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Sponsors: Klarissa J. Peña
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CITY of ALBUQUERQUE TWENTY FOURTH COUNCIL

COUNCIL BILL NO. R-20-46 ENACTMENT NO. _____

SPONSORED BY: Klarissa Peña and Lan Sena

RESOLUTION

Requesting A Cost-Benefit Analysis Of A Staff Telecommuting Model For Certain City Employees
(Peña, Sena)

REQUESTING A COST-BENEFIT ANALYSIS OF A STAFF TELECOMMUTING MODEL FOR
CERTAIN CITY EMPLOYEES.

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

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

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

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

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

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

WHEREAS, potential telecommuting options should be evaluated, as they may reduce the need for City office space; and this is especially important as the City prepares physical reorganization plans in anticipation of the County of Bernalillo's vacation of its offices at One Civic Plaza; and

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

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

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

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

- A. Type and number of employee positions suitable for telecommute options.
- B. Estimated cost savings from switching to a telecommute model, including the reduction in

building and office maintenance costs.

C. Additional resources and expense needed to deploy telecommute options, such as computer equipment, virtual meeting subscriptions, supplies, furniture, etc.

D. Timeline for effective implementation of a telecommute model.

E. Potential for conversion of full-time positions to part-time based on work efficiencies.

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

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