

# OMF Labor Management Committee Meeting Recap

August 17, 2022

Chaired by Michael Jordan

## Members Present

Paul Cone, BTS/PROTEC17/Co-Chair  
Cathy Bless, Human Resources Director  
Carmen Merlo, Deputy CAO  
Rachel Whiteside, PROTEC17  
Manish Thakore, PROTEC17  
Scott Karter, Revenue  
James Frey, Facilities  
Tony Bush, CityFleet  
Eric Chitoubol, CityFleet  
Ethan Cirmo, OMF staff

## Updates from OMF LMCs

### CityFleet (Eric Chitoubol)

Fleet is modifying Police vehicles and is finding that doing the modification in-house takes much longer than contracting it out. The SummerWorks program is in full swing, and Fleet has an opportunity to take on several interns. The interns will likely shadow mechanics. A more robust apprenticeship program is desired.

Completing the required OSHA heat training is very worthwhile but the deadline is rapidly approaching. Fleet is continuing to replace gas vehicles with electric ones wherever possible and is getting money from VW for the Dirty Diesel program.

### BTS/P&D (Paul Cone)

The BTS LMC did not meet last month. BTS is currently planning its annual summer picnic.

### Facilities (James Frey)

Facilities' LMC meeting will be on July 29. They are recruiting a facilities manager position and several FMTs. The Facilities Safety Committee started recently and featured an outside representative who came to speak with staff. Since Facilities has many employees working on building roofs, they are focusing heavily on heat training.

### Revenue (Scott Karter)

Revenue's LMC went on hiatus during the pandemic but started again recently. The group has been re-acquainting themselves. One idea that came from a recent LMC meeting pertained to the announcement of new employees. Moving forward, announcements of new employees will include a photograph of said employee.

## **Phase 2 (Cathy Bless)**

Results from our employee survey have come in. There were around 3,500 responses, 950 from individuals who come in daily. There was a good distribution of age and bureau.

Transportation to and from work is a big theme, especially for people who travel to a work site every day. People who come in or have been coming in do not feel as supported as the employees who have been allowed to work remotely.

Technology and cleanliness were also highlights. When asked about remote work versus on-site work, 70% of office employees said that they would consider other employment if they were asked to be on-site for office work more than once a week.

Some jobs require being physically present, others don't. Council understands that flexibility is paramount and that employee expectations have changed because of the pandemic. As such, Human Resources will continue to work with Council on a solution that satisfies the desires of employees with the needs of the work. Council is supportive of taking a more measured approach moving forward.

## **CAO Update (Carmen Merlo)**

Survey results will play a big role in the OMF retreat next week. The goal is to put together a list of recommendations to Council on the design of Phase 2 of the post-pandemic return to work. There will be no Phase 3, to lessen employee confusion and fatigue.

People invited to this retreat are members of the COVID Policy Team Michael Jordan, Cathy \_\_\_\_, Shad Ahmad, and Sara Morrisey, as well as Equity Manager Juan Carlos Ocana-Chiu, HR representative Tiffani Penson, and OMF Communications Manager Laura Oppenheimer.

Discussion will also likely include a look into our use of office space downtown and alternatives that allow us to use the space more efficiently.

We are also considering expanding the area where employees can live, which will make us a more desirable employer. We will have a firmer idea of what Phase 2 will look like by mid to late August.