Dear Milwaukee County Employees:

As you know, at the onset of the COVID-19 pandemic, Milwaukee County innovated and adapted to provide critical services for residents while abiding by Administrative Orders put in place to protect the health and well-being of County employees. While the pandemic has presented significant challenges and risks to our community, it has also presented opportunities to reevaluate the way we work at Milwaukee County.

For many County employees, this meant a shift in how and where day-to-day work was completed, with more than 800 employees spending the majority of 2020 teleworking. Employees from a diverse set of departments, skillsets and tenure have proven the effectiveness and efficiency of telework. **It is this track record of success that has been the launch point for a new telework policy for Milwaukee County’s workforce that we are proudly announcing today.**

Milwaukee County’s [new telework policy](https://county.milwaukee.gov/files/county/administrative-services/AMOP/Chapter-2-Human-Resources/02.20TeleworkPolicy.pdf):

* Empowers departments to determine the degree to which telework options may be exercised in support of operational and service goals;
* Encourages department and manager flexibility to meet employee needs, promote a work-life balance, and support retention efforts; and
* Emphasizes a focus on employee performance, outputs, and meeting meaningful expectations, regardless of a work location.

Through the intentional and strategic integration of telework into the County’s workplan, we will advance strategic goals and departmental operations in a way that best serves both constituents and employees.

In the coming weeks and months, Department Directors and Managers will use the new telework policy to determine which employees within their departments are eligible for telework. Your Department Director or Manager will then communicate with you about eligibility and next steps for your department. Our goal is to implement agreed-upon working arrangements in September. In the meantime, please visit the [CountyConnect page](https://countyconnect.milwaukeecountywi.gov/MCINT/Human-Resources/Telework-Policy--Resources) to learn more about the new telework policy. If you have questions, contact your Manager or Department Director.

Respectfully,

The Office of the County Executive