

REOPENING ADVISORY TEAM

Envisioning the State of Oregon's workplace culture of the future.



BACKGROUND

The onset of the COVID-19 pandemic in 2020 necessitated a change in the way we work at the state of Oregon. In order to slow the spread of the disease, the majority of our agencies with the ability to offer remote work have transitioned their employees to remote work options. Many employees who do not have the ability to work remotely have continued to report to their worksites during the pandemic. During this time the majority of our buildings have remained closed or have limited public access. While we do not know when or at what speed this pandemic will settle, more is known about the virus and the distribution of vaccines. With this information we can begin to reimagine the future of our workplace.

PURPOSE

Governor Brown has tasked the Reopening Advisory Team with developing a report on reopening remaining state government office buildings to the public. The Team will focus on public access, workforce re-entry to state office buildings, discussions on hybrid telecommuting, current in-office staff, information technology needs, workspace, facilities, parking, human resource policies and much more.

The team is made up of a diverse group of managers from all policy areas, large and small agencies, agency deputies, and HR experts. The workgroup is chaired by state Chief Human Resource Officer (CHRO) Madilyn Zike and DAS Enterprise Asset Management Administrator, Shannon Ryan. The team is meeting every other week in order to complete this work.

REPORT

Oregon state government has shown we are able to quickly change where and how our work is performed while continuing to serve our customers. We now have the opportunity to be thoughtful in our approach of re-entry giving careful consideration to our employee experience and safety, delivery of service, and identifying cost savings.

The Reopening Advisory Team will submit a report focusing on equity and supporting policies to all state agencies consistent with labor agreements and the Governor's Office policies around:

Employees

- Connection and employee morale
- Performance management
- In-state remote work
- Out-of-state remote work

Physical Workspace

- Facilities
- Parking
- Safety
- Technology
- Ergonomics (in-office and remote)

Public Access

- Continued access to services
- Quality customer service
- Accessibility
- Community engagement

Through the Lens...

Each theme will be reviewed for impact of the following.

- Equity
- Culture change
- Change management
- Policy
- Fiscal

CONTACT

Please share any feedback or ideas you may have by emailing Reopening.OR@oregon.gov.

Feedback and ideas will be helpful and taken into consideration while we work to develop recommendations to share with Governor Brown.