

RESOLUTION NO. 737 -2020, DIRECTING THE SUFFOLK COUNTY DEPARTMENT OF HUMAN RESOURCES, PERSONNEL AND CIVIL SERVICE TO STUDY THE FEASIBILITY OF IMPLEMENTING FLEXIBLE WORK SCHEDULES FOR COUNTY EMPLOYEES

WHEREAS, the COVID-19 pandemic required many workplaces to implement remote working capabilities for a period of time and has driven many companies to look into creating flexible hybrid in-person and remote work schedules going forward; and

WHEREAS, during the state of emergency declared as a result of the pandemic, managers throughout Suffolk County government have needed to authorize telecommuting and to work with employees to determine flexible schedules and hours, while meeting the essential needs of service to the community, even implementing a mostly remote workforce for many departments in the past several months; and

WHEREAS, it has been shown that many individuals who work from home may have increased productivity and an improved quality of life, all while decreasing company overhead. As a result, the County would likely benefit in both productivity and morale by allowing employees more flexible work schedules and remote working days; and

WHEREAS, with advances in technology, increasing opportunities for hybrid and/or remote work is both practicable and cost-effective; and

WHEREAS, the County should examine the feasibility of introducing a uniform flexible, remote and/or hybrid work schedule for County employees going forward; now, therefore be it

1st RESOLVED, that the Department of Human Resources, Personnel and Civil Service is hereby authorized, empowered, and directed to study, in consultation with any and all impacted labor unions and/or employee associations, the feasibility of implementing flexible work schedules for County employees going forward; and be it further

2nd RESOLVED, that the Department of Human Resources, Personnel and Civil Service, in consultation with the Department of Information Technology and all impacted labor unions and/or employee associations, shall examine both the costs and/or savings and feasibility associated with the implementation of various forms of flexible work schedules for County employees, including, but not limited to: hybrid remote and in-person work schedules, fully remote work schedules, and flexible work hours. The study shall also identify any changes to employee union contracts which would be needed to effectuate such policies long term; and be it further

3rd RESOLVED, that a written report containing the findings of this study and approved by both the Department of Human Resources, Personnel and Civil Service and all impacted labor unions and/or employee associations shall be delivered to the County Executive, the Clerk of the Legislature, and each member of the County Legislature within ninety (90) days of the effective date of this Resolution; and be it further

4th **RESOLVED**, that this Legislature, being the State Environmental Quality Review Act (SEQRA) lead agency, hereby finds and determines that this resolution constitutes a Type II action pursuant to Section 617.5(c)(26) and (33) of Title 6 of the NEW YORK CODE OF RULES AND REGULATIONS (6 NYCRR) and within the meaning of Section 8-0109(2) of the NEW YORK ENVIRONMENTAL CONSERVATION LAW insofar as these actions constitute routine or continuing administration and management not including new programs or major reordering of priorities that may affect the environment, and the Suffolk County Council on Environmental Quality (CEQ) is hereby directed to circulate any appropriate SEQRA notices of determination of non-applicability or non-significance in accordance with this resolution.

DATED: October 6, 2020

APPROVED BY:

/s/ Steven Bellone
County Executive of Suffolk County

Date: October 19, 2020

RESOLUTION NO. 995 -2020, AMENDING RESOLUTION NO. 737-2020, TO STUDY THE FEASIBILITY OF IMPLEMENTING FLEXIBLE WORK SCHEDULES FOR COUNTY EMPLOYEES

WHEREAS, Resolution No. 737-2020 authorized, empowered, and directed the Department of Human Resources, Personnel and Civil Service, in consultation with any and all impacted labor unions and/or employee associations, to study the feasibility of implementing flexible work schedules for County employees; and

WHEREAS, Resolution No. 737-2020 directed that a written report containing the findings of the study be delivered to the County Executive, the Clerk of the Legislature, and each member of the County Legislature within ninety (90) days of the effective date of Resolution No. 737-2020; and

WHEREAS, the people of the State of New York, represented in Senate and Assembly have enacted legislation in Senate Bill No. S. 8617-B and Assembly Bill No. A.10832, which requires that public employers prepare a plan for the continuation of operations in the event of a public health emergency, to be completed April 1, 2021; and

WHEREAS, this Legislature wishes to amend Resolution No. 737-2020 to provide for a reporting deadline that is consistent with New York State legislation; now, therefore be it

1st RESOLVED, that a new 6th WHEREAS clause of Resolution No. 737-2020 is hereby included as follows:

* * * *

WHEREAS, the County should examine the feasibility of introducing a uniform flexible, remote and/or hybrid work schedule for County employees going forward; [now, therefore be it]and

WHEREAS, the people of the State of New York, represented in Senate and Assembly have enacted Senate Bill No. S.8617-B and Assembly Bill No. A.10832, which requires each public employer in the State of New York to prepare a plan by April 1, 2021 for the continuation of operations in the event that the Governor declares a public health emergency involving a communicable disease; now therefore be it

and be it further

2nd RESOLVED, that the 3rd RESOLVED clause of Resolution No. 737-2020 is hereby amended as follows:

3rd RESOLVED, that a written report containing the findings of this study and approved by both the Department of Human Resources, Personnel and Civil Service and all impacted labor unions and/or employee associations shall be delivered to the

County Executive, the Clerk of the Legislature, and each member of the County Legislature [within ninety (90) days of the effective date of this resolution] on or before April 1, 2021; and be it further

* * * *

and be it further

3rd **RESOLVED**, that all other terms and conditions of Resolution No. 737-2020 shall remain in full force and effect; and be it further

4th **RESOLVED**, that this Legislature, being the State Environmental Quality Review Act (SEQRA) lead agency, hereby finds and determines that this resolution constitutes a Type II action pursuant to Section 617.5(c)(26) and (33) of Title 6 of the NEW YORK CODE OF RULES AND REGULATIONS (6 NYCRR) and within the meaning of Section 8-0109(2) of the NEW YORK ENVIRONMENTAL CONSERVATION LAW insofar as these actions constitute routine or continuing administration and management not including new programs or major reordering of priorities that may affect the environment, and the Suffolk County Council on Environmental Quality (CEQ) is hereby directed to circulate any appropriate SEQRA notices of determination of non-applicability or non-significance in accordance with this resolution.

[] Brackets denote deletion of language
__Underlining denotes addition of new language

DATED: December 15, 2020

APPROVED BY:

/s/ Steven Bellone
County Executive of Suffolk County

Date: December 21, 2020