



## Legislation Details (With Text)

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**Type:** Resolution      **Status:** Adopted

**File created:** 9/15/2020      **In control:** City Council

**On agenda:** 2/8/2021      **Final action:** 2/8/2021

**Title:** To request that the Chief Administrative Officer cause the Department of Finance and the Department of Human Resources to conduct a study of the City’s telecommuting workforce to determine if cost savings and other benefits have been derived from the telecommuting policies adopted by the City in response to the COVID-19 pandemic for the purpose of potentially continuing or expanding upon such policies after the pandemic.

**Sponsors:** Ellen Robertson, Katherine Jordan, Mayor Stoney, Michael Jones, Ann-Frances Lambert

**Indexes:**

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**Attachments:** 1. Res. No. 2020-R056, 2. Res. No. 2020-R056 - Administrative Impact Statement, 3. Res. No. 2020-R056 - 20210127 Updated Administrative Impact Statement

Date	Ver.	Action By	Action	Result
2/8/2021	s1		adopted	
2/8/2021	1	City Council	adopted	
1/27/2021	1	Governmental Operations Standing Committee	recommended for approval	
1/11/2021	1	City Council	continued and referred back	
12/14/2020	1	City Council	continued and referred back	
9/28/2020	1	City Council	continued and referred back	
9/14/2020	1	City Council	introduced and referred	

To request that the Chief Administrative Officer cause the Department of Finance and the Department of Human Resources to conduct a study of the City’s telecommuting workforce to determine if cost savings and other benefits have been derived from the telecommuting policies adopted by the City in response to the COVID-19 pandemic for the purpose of potentially continuing or expanding upon such policies after the pandemic.

WHEREAS, the Council believes that it is in the best interests of the citizens of the City of Richmond that the Council request that the Chief Administrative Officer cause the Department of Finance and the Department of Human Resources to conduct a study of the City’s telecommuting workforce to determine if cost savings and other benefits have been derived from the telecommuting policies adopted by the City in response to the COVID-19 pandemic for the purpose of potentially continuing or expanding upon such policies after the pandemic;

NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF RICHMOND:

That the Council requests that the Chief Administrative Officer cause the Department of Finance and the Department of Human Resources to conduct a study of the City's telecommuting workforce to determine if cost savings and other benefits have been derived from the telecommuting policies adopted by the City in response to the COVID-19 pandemic for the purpose of potentially continuing or expanding upon such policies after the pandemic.

BE IT FURTHER RESOLVED:

That the Council requests that such study summarize data relevant to the City's telecommuting workforce and include, at a minimum, the following:

1. Any savings in operational or overhead costs, as calculated by the Department of Finance, attributable to the telecommuting workforce policies adopted by the City in response to the COVID-19 pandemic, including savings by a reduction in the number of necessary office space leases, parking space leases, and office equipment and supply orders.
2. Any projected savings in operational or overhead costs, as calculated by the Department of Finance, attributable to a post-pandemic continuation or expansion of telecommuting workforce policies adopted by the City in response to the COVID-19 pandemic, including savings by a reduction in the number of necessary office space leases, parking space leases, and office equipment and supply orders.
3. A comparison and analysis by the Department of Human Resources of the rate of City employee attrition during the period affected by the telecommuting policies adopted by the City in response to the COVID-19 pandemic against similar time periods in years before the COVID-19 pandemic.
4. A projection by the Department of Human Resources of the rate of City employee attrition if the telecommuting policies adopted by the City in response to the COVID-19 pandemic were continued or expanded after the pandemic.
5. A comparison and analysis by the Department of Human Resources of the rate of City employee leave accruals during the period affected by the COVID-19 pandemic with the City's related telecommuting policies against

similar time periods in years before the COVID-19 pandemic.

6. A projection by the Department of Human Resources of the rate of City employee leave accruals if the telecommuting policies adopted by the City in response to the COVID-19 pandemic were continued or expanded after the pandemic.