



OFFICE OF COUNCILMEMBER ANITA BONDS
CHAIR, COMMITTEE ON EXECUTIVE ADMINISTRATION AND LABOR
THE JOHN A. WILSON BUILDING
1350 PENNSYLVANIA AVENUE, NW
WASHINGTON, DC 20004

March 29, 2024

Nyasha Smith, Secretary
Council of the District of Columbia
1350 Pennsylvania Avenue, N.W.
Washington, DC 20004

Dear Secretary Smith,

Today, I am introducing the “**Work Models Task Force Amendment Act of 2024**”, along with Councilmembers Vincent C. Gray and Zachary Parker. Please find enclosed a signed copy of the legislation to create a Work Models Task Force that evaluates competitive work models for District government employees.

COVID-19 pandemic shifted work postures for many workplaces. Research has demonstrated the value of remote work, as well as in-person interaction in the office, where hybrid models are considered the common types of work models. Work models are defined as methods for organizing a work environment and determining where employees conduct daily tasks, as well as its implications towards accountability, and by extension, workplace culture.¹ According to Indeed’s Career Guide, there are four common work models: 1) fully remote; 2) office environment; 3) hybrid; and 4) deskless.

Sources indicate that in a fully remote environment, employees have greater time efficiency because travel time to work is reduced so employees have increased creativity, while an in-office environment provides employers with increased ability to oversee employee activities and an opportunity for employees to demonstrate higher levels of professionalism. Further, in a hybrid environment that incorporates some in-person and some remote, employees have greater flexibility, which improves employees’ morale.²

Additionally, hybrid models that combine some in-person and remote workdays have proven to be varied and unique for many sectors. Academy to Innovate HR (AIHR) recently published an article that lists 17 hybrid work model examples to demonstrate different arrangements and their suitability for different sectors.³ Built-In’s article published on February 9, 2024 explained what hybrid work schedules mean and outlined ways to implement it in different workplaces.⁴

As the world navigates through a post-pandemic “new normal,” it is important that we have an open and fruitful dialogue regarding the direction that the District government is taking on return-to-work models, especially as this Committee continues to hear concerns from the District government workforce and the public regarding telework posture, physical office space issues in agencies, high office vacancies, revenue impacts, and inflexibilities that impact employee morale. Additionally, the Mayor’s recent telework mandate for the District agencies under her purview has generated ongoing concerns and dissatisfaction from current employees, and prospective employees have joined the discourse indicating that District government is a less competitive workplace because it limits opportunities for telework.

To navigate through this post-pandemic life and set “new norms”, this legislation aims to open the conversation with experts and entertain feedback from employees and managers, labor unions of government and private sector workforce, and various customers – all impacted parties, to identify reliable approaches forward for an effective work environment for the good of the District through a healthy, productive, and competitive work force. As such, establishing a Task Force will facilitate the necessary conversations to move the DC government towards a productive and effective workplace policy, backed by experience and data.

Should you have any questions about this legislation, please contact Aimellia Siemson, Senior Advisor and Counsel at asiemson@dccouncil.gov or (202) 724-8171.

Thank you,



Anita Bonds
At-Large Councilmember
Chairperson of the Committee on Executive Administration and Labor

¹ Indeed Editorial Team. (2022, July 22). *Common types of work models (Plus tips for choosing one)*. Indeed Career Guide. <https://www.indeed.com/career-advice/career-development/types-of-work-model>

² Indeed Editorial Team. (2022, July 22). *Common types of work models (Plus tips for choosing one)*. Indeed Career Guide. <https://www.indeed.com/career-advice/career-development/types-of-work-model>

³ Jay, S. (2024, March 25). *17 Hybrid Work Examples for organizations embracing new ways of work in 2024*. AIHR. <https://www.aihr.com/blog/hybrid-work-model-examples/>

⁴ Griffis, H. (2024, February 9). *Hybrid Work Schedule: What it is, examples and how to implement*. Built In. <https://builtin.com/remote-work/hybrid-work-model>

1 *Vincent C. Gray*
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4 Councilmember Vincent Gray
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6 Councilmember Anita Bonds
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Zachary Parker

8 Councilmember Zachary Parker
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16 A BILL
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21 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA
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27 To amend the District of Columbia Comprehensive Merit Personnel Act of 1978 to establish a
28 Work Models Task Force that evaluates competitive work models for District
29 government employees.
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31 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA,

32 That this act may be cited as the “Work Models Task Force Amendment Act of 2024”.

33 Sec. 2. Section 1201 of the District of Columbia Comprehensive Merit Personnel Act of
34 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-612.01), is amended by
35 adding new subsections (f), (g), (h), (i), (j), and (k) to read as follows:

36 “(f) By the end of the first quarter of Fiscal Year 2025, the Mayor shall establish the
37 Work Models Task Force (“Task Force”), to evaluate competitive work models for District

38 government employees and the feasibility for implementing such models in the District. The
39 Task Force shall publish a report on its findings and provide the report to the Mayor, Council,
40 and the Department of Human Resource (“DCHR”) no later than June 30, 2025.

41 “(g) The Task Force shall be composed of:

42 (1) The following Mayoral appointees:

43 (A) Two labor union representatives;

44 (B) One representative from DCHR;

45 (C) One representative from the Department of General Services;

46 (D) One representative from the Workforce Investment Council;

47 (E) One representative from the Department of Employment Services;

48 (F) Two representatives from the Office of the City Administrator, one of

49 whom shall serve as the Task Force’s facilitator;

50 (G) One member of the community with current experience and expertise

51 as senior leadership with personnel experiences;

52 (H) One member of the community in an entry-level position;

53 (I) One member of the community in a middle-management position;

54 (J) Two members of the real estate development community;

55 (K) One member of a non-profit organization for workforce

56 development;

57 (L) The Chairperson of the Council committee with oversight over DCHR,

58 labor, and workforce development; and

59 (M) Two members of the public, appointed by the Chairperson of the

60 Council committee with oversight over DCHR, labor, and workforce development, at least one

61 of whom shall have current experience in education, childcare, mental health, statistical data, or
62 technology.

63 “(h) The Task Force shall:

64 “(1) Conduct bi-monthly meetings to evaluate and discuss current workplace
65 models in public and private sectors and assess viable options for alternate and competitive
66 workplace models, and ultimately provide options for future workforce plans.

67 “(2) By January 31, 2025, the Task Force shall prepare a status report that is
68 focused on the organization and preliminary plans of the Task Force that sets out its meeting
69 plans, members, protocol, and methodology in developing the final report;

70 “(3) By March 31, 2025, the Task Force shall prepare a Report that:

71 “(A) Describes the various workplace models currently in practice in
72 public and private sectors;

73 “(B) Provides the Task Force’s recommendations for all work models that
74 are feasible for District government employees; and

75 “(4) By June 30, 2025, the Task Force shall provide the final 2 recommendations
76 on any necessary changes, including estimated costs associated with adopting competitive work
77 models for District government employees, and plans for ongoing monitoring of work models
78 implemented in the District government.

79 “(i) The Office of the City Administrator shall provide appropriate funding, staffing, and
80 associated costs in facilitating the Task Force’s work through completion of the required Report.

81 “(j) The members of the Task Force shall serve without compensation and shall either
82 reside or work within the District.

83 “(k) The Task Force shall sunset upon completion and submission of the Report, but not

84 more than 18 months.”.

85 Sec. 3. Fiscal impact statement.

86 The Council adopts the fiscal impact statement in the committee report as the fiscal
87 impact statement required by section 4a of the General Legislative Procedures Act of 1975,
88 approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

89 Sec. 4. Effective date.

90 This act shall take effect following approval by the Mayor (or in the event of veto by the
91 Mayor, action by the Council to override the veto) and a 30-day period of congressional review
92 as provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
93 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)).

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