



Legislation Text

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201196
SUBSTITUTE 1
200001
ALD. COGGS

Substitute resolution directing the Department of Employee Relations and the Department of Administration to present a report to the Common Council on the implementation of permanent remote work schedules for City employees.

This resolution directs the Department of Employee Relations and the Department of Administration to present a report to the Common Council on the implementation of permanent remote work schedules for City employees.

Whereas, The 2021 Budget was adopted by Common Council File Number 200001 on November 24, 2020; and

Whereas, Amendment 18 to the 2021 Budget placed a footnote in the Budget stating “The Department of Employee Relations and the Department of Administration shall present a report to the Common Council on the permanent implementation of remote work schedules for City employees”; and

Whereas, As a result of the COVID-19 pandemic, a large portion of City staff have worked remotely from their homes for many months in order to eliminate in-person contact and slow the spread of the virus; and

Whereas, The City’s technical staff have guided employees to set up Virtual Private Networks (VPN) in order to access files and emails from their home computers, and have provided instructions for accessing and using applications such as GoToMeeting; and

Whereas, By discussing remote work schedules with City departments, the Department of Administration and the Department of Employee Relations will better understand the specific nature of virtual work and be able to assess which positions are best suited to remain virtual; and

Whereas, In many cases, teleworking requires only a home computer or laptop, internet access, and sometimes a telephone; and

Whereas, Studies show that many workers are able to maintain or even increase focus and production levels when working from home, and many report the positive aspects of spending more time at home with family members; and

Whereas, Other benefits accruing from telework include the reduction in greenhouse gas emissions and an easing of traffic congestion as a result of fewer road-users commuting to an office; and

Whereas, Hybrid work schedules, whereby some employees work from home on select days or hours while commuting to their office other days or hours, would allow City workers and their managers a large amount

of flexibility in their day-to-day activities; now, therefore be it

Resolved, By the Common Council of the City of Milwaukee, that the Department of the Department of Employee Relations and the Department of Administration shall present a report to the Common Council on the implementation of permanent remote work schedules for City employees; and, be it

Further Resolved, That the report shall be presented to the Common Council within 90 days of adoption of this resolution.

Alex Highley
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12/23/2020