Summary of Results

- 11 of 23 department heads managing 72% of the County workforce are either supportive or very supportive of a telework program
- 4 of 23 department heads managing 4% of County workforce are in the middle
- 8 of 23 department heads managing 21% of the County workforce indicated they are not very supportive or not at all supportive
- Currently, an estimated total of **23 County employees** are authorized to telecommute on a regular basis
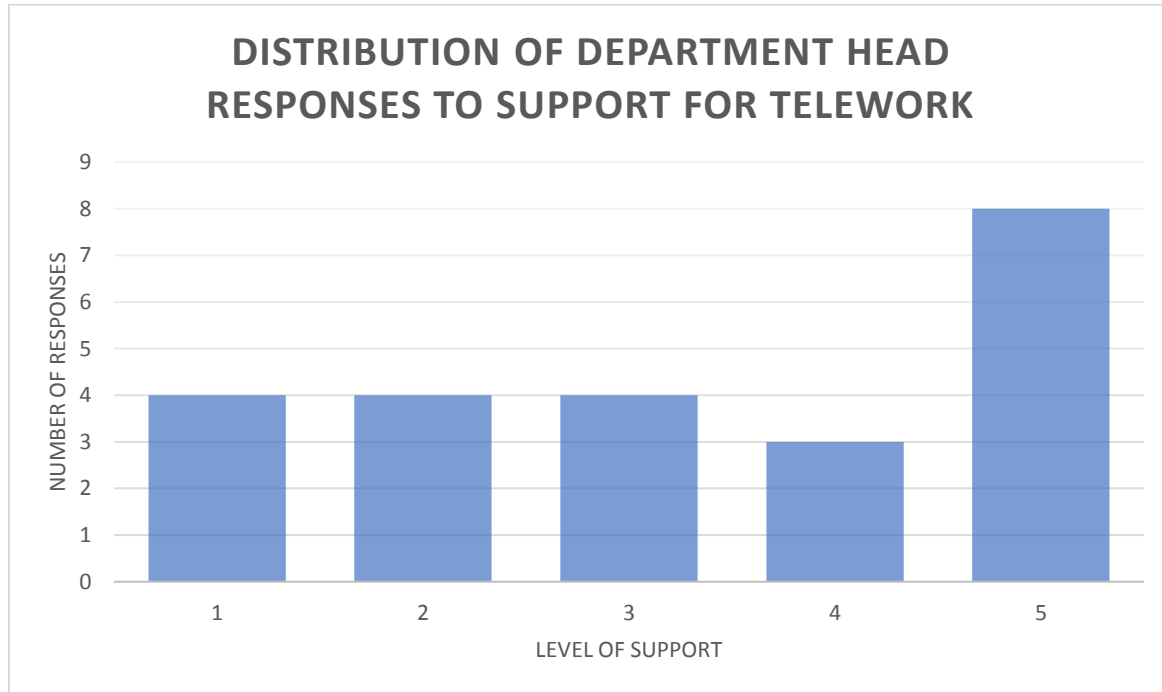

DISTRIBUTION OF DEPARTMENT HEAD RESPONSES TO SUPPORT FOR TELEWORK

Figure 1: Bar chart showing the distribution of responses to the question: *What is your level of support for a telework program being available to a broader segment of your staff?* (5 being very supportive; 1 being not at all supportive). In total, 23 department heads responded to the survey.
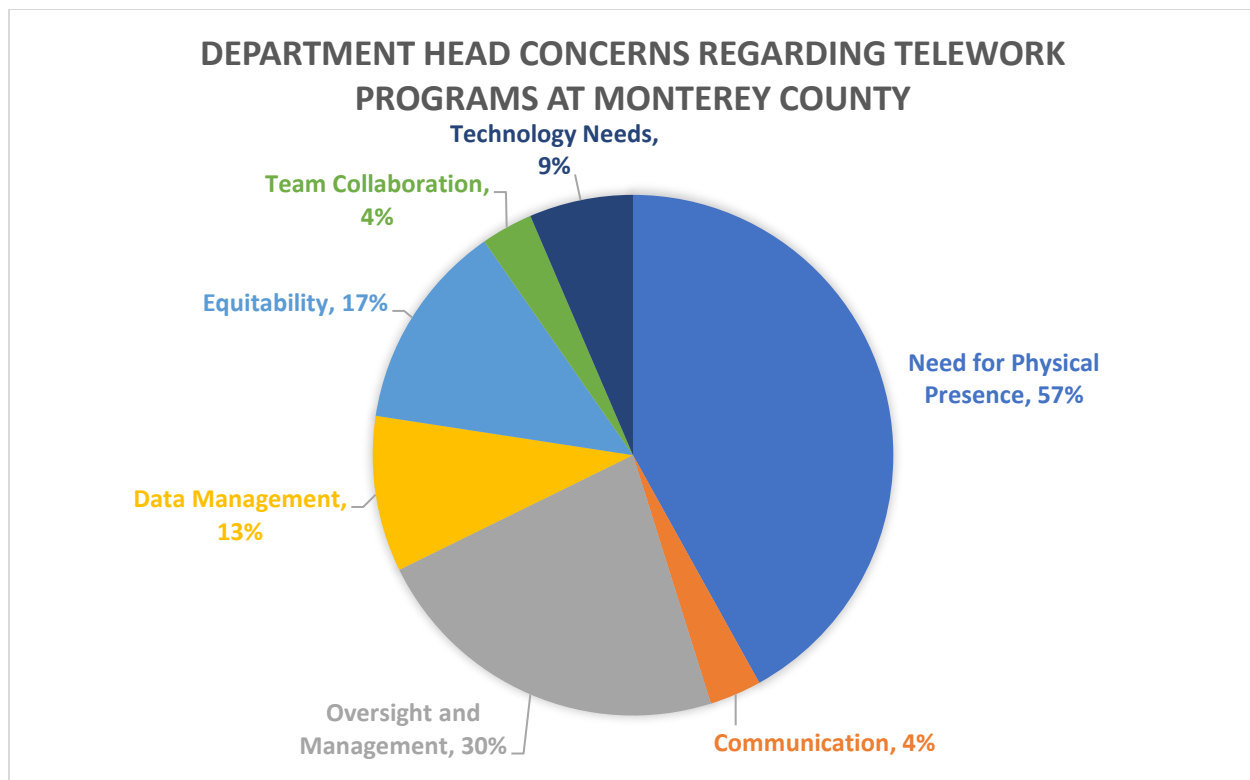
DEPARTMENT HEAD CONCERNS REGARDING TELEWORK PROGRAMS AT MONTEREY COUNTY

- Technology Needs, 9%
- Team Collaboration, 4%
- Equitability, 17%
- Data Management, 13%
- Oversight and Management, 30%
- Communication, 4%
- Need for Physical Presence, 57%

Figure 2: Pie chart showing department head response rate for similar concerns regarding telework. Concerns are characterized as follows:

- **Need for Physical Presence:** Nature of the work performed by the department generally requires physical presence for all or a portion of department's employees

- **Communication**: Concerns telework could inhibit communication between supervisor and subordinate

- **Oversight and Management**: Supervisor's ability to manage subordinates is generally inhibited by telework

- **Data Management:** Databases used by all or some of the department require onsite access; unable to access remotely

- **Equitability:** Concerns telework programs will not be implemented in an equitable way; not fair for all staff levels/groups/divisions

- **Team Collaboration:** Creativity and ingenuity of staff teams hindered by telework without face-to-face interaction

- **Technology Needs:** General or budgetary concerns providing equipment to staff to accommodate telework (laptops, VPN service, phones, video conferencing)