



IMAGINE FULTON

A NEW WAY OF WORKING [FOR NOW + THE FUTURE]

Fulton County Reimaging Project Update

March 6, 2024

Board of Commissioners Meeting

#24-0172, #24-0173

Reimagine Project Recap

- Design Build Proposal Issued August 10, 2023
- Bids Received - October 11, 2023
- Only received two proposals
- Project budget was established at \$28M, however, bids received were in excess of \$75M
- Dream worked with the qualified bidder to value engineer and adjust scope to match the \$28M budget available

RECONSTRUCT REMAKE
RECYCLE REJUVENATE
REVAMP REDESIGN RENOVATE
REIMAGINE
RETHINK REUSE RECREATE
REFURBISH RESTORE RENEW
REMODEL REDO REVISE



Reimagine Scope Comparison

Original Scope of Work:

- Relocation and consolidation of Health and Human Services from 137 Peachtree to Central Library along with Art & Culture and Behavioral Health.
- Renovations of all floors of 141 Pryor Street to meet new space standards at a 50% occupancy of employees.
- Consolidation of all public facing operations on the 1st and 2nd floor (Pryor & Peachtree Streets). This also included complete renovation with new space standards

Revised Scope of Work:

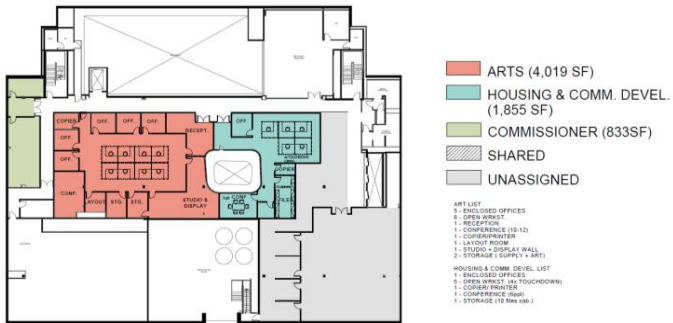
- Move customer facing functions to floors 1st, 2nd, 3rd, of 141 Pryor Street
- Move Health and Human Services to the Central Library



Relocation Priorities – Library

137 Peachtree – Library

- Senior Services
- HIV Elimination
- Housing and Community Development



From Government Center - Library

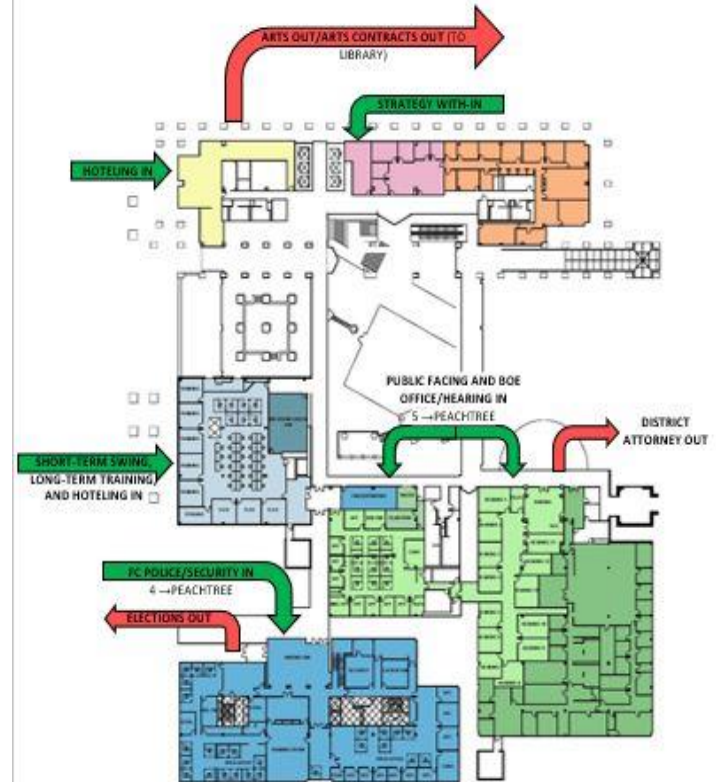
- Behavioral Health
- Arts



Relocation Priorities – Government Center

Public Facing Units moved to Peachtree & Pryor

- Board of Equalization from 5th Floor to 2nd Floor occupied by DA.
- Finance Water Payment window from 7th Floor to 2nd floor
- Police – Police Report & Fingerprinting – 4th floor to 2nd floor
- DA Records from 2nd floor to first floor adjacent to Vital Records
- Hoteling/HR Training/Procurement Bids – to 2nd floor



Other Priorities – Government Center

- All remaining restrooms not covered under the ADA renovation on multiple floors
- Renovation of Elevator Lobbies 3-10
- Securing of Elevators
- Updating of the 10th Floor
- Utilize any excess space to eliminate leased space (i.e. Tax Assessors, Public Defender, District Attorney)
- Position 137 Peachtree for Justice Agency expansion or potential sale



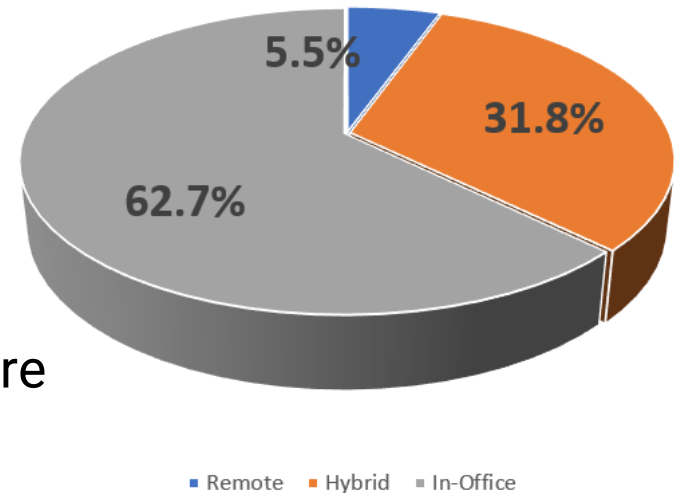
Post COVID Work Environment

- COVID drove a change in workplace dynamics and Fulton County embraced it where possible:
 - All service areas adopted a virtual option utilizing latest technology where possible
 - Goal for administrative space was to have no more than 50% return to full time in office and eliminate excess leased office space
 - VPN connections increased and existing Teleworking policy was updated and approved
 - \$28M in ARPA funds allocated to modernize 141 Pryor office for shared space, hoteling and remote and hybrid workers



Current Workforce Survey

- Fulton County normalized operations to return 90%+ to in-office or hybrid with majority of days in office
- There are 2,856 employees (or 62.7% of the workforce) that report to work every day in a County facility
- 1449 employees (or 31.8% of our workforce) are in a Hybrid work environment
- 251 employees (or 5.5% of the workforce) are in a fully remote status in departments
- Many operations that are high touch, direct citizen contact such as Libraries, Senior Centers, Courts, Behavioral Health, and Jail have returned to normal posture



Major Atlanta Employers Differ in Approach

COMPANY	In-Office	Remote	Hybrid	DECISION
UPS	✓			<i>"Beginning Monday, March 4, non-ops UPSers who are based on UPS campuses around the world will return to <u>work in the office five days a week</u>. A limited number of previously approved remote positions will continue with sign-off from the Executive Leadership Team."</i>
HOME DEPOT	✓	✓		<i>"We have a hybrid approach for remote and in-office work – so, some associates come into the office four days a week, while others may continue primarily working from home."</i>
DELTA	✓	✓		<i>"Delta expects corporate staff to work in the office but empowers leaders and employees with responsible flexibility."</i>
COCA-COLA			✓	<i>"We strive to cultivate a culture and environment that optimizes the synergy of in-person collaboration with the flexibility provided by remote work. To achieve this balance, our collective commitment is to come together in person a minimum of three days a week, either in the office, out in the market, or in face-to-face meetings with teams, customers, partners, suppliers or bottlers."</i>



Local Government Approaches

	100% On Site	100% Remote	Hybrid	
Fulton	63%	5%	32%	Hybrid work arrangement ranged from 1-3 days onsite
Atlanta	70%	15%	15%	
Dekalb	75%	-	25%	
Cobb	60%		40%	
Gwinnett	72%	-	28%	
All data are estimates received from each organization				



Benefits of Current Model

- Allows for competitive recruitment and retention of talent
- Hybrid model (2-3 days a week) allows for collaboration, employee development, and mentoring
- Hoteling maximizes the use of existing office space with 50% of employees onsite each day
- Gallup Survey says only 2 in 10 remote capable worker are onsite fulltime, and 80% of Fortune 500 companies have no plans to decrease remote work flexibility in the next 12 months



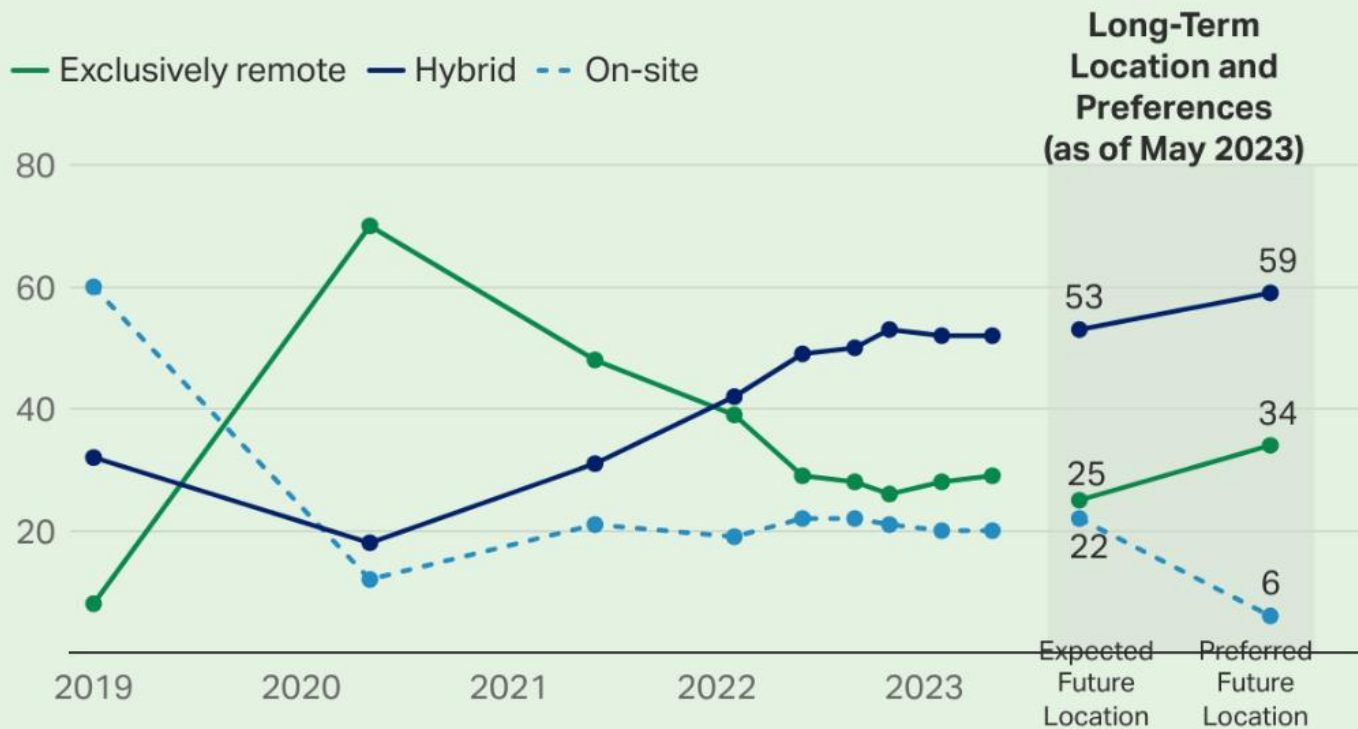


QUESTIONS

Expectations of the Employees (Appendix)

Work Locations for Remote-Capable Jobs

Over half of remote-capable employees expect and prefer hybrid work.



% Remote-capable employees working (or expecting or preferring to work) at each location. Dates that appear when hovering over "expected" and "preferred" data are placeholders for data visualization purposes.

