

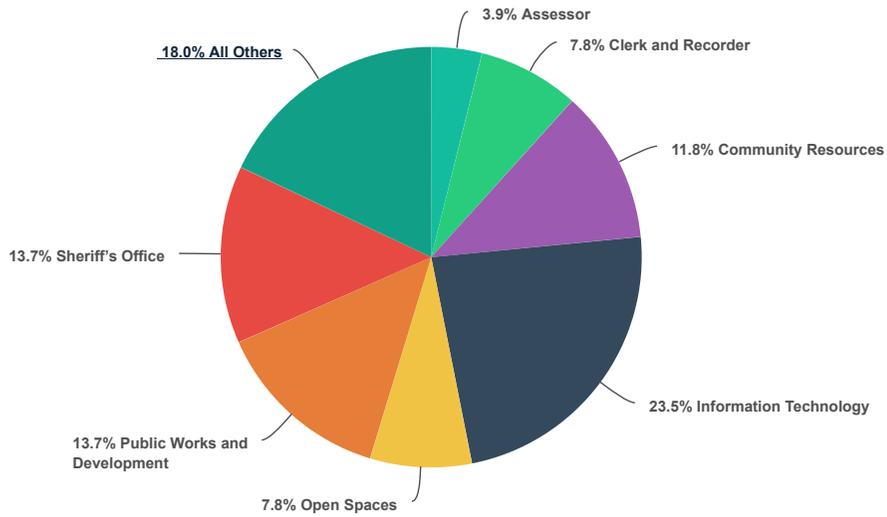
Report for Remote Work Survey

Response Counts

Completion Rate:	75.9%	
	Complete	44
	Partial	14

Totals: 58

1. What department/office do you work in?



Value	Percent	Responses
Assessor	3.9%	2
BOCC Administration/Communication Services	2.0%	1
Clerk and Recorder	7.8%	4
Community Resources	11.8%	6
Coroner	2.0%	1
County Attorney/Risk Management	2.0%	1
Facilities and Fleet Management	2.0%	1
Finance	2.0%	1
Human Resources	2.0%	1
Human Services	2.0%	1
Information Technology	23.5%	12

Totals: 51

Value	Percent	Responses
Open Spaces	7.8%	4
Public Works and Development	13.7%	7
Sheriff's Office	13.7%	7
Strategy and Performance	2.0%	1
Treasurer	2.0%	1

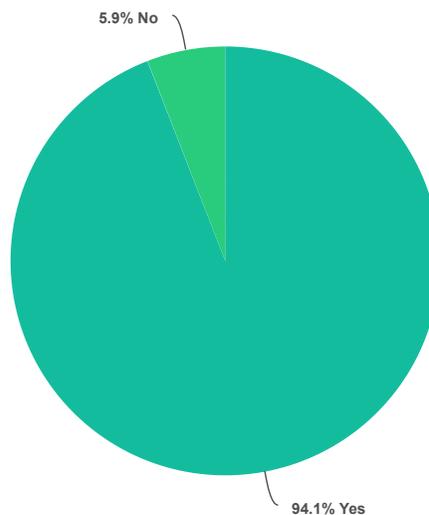
Totals: 51

2. What is your division/business group?



[Show Responses ↓](#)

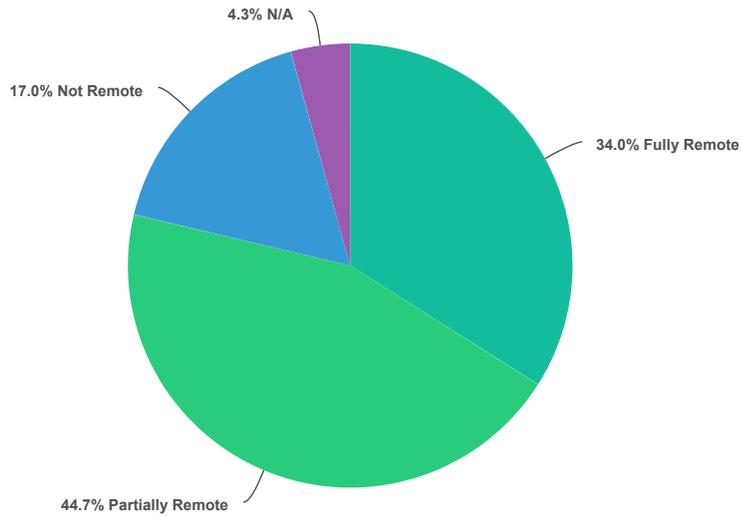
3. Does your Department/Office currently utilize a remote work option?



Value	Percent	Responses
Yes	94.1%	48
No	5.9%	3

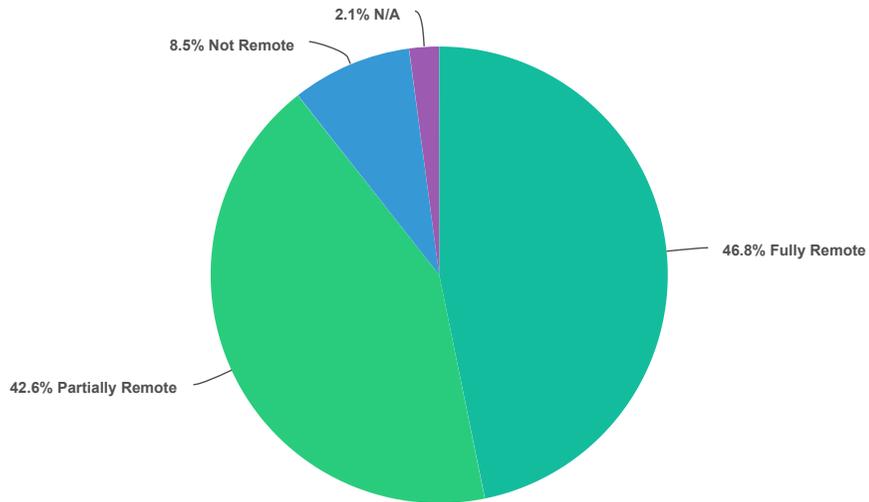
Totals: 51

4. Which work model is most commonly used for Supervisor/Management?



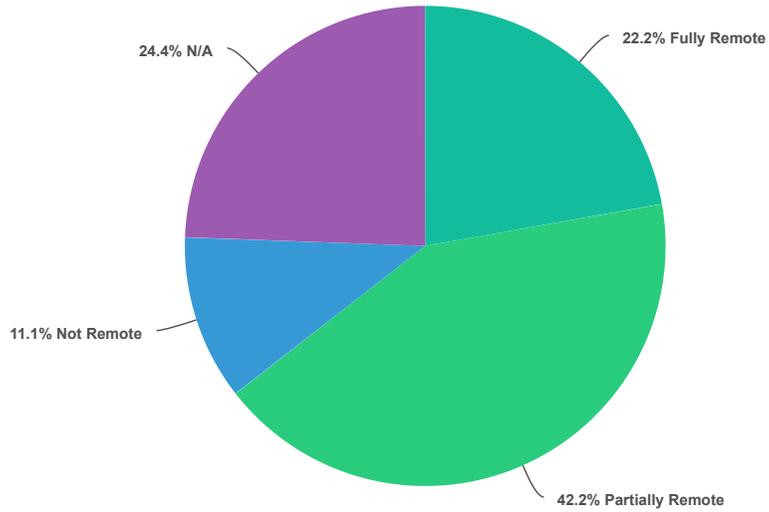
Value	Percent	Responses
Fully Remote	34.0%	16
Partially Remote	44.7%	21
Not Remote	17.0%	8
N/A	4.3%	2
		Totals: 47

5. Which work model is most commonly used for Technical/Professional?



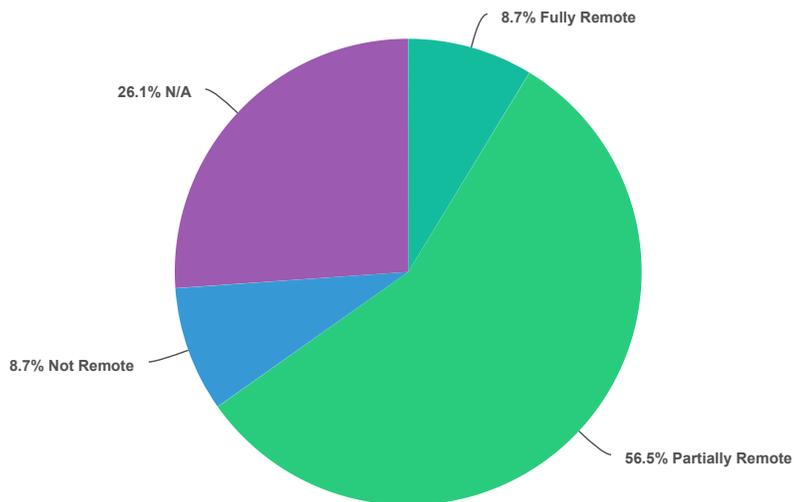
Value	Percent	Responses
Fully Remote	46.8%	22
Partially Remote	42.6%	20
Not Remote	8.5%	4
N/A	2.1%	1
		Totals: 47

6. Which work model is most commonly used for Customer Service?



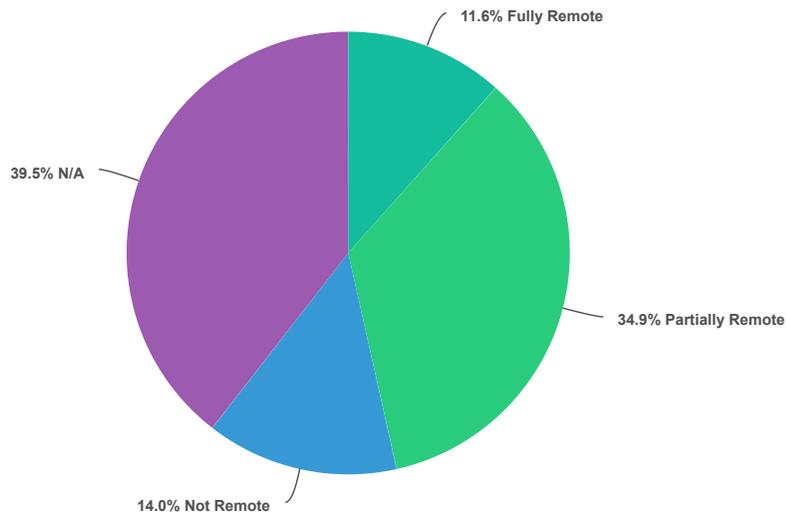
Value	Percent	Responses
Fully Remote	22.2%	10
Partially Remote	42.2%	19
Not Remote	11.1%	5
N/A	24.4%	11
		Totals: 45

7. Which work model is most commonly used for Administrative Support?



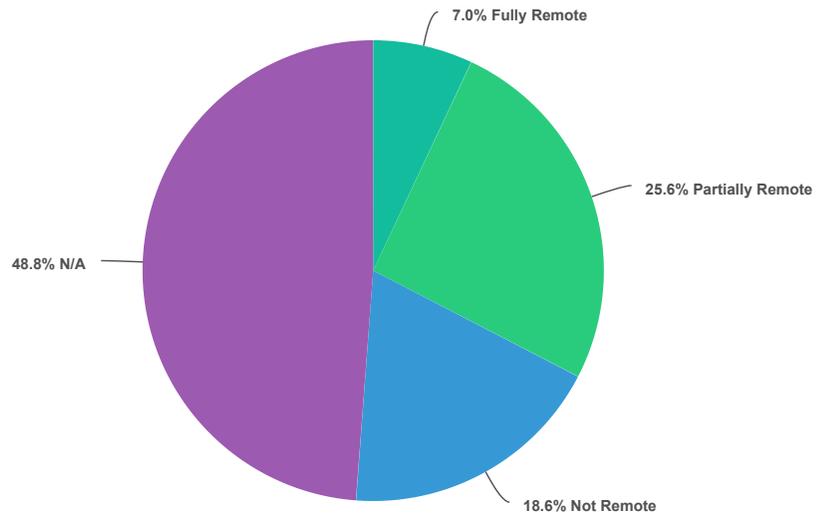
Value	Percent	Responses
Fully Remote	8.7%	4
Partially Remote	56.5%	26
Not Remote	8.7%	4
N/A	26.1%	12
		Totals: 46

8. Which work model is most commonly used for Hourly Contributor--Office?



Value	Percent	Responses
Fully Remote	11.6%	5
Partially Remote	34.9%	15
Not Remote	14.0%	6
N/A	39.5%	17
		Totals: 43

9. Which work model is most commonly used for Hourly Contributor--Field?



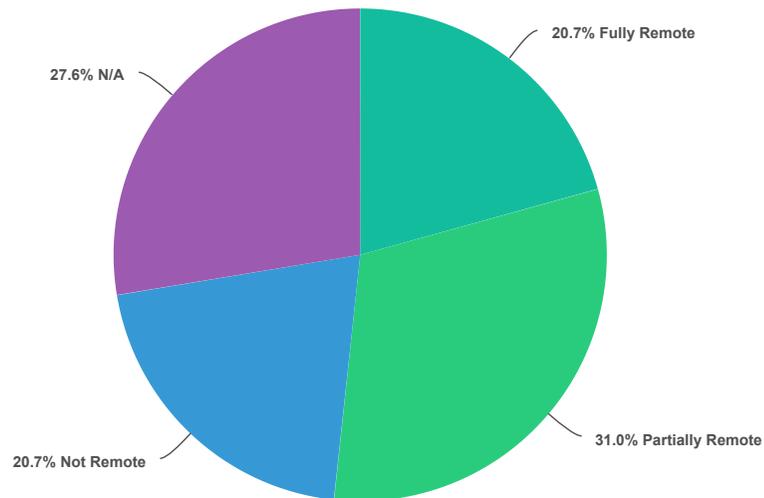
Value	Percent	Responses
Fully Remote	7.0%	3
Partially Remote	25.6%	11
Not Remote	18.6%	8
N/A	48.8%	21
		Totals: 43

10. What other type of employee do you have?



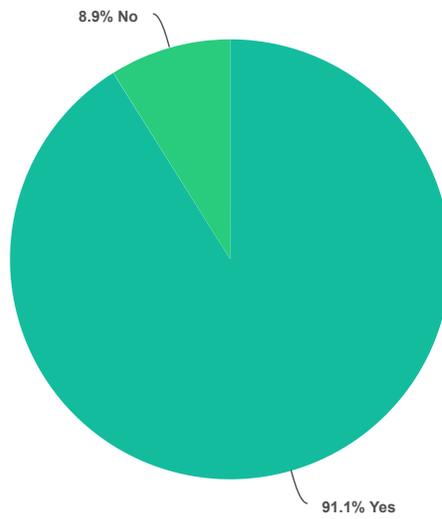
[Show Responses ▾](#)

11. Which work model is most commonly used for Other Employee types?



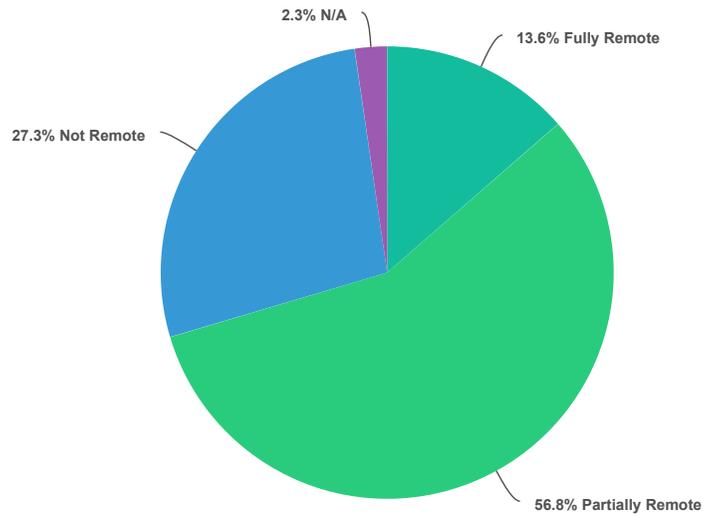
Value	Percent	Responses
Fully Remote	20.7%	6
Partially Remote	31.0%	9
Not Remote	20.7%	6
N/A	27.6%	8
		Totals: 29

12. Does your department/office plan to utilize remote work options in the future?



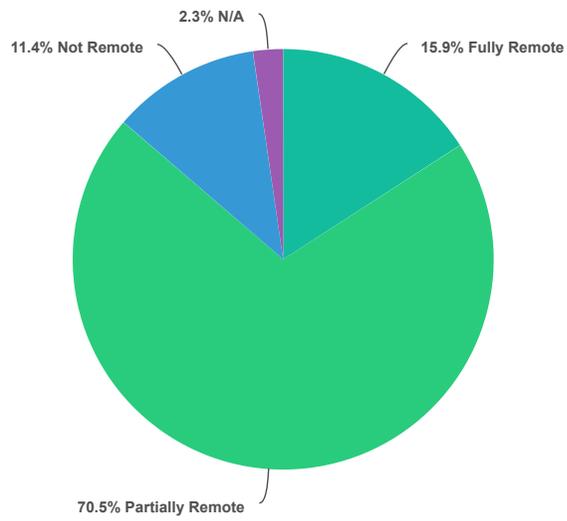
Value	Percent	Responses
Yes	91.1%	41
No	8.9%	4
		Totals: 45

13. Which work model will be most commonly used for Supervisor/Management?



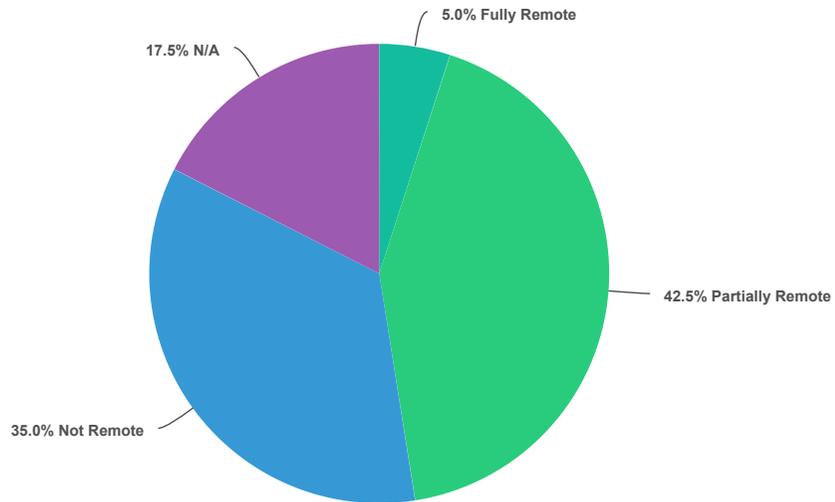
Value	Percent	Responses
Fully Remote	13.6%	6
Partially Remote	56.8%	25
Not Remote	27.3%	12
N/A	2.3%	1
		Totals: 44

14. Which work model will be most commonly used for Technical/Professional?



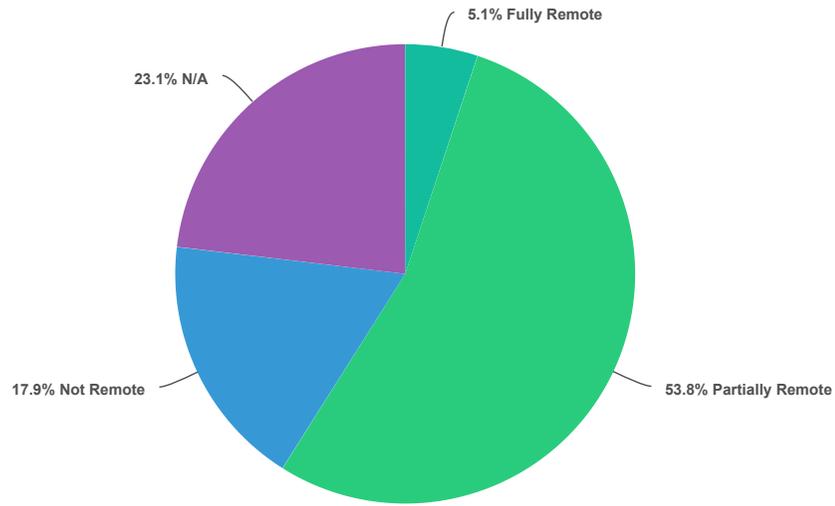
Value	Percent	Responses
Fully Remote	15.9%	7
Partially Remote	70.5%	31
Not Remote	11.4%	5
N/A	2.3%	1
		Totals: 44

15. Which work model will be most commonly used for Customer Service?



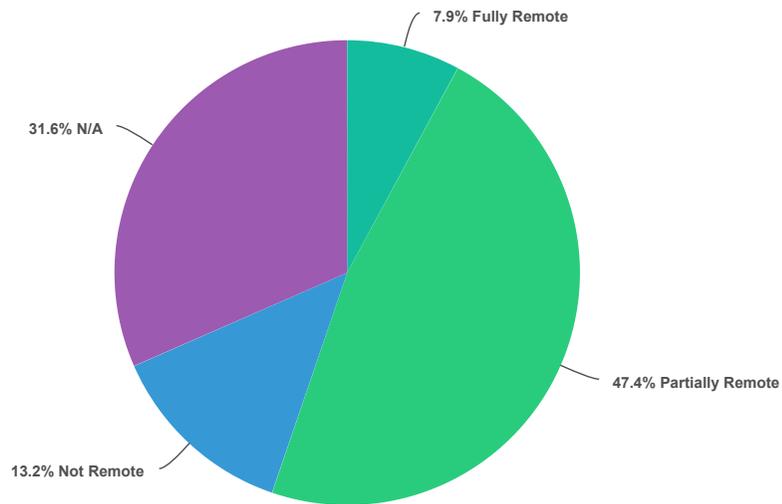
Value	Percent	Responses
Fully Remote	5.0%	2
Partially Remote	42.5%	17
Not Remote	35.0%	14
N/A	17.5%	7
		Totals: 40

16. Which work model will be most commonly used for Administrative Support?



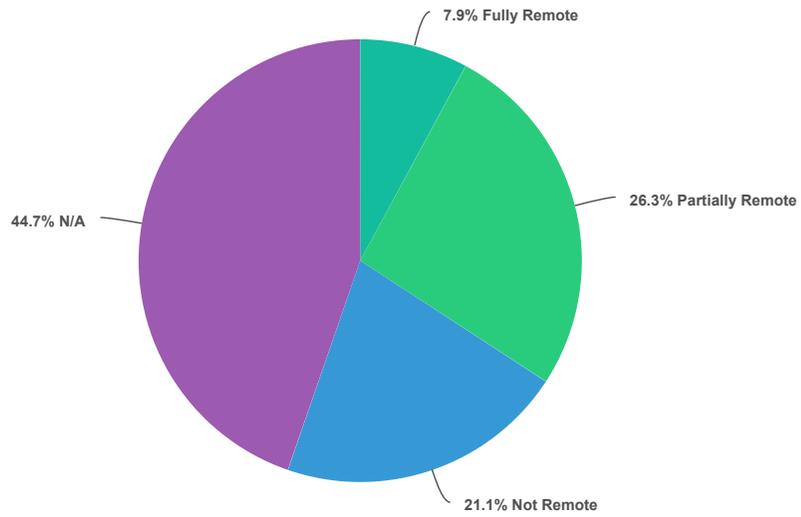
Value	Percent	Responses
Fully Remote	5.1%	2
Partially Remote	53.8%	21
Not Remote	17.9%	7
N/A	23.1%	9
		Totals: 39

17. Which work model will be most commonly used for Hourly Contributor--Office?



Value	Percent	Responses
Fully Remote	7.9%	3
Partially Remote	47.4%	18
Not Remote	13.2%	5
N/A	31.6%	12
		Totals: 38

18. Which work model will be most commonly used for Hourly Contributor--Field?



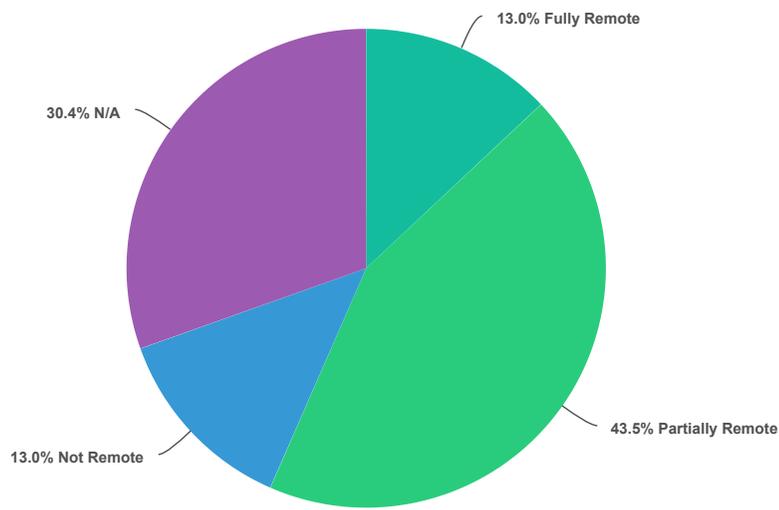
Value	Percent	Responses
Fully Remote	7.9%	3
Partially Remote	26.3%	10
Not Remote	21.1%	8
N/A	44.7%	17
		Totals: 38

19. What other type of employee do you have?



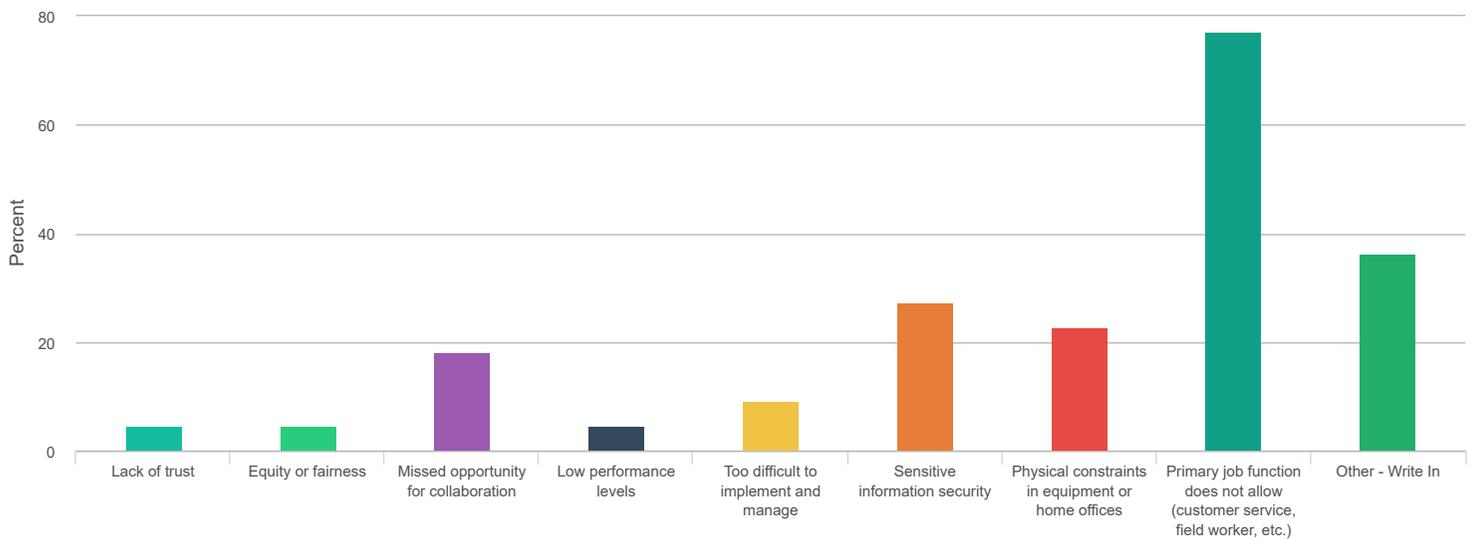
[Show Responses ▾](#)

20. Which work model will be most commonly used for Other Employee Types?



Value	Percent	Responses
Fully Remote	13.0%	3
Partially Remote	43.5%	10
Not Remote	13.0%	3
N/A	30.4%	7
		Totals: 23

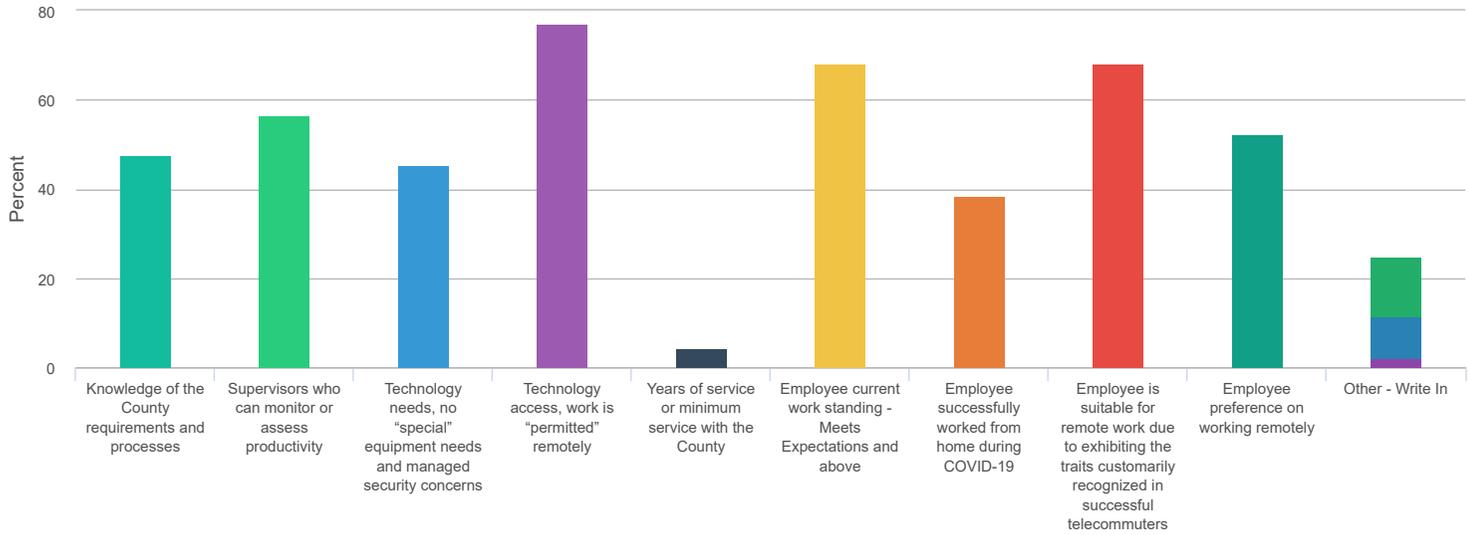
21. If you do not plan to use a work remote model, please tell us what challenges or decisions prevented use of remote work options? Select all that apply.



Value	Percent	Responses
Lack of trust	4.5%	1
Equity or fairness	4.5%	1
Missed opportunity for collaboration	18.2%	4
Low performance levels	4.5%	1
Too difficult to implement and manage	9.1%	2
Sensitive information security	27.3%	6

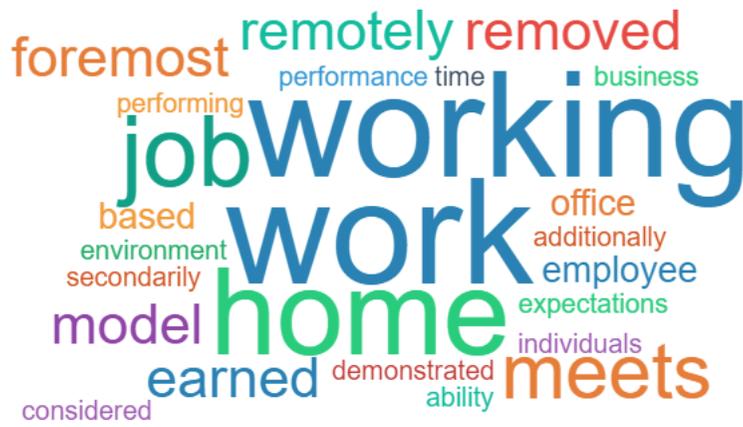
Value	Percent	Responses
Physical constraints in equipment or home offices	22.7%	5
Primary job function does not allow (customer service, field worker, etc.)	77.3%	17
Other - Write In (click to view)	36.4%	8

22. What additional criteria should the County use for formal eligibility for a work remote option? Select all that apply and add any additional criteria you deem relevant. This list should be guidelines for what supervisors should “think” about in alignment with eligible positions.



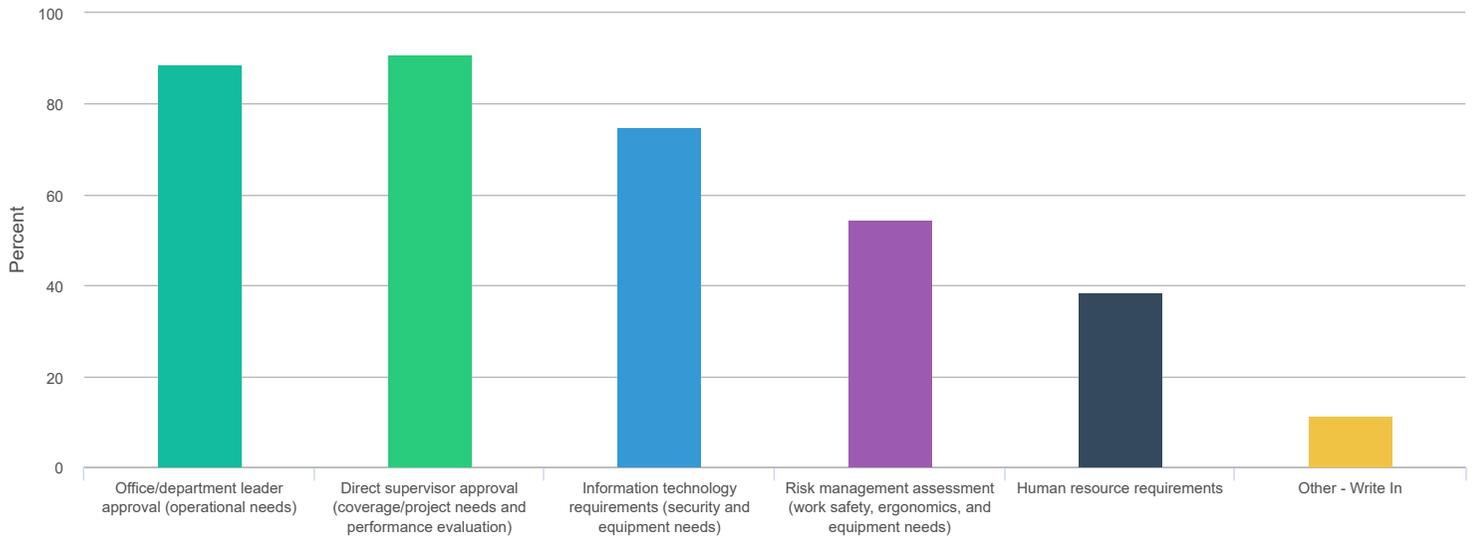
Value	Percent	Responses
Knowledge of the County requirements and processes	47.7%	21
Supervisors who can monitor or assess productivity	56.8%	25
Technology needs, no "special" equipment needs and managed security concerns	45.5%	20
Technology access, work is "permitted" remotely	77.3%	34
Years of service or minimum service with the County	4.5%	2
Employee current work standing - Meets Expectations and above	68.2%	30
Employee successfully worked from home during COVID-19	38.6%	17
Employee is suitable for remote work due to exhibiting the traits customarily recognized in successful telecommuters	68.2%	30
Employee preference on working remotely	52.3%	23
Other - Write In (click to view)	25.0%	11
Other - Write In (click to view)	11.4%	5
Other - Write In (click to view)	2.3%	1

23. Please add any additional comments you have on the previous question.



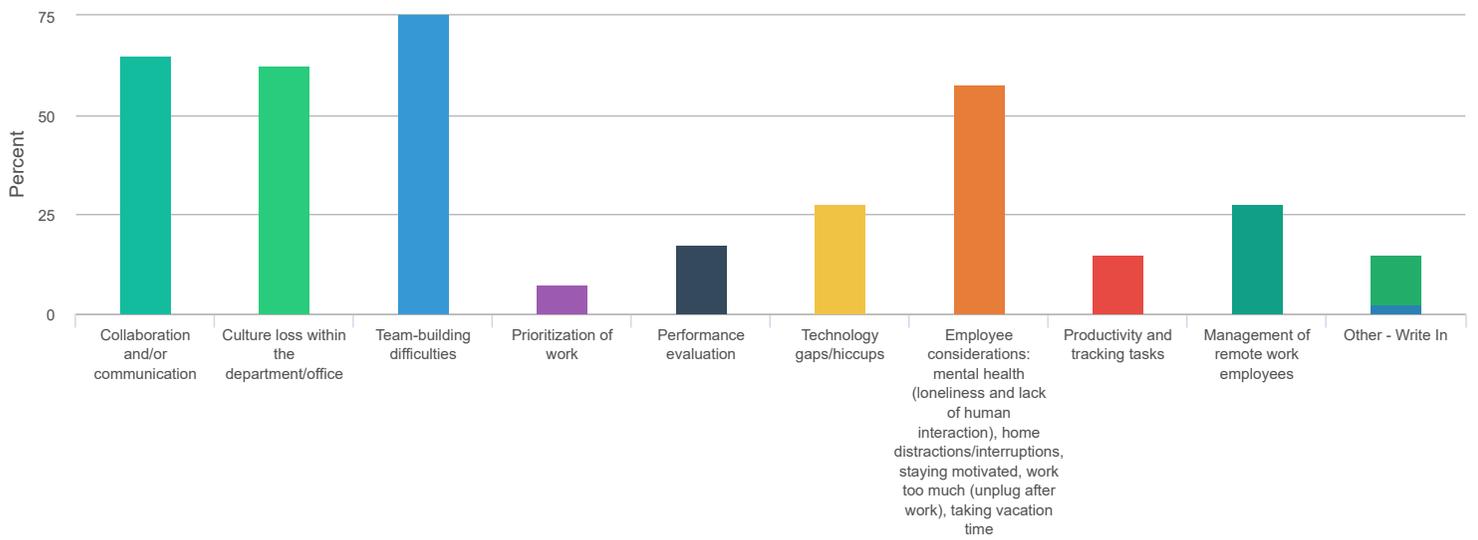
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24. When County criteria is eventually determined, what types of approvals do you think will be needed in order to formalize agreed upon work remote arrangement? Select all that apply and add any additional approval forms you deem relevant. The goal would be to create a process that is objective and fair.



Value	Percent	Responses
Office/department leader approval (operational needs)	88.6%	39
Direct supervisor approval (coverage/project needs and performance evaluation)	90.9%	40
Information technology requirements (security and equipment needs)	75.0%	33
Risk management assessment (work safety, ergonomics, and equipment needs)	54.5%	24
Human resource requirements	38.6%	17
Other - Write In (click to view)	11.4%	5

25. What specific work remote challenges are at the forefront of your specific Department/Office? Select all that apply.



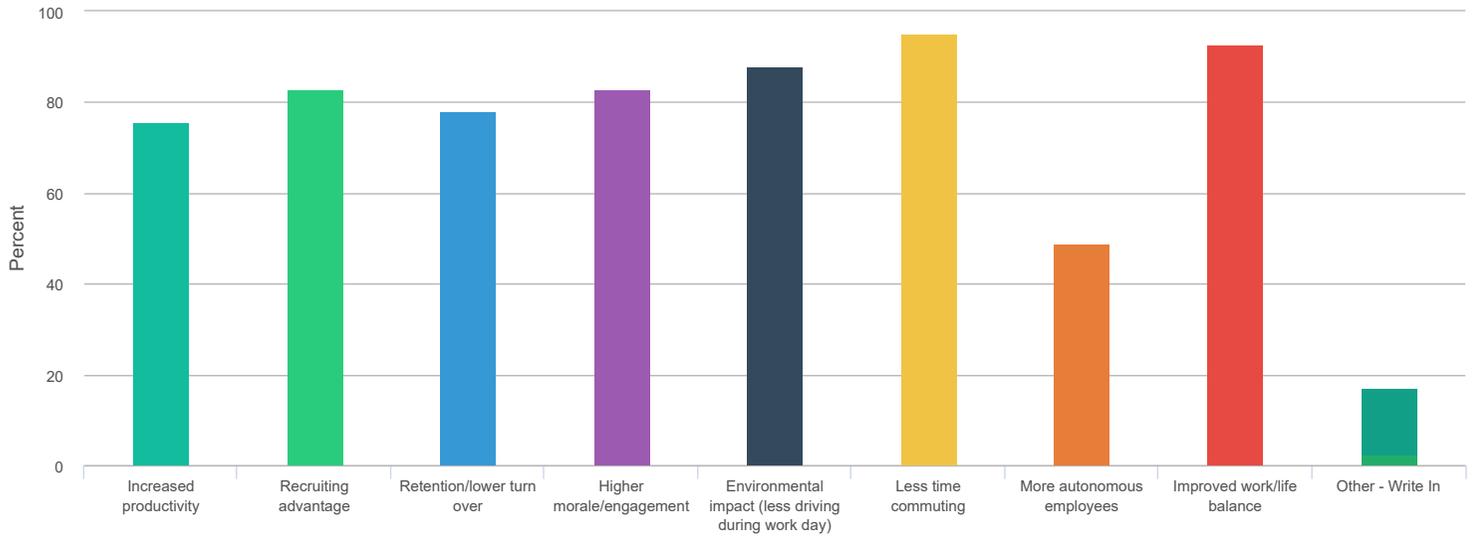
Value	Percent	Responses
Collaboration and/or communication	65.0%	26
Culture loss within the department/office	62.5%	25
Team-building difficulties	75.0%	30
Prioritization of work	7.5%	3
Performance evaluation	17.5%	7
Technology gaps/hiccups	27.5%	11
Employee considerations: mental health (loneliness and lack of human interaction), home distractions/interruptions, staying motivated, work too much (unplug after work), taking vacation time	57.5%	23
Productivity and tracking tasks	15.0%	6
Management of remote work employees	27.5%	11
Other - Write In (click to view)	15.0%	6
Other - Write In (click to view)	2.5%	1

26. What should the policy plan address in order to build an effective, flexible and constantly improving policy for your specific team(s)?



[Show Responses](#) ▾

27. What benefits are you anticipating with a remote work model within your office or department? Select all that apply.



Value	Percent	Responses
Increased productivity	75.6%	31
Recruiting advantage	82.9%	34
Retention/lower turn over	78.0%	32
Higher morale/engagement	82.9%	34
Environmental impact (less driving during work day)	87.8%	36
Less time commuting	95.1%	39
More autonomous employees	48.8%	20
Improved work/life balance	92.7%	38
Other - Write In (click to view)	17.1%	7
Other - Write In (click to view)	2.4%	1

28. Short Term



37 Total Responses | [Show Responses](#)

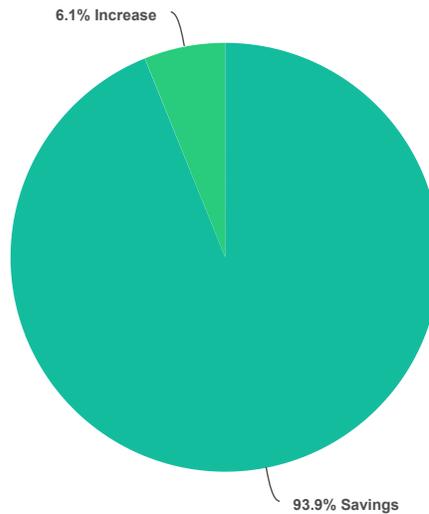
29. Long Term

32. What is the estimated dollar amount?



[Show Responses](#) ▶

33. Will there be a savings or in increase in operational costs?



Value	Percent	Responses
Savings	93.9%	31
Increase	6.1%	2
		Totals: 33

34. What is the nature of the savings or increase?

