



# Flexible Workplace Update

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Heather Parkinson, Performance Management



# Transition from Declaration of Emergency

- In response to the Declaration of State of Emergency, County enacted Emergency Telecommuting Policy
- Emergency Telecommuting Policy expires at end of June
- Moving from Emergency to Regular Policy



# Benefits of a Flexible Workplace

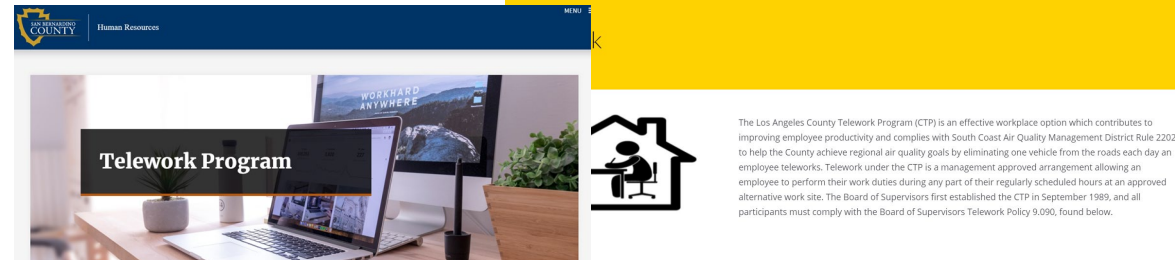
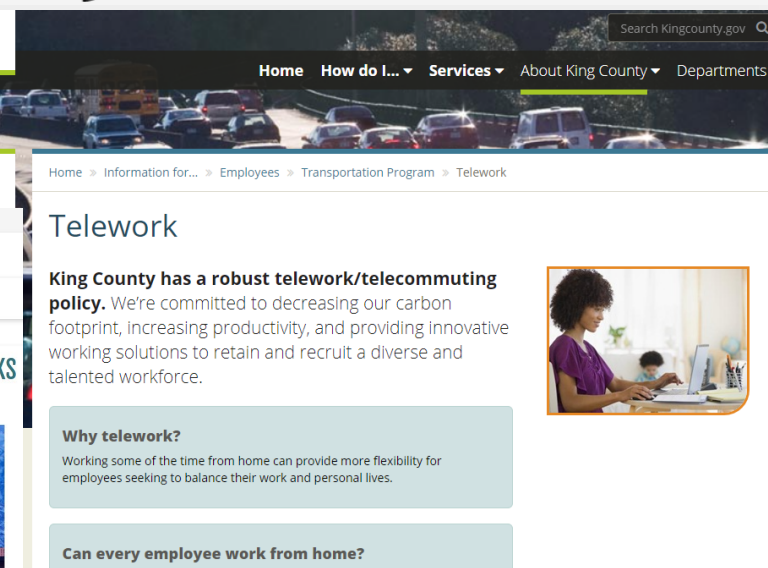
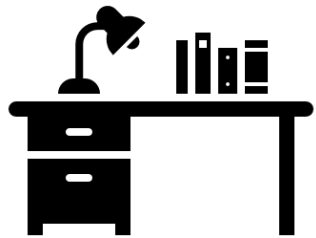
- Strategic alignment of forward-facing operations
- Optimize real estate utilization
- Operational cost savings
- Sustainability impact
- Contribute to reaching our foundational goal of ensuring that Buncombe County is an employer of choice in the region



# Flexible Workplace Focus

## County's telework success

- Provides flexibility where appropriate
- High level direction
- Based on extensive research from over 22 government examples
- Reference to existing ordinance and polices where applicable



# Research Suggests...

Community Outcomes	Organizational Outcomes	Employee Outcomes
Real Estate Maximization	Real Estate Maximization	Reduced Sick Leave Usage
Reduced Greenhouse Gas Emissions	Energy Savings	Work-Life Balance
Business Continuity	Business Continuity	Cost and Time Savings
Decreased Traffic	Reduced Sick Leave Usage	Decreased Employee Stress
	Decreased Employee Stress	Decreased Distraction
	Increased Employee Performance	



# Next Steps

Implement Flexible Workplace Policy and Procedures July 1<sup>st</sup>

Provide communication and training for employees

Track outcomes and monitor progress

