

**RESOLUTION NO. \_\_\_\_\_**

**BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA**

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**RESOLUTION AFFIRMING THE IMPORTANCE OF MAINTAINING COUNTY JOBS  
DURING ADVANCEMENTS IN ARTIFICIAL INTELLIGENCE (AI) AND DIRECTING  
THE COUNTY EXECUTIVE'S OFFICE TO DEVELOP STRATEGIES TO ACHIEVE  
THIS GOAL**

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**RESOLVED**, by the Board of Supervisors of the County of San Mateo, State of California, that

**WHEREAS**, this Board of Supervisors acknowledges the potential benefits of incorporating artificial intelligence (AI) technologies in the County of San Mateo's operations for increased efficiency and service improvement; and

**WHEREAS**, recognizing the potential impact of AI adoption on employment within County departments, this Board hereby states its commitment to ensuring that the integration of AI technologies is conducted responsibly and in a way that mitigates job displacement; and

**WHEREAS**, the County of San Mateo is dedicated to using AI responsibly, maintaining job stability, and fostering workforce development.

**NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED** that the Board of Supervisors affirms its commitment to fostering the development of its workforce and maintaining County jobs during advancements in AI.

**BE IT FURTHER RESOLVED** that the County Executive's Office is directed to work with the Human Resources Department and other appropriate County

departments to develop strategies to achieve this goal. In developing such strategies, the County Executive and County departments shall, at a minimum, consider the following measures:

a. If it appears a position may be eliminated for the benefit of the County due to advancements in AI, pursue options for maintaining the position until the position has become vacant for a reason other than the implementation of the AI technology that may include but are not limited to: a County employee retiring, taking another position within the County, or leaving employment with the County.

b. Pursue options for additional investment in comprehensive training and skill development programs to equip County employees with the necessary skills to effectively work alongside AI technologies.

c. To the extent not already covered by existing County policy or agreement with recognized employee representatives, pursue mechanisms for job reassignment and redeployment, ensuring that employees affected by automation have opportunities to transition to other roles or departments within County Government.

d. Pursue support initiatives for displaced employees, including access to retraining programs, counseling services, and assistance in job placement within or outside the County of San Mateo.

e. Pursue avenues to stimulate job creation within the County of San Mateo through innovation, collaboration, and the development of new projects or initiatives.

**BE IT FURTHER RESOLVED** The County of San Mateo will collaborate with relevant stakeholders, including employee representatives, and other governmental

bodies, to develop and implement such strategies aimed at minimizing job displacement due to AI adoption within the County Government.

**BE IT FURTHER RESOLVED** The County of San Mateo will conduct periodic assessments to evaluate the impact of AI adoption on County employment, utilizing this information to adjust its strategies and inform potential interventions to maintain County jobs.

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