

Alachua County Government

Proposal Priority (1 - *)	Proposal Title			Fiscal Year	
	Consultant for Hybrid Work Plan			2021	
Analyst	Maureen Powell				
Strategic Initiative	2 - Governance			Funding Recommendation	
Department	Human Resources	Organizational Report (ACM)	Gina Peebles		
Which authority/directive does this proposal meet?		Goal or Program			
Please expound on specific authority/directive (which statute, performance measure deficiency, consequences of not funding, etc - How?, Why?)		Due to the Pandemic, Alachua County is looking for a comprehensive strategy to move forward with a Hybrid Work Plan			
Brief Description of Proposal Request (Specific Titles for FTE, Tangible Item List, etc)					
<p>Human Resources created a team of 12 Employees for an Employee Work Team 2021 to discuss the pros and cons for forced remote work because of the Pandemic. The team meet weekly for two months for these discussions. They developed a survey, sent to Department Directors to understand the obstacles departments faced and what impacts did it have on serving citizens. 84% of Department Directors endorse some form of hybrid work going forward. This team is currently gathering policies and procedures on remote working and discussing impacts on Field staff, etc.</p> <p>Hiring a consultant will help with a comprehensive strategy to move forward to create policies and procedures, define employee and supervisor resources needed, best practices and financial and legal considerations.</p> <p>The costs for a consultant of up to \$50K will be funded from the Cares ACT Stimulus .</p> <p>Not hiring a consultant will place this workload onto our current staff and will hinder the process's timeline for effectiveness.</p>					
Revenue Impact					
Account Numbers	2021	2022	2023	2024	2025
Total	-	-	-	-	-
Expenditure Impact					
Account Numbers	2021	2022	2023	2024	2025
001-00-0065-525-31-00	50,000				
Total	50,000	-	-	-	-