

CITY of ALBUQUERQUE

TWENTY FOURTH COUNCIL

COUNCIL BILL NO. R-20-46 ENACTMENT NO. R-2020-051

SPONSORED BY: Klarissa Peña and Lan Sena

1 RESOLUTION
2 REQUESTING A COST-BENEFIT ANALYSIS OF A STAFF TELECOMMUTING
3 MODEL FOR CERTAIN CITY EMPLOYEES.

4 WHEREAS, according to FlexJobs.com, the number of people working
5 remotely has grown by 44% in the last five years, and 91% in the last ten
6 years; and

7 WHEREAS, a wide range of studies have shown that telecommuting
8 models can benefit employers by improving employee satisfaction, reducing
9 attrition and absences, increasing productivity and employee morale,
10 improving employee health, reducing traffic jams and accidents, ensuring
11 continuity of operations, reducing the need for office space, and providing
12 cost savings; and

13 WHEREAS, having a choice of work environment has become a key factor
14 for many job seekers when evaluating new career opportunities; and

15 WHEREAS, a survey by FlexJobs.com showed that 80% of remote workers
16 experience less job stress, and that they are 57% more likely than the average
17 worker to be satisfied with their job; and

18 WHEREAS, according to the 2017 State of Telecommuting in the U.S.
19 Employee Workforce report: "If the work-at-home workforce expanded to
20 include those who could and wanted to telecommute half of the time, the GHG
21 (Greenhouse Gas) savings would equate to taking 10 million cars off the
22 road."; and

23 WHEREAS, the benefits of a telecommuting model apply to both partial and
24 completely remote work options; and

25 WHEREAS, potential telecommuting options should be evaluated, as they
26 may reduce the need for City office space; and this is especially important as

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1 the City prepares physical reorganization plans in anticipation of the County
2 of Bernalillo's vacation of its offices at One Civic Plaza; and

3 WHEREAS, during the Covid-19 pandemic, City employees in non-
4 essential, non-public facing positions have continued to work effectively with
5 the support of their home departments, the Department of Technology and
6 Innovation, and the Department of Finance and Administration.

7 BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF
8 ALBUQUERQUE:

9 SECTION 1. The City Council requests that the Office of Management and
10 Budget, with assistance from the Human Resources Department, complete a
11 cost-benefit analysis of telecommuting models for City employees who work
12 in non-public facing positions.

13 SECTION 2. The cost-benefit analysis shall include an evaluation of both
14 partial and complete telecommuting models, and shall consider:

- 15 A. Type and number of employee positions suitable for telecommute options.
- 16 B. Estimated cost savings from switching to a telecommute model, including
17 the reduction in building and office maintenance costs.
- 18 C. Additional resources and expense needed to deploy telecommute options,
19 such as computer equipment, virtual meeting subscriptions, supplies,
20 furniture, etc.
- 21 D. Timeline for effective implementation of a telecommute model.
- 22 E. Potential for conversion of full-time positions to part-time based on work
23 efficiencies.

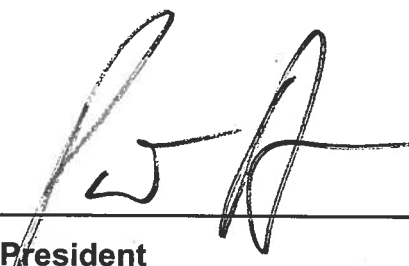
24 SECTION 3. That a final cost-benefit analysis report be submitted to the
25 Mayor and City Council by August 1, 2020.

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1 PASSED AND ADOPTED THIS 18th DAY OF May, 2020
2 BY A VOTE OF: 9 FOR 0 AGAINST.

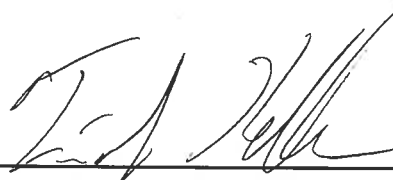
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Patrick Davis, President
City Council

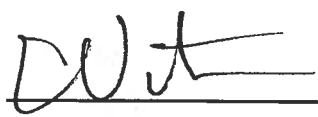
APPROVED THIS 24 DAY OF May, 2020

Bill No. R-20-46



Timothy M. Keller, Mayor
City of Albuquerque

ATTEST:



Ethan Watson, City Clerk

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