## CITY of ALBUQUERQUE TWENTY FOURTH COUNCIL

CO	UNCI	L BILL NO R-20-46 ENACTMENT NO		
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		
<u> [Bracketed/Underscored Material]</u> - New <u>[Bracketed/Strikethrouah Material]</u> - Deletion	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		
ateria Prial	14	for many job seekers when evaluating new career opportunities; and		
Mate Mate	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		
ğl <u>¥</u>	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		
et Ket	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		
<u> </u>	. 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		

	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, 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
	16	options.
	17	B. Estimated cost savings from switching to a telecommute model,
on (	18	including the reduction in building and office maintenance costs.
- New Deletion	19	C. Additional resources and expense needed to deploy telecommute
등 - - -	20	options, such as computer equipment, virtual meeting
[ <u>Bracketed/Underscored Material]</u> - New r <del>acketed/Strikethrough Material</del> ] - Deleti	21	subscriptions, supplies, furniture, etc.
Mate	22	D. Timeline for effective implementation of a telecommute model.
orec gh 1	23	E. Potential for conversion of full-time positions to part-time based
ersc Frou	24	on work efficiencies.
Nd <del>X</del>	25	SECTION 3. That a final cost-benefit analysis report be submitted to the
ed/Ur /Strik	26	Mayor and City Council by August 1, 2020.
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the City prepares physical reorganization plans in anticipation of the County

WHEREAS, during the Covid-19 pandemic, City employees in non-

of Bernalillo's vacation of its offices at One Civic Plaza; and

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