



CITY OF HOUSTON
OFFICE OF THE MAYOR

INTEROFFICE MEMORANDUM

TO: Department Directors

FROM: Mayor John Whitmire

DATE: January 14, 2025

SUBJECT: Rescindment of A.P. 3-36

Department Directors,

I hope this message finds you well. As we continue our mission to serve the residents of Houston with the excellence they deserve, it is essential that we evaluate the effectiveness of our operations and make adjustments to ensure we are meeting the highest standards of public service.

After careful consideration, I have decided to rescind A.P. 3-36, "Hybrid-Telework Program". While this option may have offered flexibility in recent years, it is crucial that we return to the office in order to work more collaboratively and directly with one another to best serve Houstonians. The work we do as public servants requires constant communication, swift decision-making, and a presence that demonstrates our commitment to the City we serve.

I am asking all public servants to come back to work in the office so they can better serve the public. The people of Houston depend on us to be accessible, responsive, and engaged in the critical work that affects their daily lives. In-person collaboration fosters the kind of teamwork, innovation, and accountability that allows us to deliver on our promises.

Effective February 1, 2025, all employees are expected to return to their office workstations unless there is a formally approved exception or accommodation. We will work with each department to ensure a smooth transition and address any challenges that may arise. I trust that each of you will continue to lead your teams with the dedication and professionalism that defines the City of Houston.

Thank you for your understanding and your continued commitment to our shared mission. Let's work together to make this transition as seamless as possible and continue to deliver the exceptional service our city deserves.

Sincerely,



John Whitmire
Mayor of Houston