

### 3-minute speech

I am here today because I am truly concerned with valuable MOA employees from the IT and other departments leaving due to a bad telework/remote work policy. I am a Software Engineer/IT Professional, I am not an expert in HR, Payroll, or other departments/disciplines/trades.

I started at the Muni in 2015 as a Systems Analyst in the Application Services team in the IT Department, within a year I applied for and became a Senior Systems Analyst, a year after that I became a Supervisor and a year after that I became the Application Services Manager in IT. Up until December 2021 I believed I was going to reach my 10 or 15 year anniversary or even retire from the Muni. I separated on July 5, with 7 years.

I loved and respected each and every member of the Application Services team. Each member of Application Services is a treasure to the Muni and I would hate to see the Muni lose a single employee from Application Services.

I left the Muni mainly due to the extremely limited and bad telework policy, especially after working over 1.5 years, 100% remote. My team, as well as other teams demonstrated zero reduction of service, delivery, and/or performance from working from a remote location. There are several main concerns I have with the current Telework policy.

1. Each telework agreement has to be approved by HR
2. The one work location (i.e., the employee's home)
3. Not allowed to work from another state for even a short period of time (e.g., one or two weeks)
4. No option for teleworking 100% for some period of time or permanently.
5. Not allowing 4/10 work schedules
6. Policy states "may not telecommute 100% of the time", but HR will not approve unless there's a minimum of 3 days in the office on the request.
7. Policy states "Telecommuting employees shall attend meetings in person, unless they receive a specific exemption."

The core issue is that like a lot of things the Muni does not trust employees to do the right thing, they do not trust employees to follow policies & procedures, and the worst of all, they do not trust Managers to manage their teams, and hold employees accountable for producing results when assigned tasks.

All of this added up to the fact that the Muni never intended on trusting me to run my team. With my first child due in June and family in Oregon I had no way to visit them while continuing to work in Oregon during visits. At my new job I am able to work anywhere in the USA, they trust me to get the tasks assigned completed and do the work that needs to get done.

I am a professional and the company I now work for treats me as such.