



REMOTE WORK TRENDS TODAY IN LOCAL GOVERNMENT

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AGENDA

- Background/Current Trends
- Implementation Strategies
- Final Takeaways
- Q&A

NAVIGATING THE POST-PANDEMIC WORLD

- Hybrid Remote Work Is the New Normal
- #1 Question from Job Applicants
- Tech/Private Sector Trends
- Definition of Engaged Has Evolved
- Retain Your Talent!



IMPLEMENTATION STRATEGIES

- #1 – Service Delivery to Community is #1 Priority – Always**
- #2 – Treat Employees Like Grown-ups**
- #3 – Maintain Flexibility with Accountability**
- #4 – Train Managers on How to Supervise Remote Workers**
- #5 – Create an “Anchor Day”**
- #6 – Foster Culture**



IMPLEMENTATION STRATEGIES

#1 – Service Delivery to Community is #1 Priority – Always

- Ensure physical coverage

#2 – Treat Employees Like Grown Ups

- What does it say about you as a manager?

IMPLEMENTATION STRATEGIES

#3 – Maintain Flexibility with Accountability – A Must

- Create Policy, Set Standard (Average 2x/wk)
- Employee/Employer Contract
- Approvals & Renewals
- Privilege, Not a Right

IMPLEMENTATION STRATEGIES

#4 – Train Managers on How to Supervise Remote Workers

- Set Clear Expectations, Adhere to Policy
- Utilize Technology
- Providing Feedback While Not Micromanaging
- Team Support



IMPLEMENTATION STRATEGIES

#5 – Create an “Anchor Day”

- Consistent Day in Office

#6 – Foster Culture

- Engage Employees Remotely
 - Human Contact & Connectivity
 - Work Walks
 - Technology Use

FINAL TAKEAWAYS

- Remote Work Isn't Going Away
- Service to Your Community is #1
- Treat Employees Like Grown-ups
- Be Flexible with Guardrails
- Implement an “Anchor Day”
- Train Your Managers
- Foster Culture

QUESTIONS?

THANK YOU

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