

Working From Home



King County

Department of
Natural Resources and Parks
**Wastewater Treatment
Division**

**MWPAAC
December 9, 2020**

Agenda

Working from Home Perspective

- Immediate Issues
- Continuing Issues
- Supervisor/Manager Feedback
- Future Challenges
- Lessons Learned



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Immediate Issues

- Who and how many staff
- Telecommuting agreements and other policies
- IT and computer equipment needs, VPN access
- Leaves coordination
- Tracking absences (capacity)



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Continuing Issues through Summer/Fall 2020

- Ergonomics
- Continuing IT/equipment support
- Vehicles
- Records Management/Business Processes



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Continuing Issues through Summer/Fall 2020

- Hiring
- Performance Appraisals
- Leave Usage
- Work Schedules



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Supervisor/Manager Feedback

What challenges do you face or what support will you need?

- Staying Connected
 - replacing informal interactions
 - space to get together
- Health and Well-Being
 - managing stress and feeling overwhelmed
 - moral support



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Supervisor/Manager Feedback

What challenges do you face and/or what support will you need?

- Time Management
 - dependents at home
 - increase in virtual meetings
 - work/life balance
- Productivity/Workplace
 - workspace still a challenge for some
 - how will productivity be measured



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Supervisor/Manager Feedback

What challenges do you face and/or what support will you need?

- Training
 - change management
 - managing staff
 - virtual meetings
- Communications
 - increased frequency
 - clear direction
- Records Management



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Future Actions/Challenges

- Onboarding
- Continued digitization
- Policy revisions
- Meeting rooms/Drop-ins



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Future Actions/Challenges

- ESJ
- Employee development/movement
- Culture
- Shared mission/vision in a virtual environment



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Lessons learned (learning)

- Communicate openly that one may not have all the answers and that things can change rapidly.
- Differentiate what COVID work from home vs what future non-COVID work from home might look like.
- Stay flexible
- Make time to listen
- Give yourself grace



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Questions/Comments?



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