



## REMOTE WORK HELPS STATE AGENCIES RECRUIT AND RETAIN WORKERS – AND SERVE TEXANS MORE EFFECTIVELY

The Texas Public Employees Association (TPEA) has worked to protect the stability and security of current and former state workers for more than 76 years.

This year, as we seek to secure a pay raise for these employees, we are also working to ensure appropriate opportunities for them to work remotely – to the benefit of the state agencies that employ them and the Texans who rely on them.

These public servants dedicate their careers to making Texas safer and better. Some of this work can only be done in person by interacting directly with co-workers, partners, and the public. But other parts of their jobs can be accomplished as effectively off-site.

### WHAT AGENCIES FACE:

State agencies face multiple workforce challenges:

- On average, salaries are 11% lower than for similar public and private positions
- Housing prices in Austin and other regions continue to rise for owners and renters
- In Texas's competitive market, job candidates expect the flexibility of remote work
- Employee turnover was 22% last year – reducing efficiency and institutional knowledge and increasing new employee training costs

### WHAT AGENCIES NEED:

State agencies require the flexibility to recruit and retain talented employees. This includes:

- Developing protocols for remote work tailored to their specific mission and needs
- Providing technical support and resources to employees so they can effectively work from home
- Recognizing and defining the vital work that can only be done in-person by state employees

By working remotely when practical and appropriate, employees will be freed from the time, expense, and hassle of commutes. They will have more options on where to live as housing prices rise. Most important, they will enjoy the flexibility that makes them want to stay in their jobs.

State agencies are having an increasingly difficult time keeping talented employees. When these agencies encourage and allow employees to work remotely and give them the support to do so, they can keep these workers on the job and do the business of Texas more effectively.

### RECENT AGENCY INITIATIVES:

Multiple agencies, including HHSC and TWC, already allow employees to work remotely.

- This option has increased employee satisfaction without compromising work quality and outcomes.
- Remote work has been an effective recruitment and retention tool, opening up the opportunity to hire new employees across the state.
- New state office buildings were designed to support remote work through space sharing