLEY-THOMAS \_\_\_\_\_

KUEHL \_\_\_\_\_

BARGER \_\_\_\_\_

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selectively participate or do not to participate at all. I believe we should take a comprehensive look at how the County can best support its workforce, including alternative worksites, flexible schedules and other strategies across all County departments.

**I, THEREFORE MOVE** that the Board of Supervisors instruct the Director of Personnel, in collaboration with the Chief Executive Officer and all County departments, to retain a consulting subject matter expert and develop a plan for the use of alternative work locations, such as hoteling and co-locations, alternative work schedules and telecommuting as well as any other innovative strategies to enhance County employee productivity, health and well-being, and report back in 180 days.

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JH:mb