Agenda – Executive Policy Committee – May 18, 2022

REPORTS

Item No. 25 Flexible Workplace Policy

STANDING COMMITTEE RECOMMENDATION:

On May 11, 2022, the Standing Policy Committee on Innovation and Economic Development recommended to the Executive Policy Committee:

1. That to run concurrently with the implementation of the Flexible Workplace Program, the CAO be directed to set up an 18-month pilot project whereby employees are allowed to work remotely a maximum of 2 days per week on a regular basis.

2. That the CAO be directed to report back to Council within 60 days on how the Flexible Workplace Program aligns with City of Winnipeg's Human Resource goals, objectives and meets service delivery standards.

3. That after the first year of the Flexible Workplace Policy, the CAO be directed to report back to Council within 60 days with measurable data identifying benefits, challenges, and opportunities related to the impact on work productivity, customer service standards and value for taxpayer money as a result of the implementation of the Flexible Workplace Program.

4. That the Winnipeg Public Service be directed to work with the Downtown BIZ and other appropriate stakeholders to measure the potential impact on the downtown economy with the goal to have no negative impact on the downtown economy.

5. That the Proper Officers of the City be authorized to do all things necessary to fulfill the intent of the foregoing.

DECISION MAKING HISTORY:

STANDING COMMITTEE RECOMMENDATION:

On May 11, 2022, the Standing Policy Committee on Innovation and Economic Development passed the following motion:

WHEREAS the City of Winnipeg delivers services to the public, and the almost 10,000 full time employees have one purpose, and that is to deliver City services to the citizens of Winnipeg;

WHEREAS Flexible Workplace Programs enabling employees to work from home are an important tool for organizations to stay competitive over time and be able to better attract and retain employees;

WHEREAS Flexible Workplace Programs have the ability to improve an organizations productivity, service delivery, and value for money;

AND WHEREAS new skills are required by both employees and managers in a Flexible Workplace Program to ensure alignment with the organization's goals, objectives and service delivery;

AND WHEREAS enabling Flex Workplace Programs is a new approach for the City of Winnipeg in doing business and providing service deliver for the citizens of the City of Winnipeg;

AND WHEREAS it is important to evaluate impacts, both beneficial and challenging to the employee, employer and citizens of Winnipeg;

AND WHEREAS much data is offered by other cities and organizations on the benefits and challenges of Flex Programs, but it is important to understand benefits and challenges specific to the City of Winnipeg;

AND WHEREAS there are benefits for the downtown in having employees back in offices, supporting local services and creating an atmosphere of increased safety and security through greater numbers of persons present in the downtown area;

AND WHEREAS as the City comes out of the pandemic, the requirements on the City to have all hands-on board is more imperative than ever to serve the pent-up demand as citizens return to normal;

DECISION MAKING HISTORY (continued):

STANDING COMMITTEE RECOMMENDATION (continued):

AND WHEREAS it is important to evaluate impacts on both sides of the issue prior to making a final decision and entering into long term agreements with employees to work remotely full-time.

THEREFOR BE IT RESOLVED THAT the Standing Policy Committee on Innovation and Economic Development recommend to the Executive Policy Committee:

1. That to run concurrently with the implementation of the Flexible Workplace Program, the CAO be directed to set up an 18-month pilot project whereby employees are allowed to work remotely a maximum of 2 days per week on a regular basis.

2. That the CAO be directed to report back to Council within 60 days on how the Flexible Workplace Program aligns with City of Winnipeg's Human Resource goals, objectives and meets service delivery standards.

3. That after the first year of the Flexible Workplace Policy, the CAO be directed to report back to Council within 60 days with measurable data identifying benefits, challenges, and opportunities related to the impact on work productivity, customer service standards and value for taxpayer money as a result of the implementation of the Flexible Workplace Program.

4. That the Winnipeg Public Service be directed to work with the Downtown Biz and other appropriate stakeholders to measure the potential impact on the downtown economy with the goal to have no negative impact on the downtown economy.

5. That the Proper Officers of the City be authorized to do all things necessary to fulfill the intent of the foregoing.