



ACE Newsletter

May 2023

Vision 2030 Documents and their Impact on State Employee Workspace

In May 2021, the Department of Administration (DOA) issued the document, Vision 2030, which came out around the same time as the Governor's 2021-2023 Capital Budget. ACE contacted Chris Patton, Deputy DOA Administrator to talk to him about the ideas floated in the document and, in the meantime, DOA conducted several surveys and further analysis on space needs and

standards. On March 1 2023, Kathy Blumenfeld sent a message to state employees announcing the [2023-2025 Capital Budget](#) and a March [Vision 2030 update](#).

It has become clear that the Executive Branch is very serious about making major infrastructure and other changes to where and the way state employees work in the future. Further analysis behind these recommendations can be found in a comprehensive [DOA Space Consolidation Study](#) and an updated [Space Standards and Guidelines](#) document. Whether or not and when all of this might happen may depend on future legislative actions. Following these developments, the State Building Commission met March 23, 2023, and turned down all of the Governor's recommendations. However, the State Building Commission submitted the [2023-2025 State of Wisconsin Capital Budget Agency Requests and Governor's Recommendations](#) to the Joint Committee on Finance on April 4 and individual items could be taken up during the budget cycle.

Major consolidation of building space

The vision update reveals how, over the coming years, the state will be consolidating its Madison-based agency offices and staff into GEF 1 (201 E. Washington St.), the Tommy G. Thompson Center (201 W. Washington Ave.), the Hill Farms Office Building (4822 Madison Yards Way), the Agriculture Building (2811 Agriculture Dr.), or the Administration Building (101 East Wilson St.), while in turn vacating the State Human Services Building (1 W. Wilson St.), the General Executive Facility (GEF) 2 building (101 S. Webster St.), and the GEF 3 building (125 S. Webster St.). Once vacated, these three properties will be offered for public sale.

In Milwaukee, staff will be relocating or consolidating to either a planned Milwaukee State Office Building on land the State purchased at 27th Street and

Wisconsin Avenue, or to other local locations. The new Milwaukee State Office Building will be built through a public-private partnership with a request for proposals anticipated to be issued in late 2023/early 2024. Once vacated, the existing Milwaukee State Office Building would be put up for public sale.

The recommendations for Madison and Milwaukee emphasize avoiding deferred maintenance on some buildings while fully utilizing others.

The table below, outlines the anticipated timeline:

6-12 months	12 – 18 months	30 – 36 months	42 - 60 months
DWD to consolidate to one floor at GEF 1	DPI to move from GEF 3 to TGTC	DNR to move from GEF 2 to Hill Farms	Renovations at GEF1 completed
UW State Lab of Hygiene (IT staff) to move from Hill Farms DEL Complex to Agriculture	Child Abuse & Neglect Prevention Board to move from GEF3 to TGTC	WI Technical College Board to move to Hill Farms	DHS to move from Human Services to GEF 1
	OCI to move from GEF3 to Administration		Milwaukee area staff move to new building locations

These buildings would be sold after agencies were relocated:

- State Human Services Building
- GEF 2
- GEF 3
- Milwaukee State Office Building

As part of the process, DOA worked in conjunction with the architectural and interior design firm Dimension IV Madison Design Group to conduct major surveys of state agencies to determine the current and proposed levels of telework and remote work. Several common themes were established over the course of the study and became the basis for recommendations for the consolidation of space for numerous agencies.

The State agencies provided background information to confirm the following:

- Current and future space needs of the state agencies
- Location of state agencies within each type of property
- Agency's remote and teleworking plans
- Data regarding projected staff growth and usage of existing workstations and offices

Study findings, themes, and future expectations:

- Telework policies in place in spring of 2022 will remain in place.
- Most agencies have allowed staff to work remotely 3 days per week and in-office 2 days per week, with exceptions for some staff who needed to be in-office all or most of the time. A few agencies have allowed telework for the most staff 5 days per week. A few other agencies, based on the type of work performed, have required staff to be in-office most or all of the time, and these agencies were not proposed to be consolidated.
- Staff that works in-office 3 days per week or more will have their own workstation or office. Staff that works remotely 3 days per week or more will be required to share their workstation, office, or use a hoteling workstation.
- Telework will allow for a lower square footage per employee. The amount of workstation space can be decreased, but there will also be an increased need and demand for collaboration spaces, conference rooms and enclosed rooms for virtual meetings. When staff are in-office there will be increased collaboration and in-person meetings, plus in-office staff will still have the need for virtual meetings.
- Overall, most agencies stated they have not encountered a reduction in productivity due to telework, and some agencies have found an increase in productivity.

- Many agencies have seen telework as a positive for employee retention and recruitment. Several agencies also noted that the pool of candidates for open positions can be increased if a potential employee can work in a different Wisconsin location than the home office for that agency.
- As office suites are consolidated, the space allocation for paper filing and record storage can also be re-examined, and in many cases, reduced in size.
- For staff that is in the office three days or more per week, they will have no changes to their existing parking subscriptions. For staff that is in the office two days or less per week, they will need to participate in a formal or informal parking stall share program to park within the State parking facilities requiring a subscription.
- Staff has requested the use of locker rooms and wellness rooms in all state office buildings. There will be a need to balance flexibility and security, and Capitol Police would need to provide access permissions to all State employees.

For More Information about ACE

- To Join ACE Click [HERE](#)
- To View our Website Click [HERE](#)
- To View our Facebook page Click [HERE](#):

Donate to ACE:

Mail donation checks to
Association of Career Employees
P.O. Box 44008
Madison, WI 53744-4008

If you found this information helpful [forward to a friend](#) and ask them to consider joining ACE

Copyright © 2022 Association of Career Employees

CONTACT: ace@wiscow.com /
608.848.9008

Our mailing address is:
ACE, P.O. Box 44008
Madison, WI 53744

[unsubscribe from this list](#) | [update subscription preferences](#)