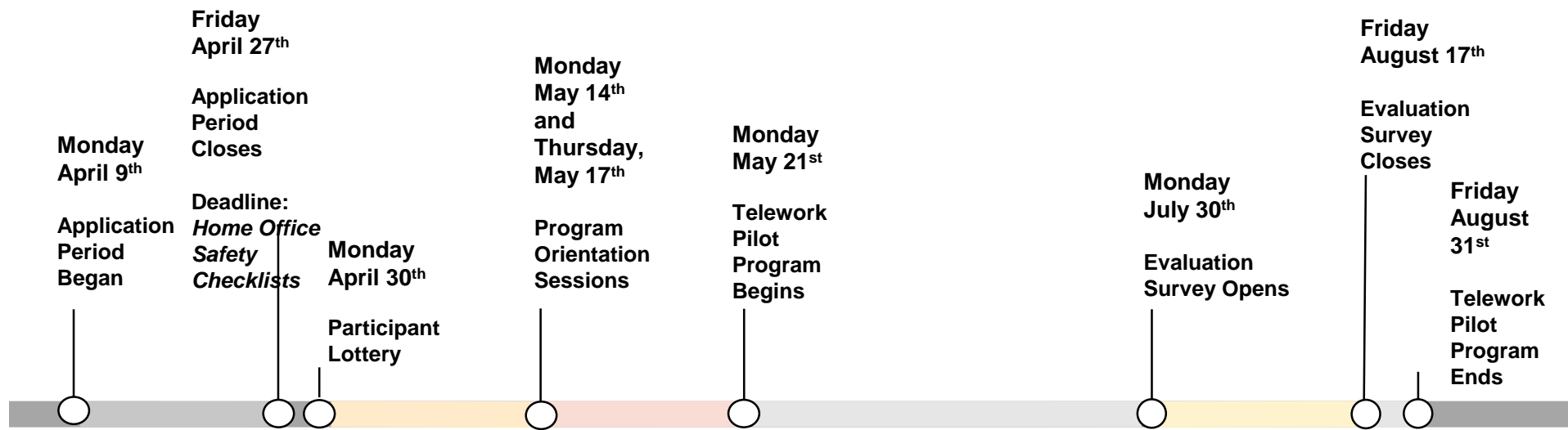Monterey County Telework Pilot Program Survey Results

Dan Bertoldi, Management Analyst III

Alternative Energy and Environment Committee

May 30, 2019

Monterey County Telework Pilot Program 2018

Supervisors Telework Pilot Program Survey Results

Total of 19 supervisors from 10 different County departments completed the **Supervisors Telework Pilot Program Evaluation Survey**

In your opinion, what effect has the Telework Pilot Program had on your participating employees in each of the following areas?

- ■ Very Favorable
- ■ Favorable
- ■ Neither Favorable nor Unfavorable
- ■ Unfavorable

Their availability for onsite staff meetings · Their productivity · Their morale · Their availability for onsite staff meetings
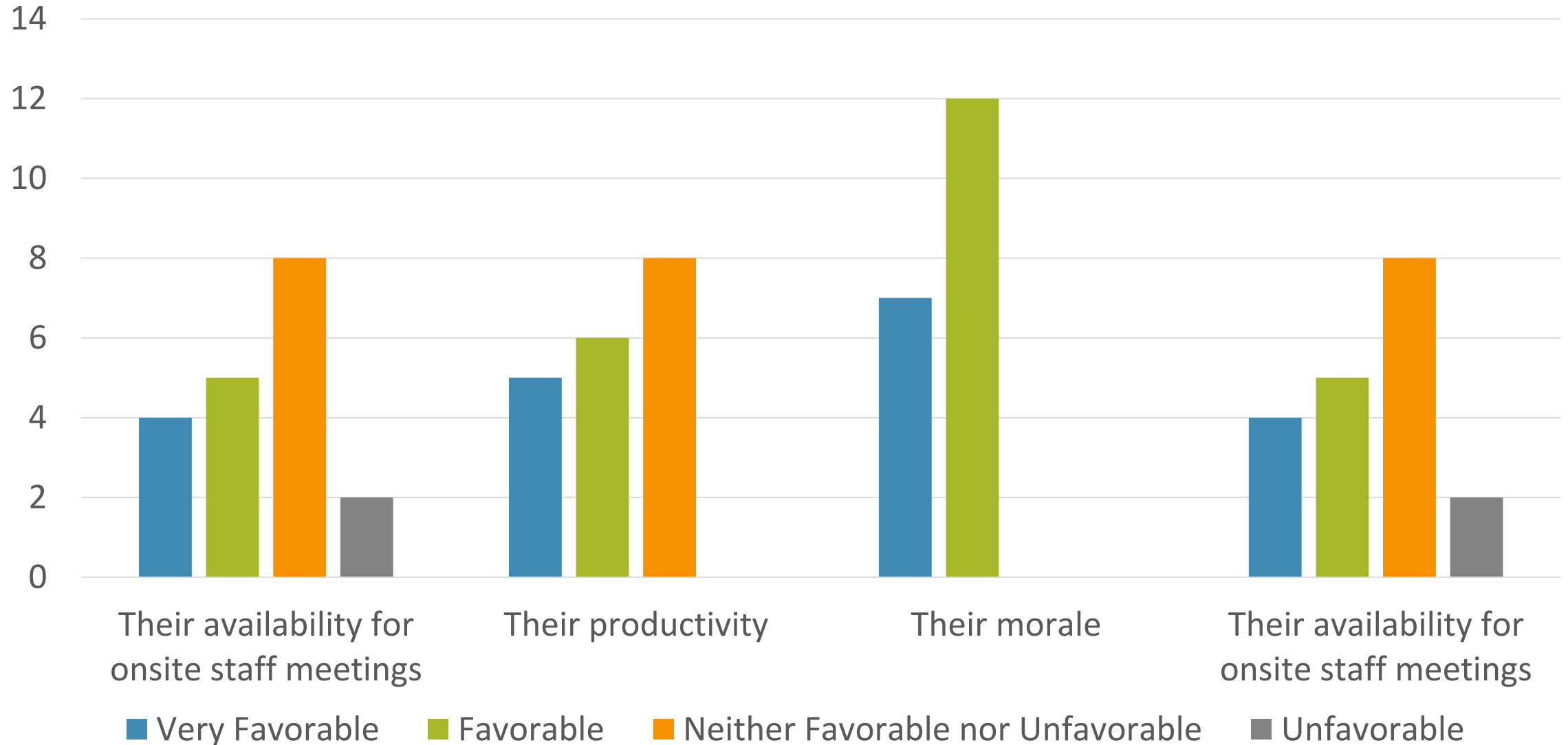
How has the Telework Schedule affected your participating employees' use of accrued leave?

3, 16%

1, 5%

15, 79%

- Neither Increased nor Decreased
- Decreased
- I don't know/not applicable
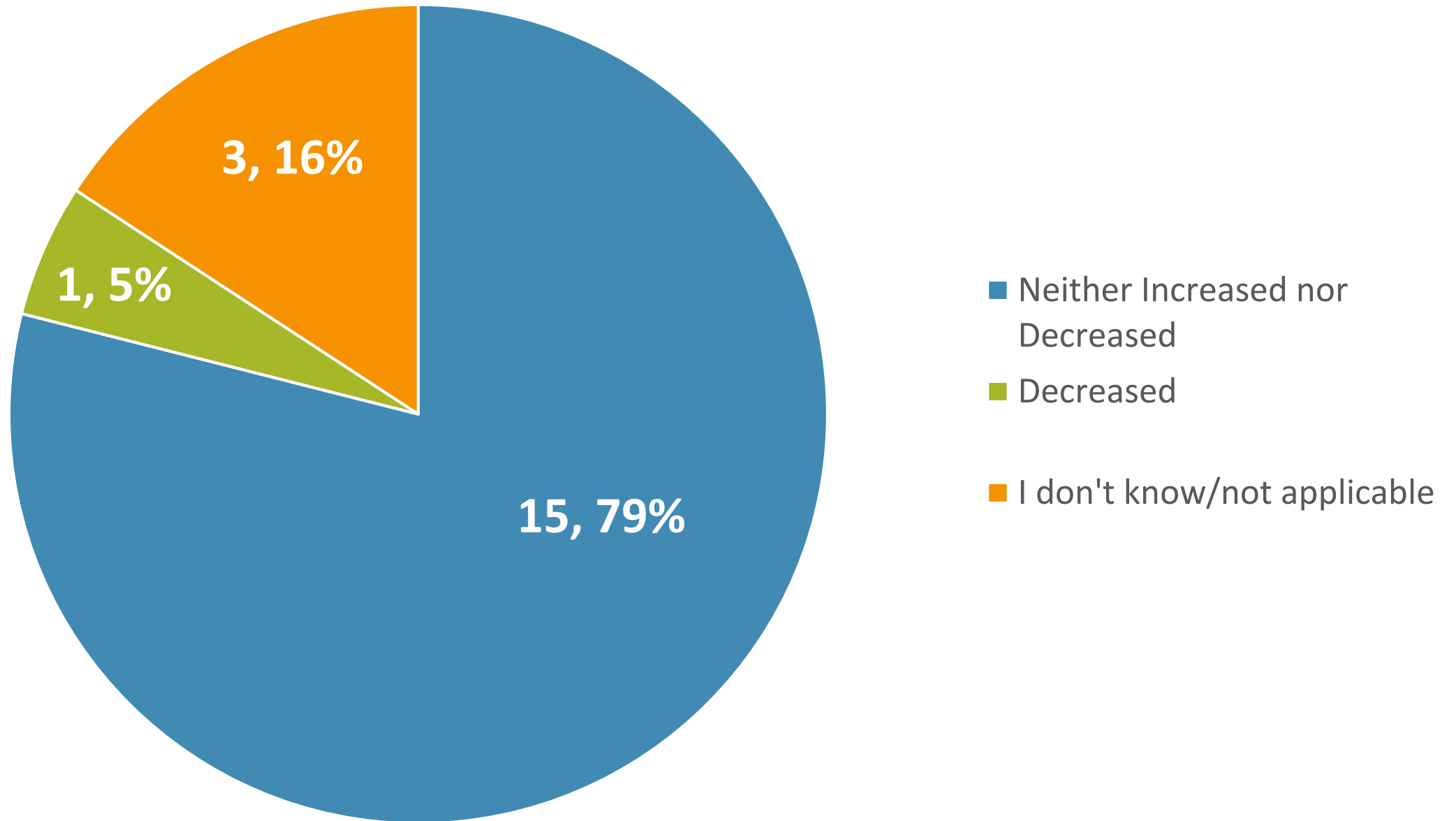
What effect has your employees' participation in the Telework Pilot Program had on each of the following aspects of your work as a supervisor?

Legend: Very Favorable (blue), Favorable (green), Neither Favorable nor Unfavorable (orange), Unfavorable (gray)

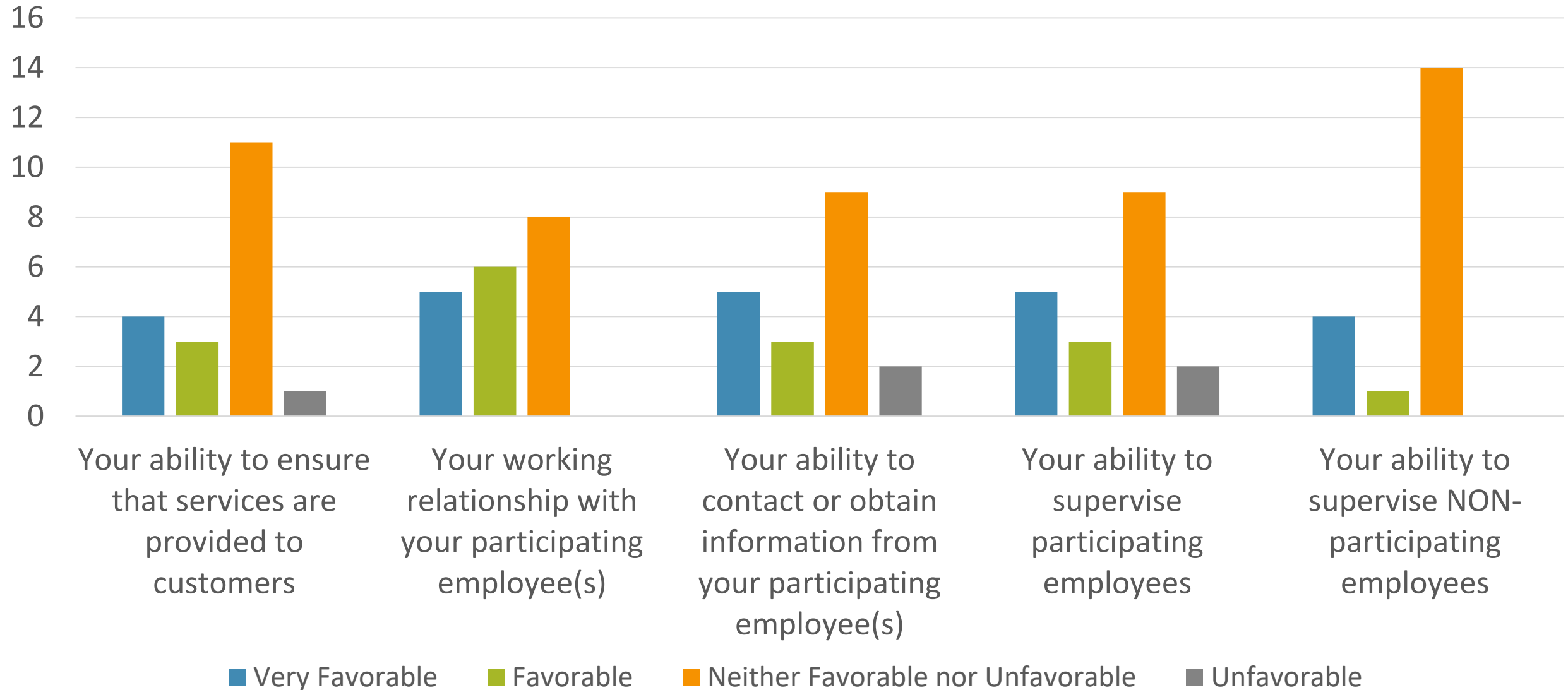| Aspect	Very Favorable	Favorable	Neither Favorable nor Unfavorable	Unfavorable
Your ability to ensure that services are provided to customers	4	3	11	1
Your working relationship with your participating employee(s)	5	6	8	
Your ability to contact or obtain information from your participating employee(s)	5	3	9	2
Your ability to supervise participating employees	5	3	9	2
Your ability to supervise NON-participating employees	4	1	14	

In your opinion, what effect has the Telework Pilot Program had on your NON-participating employees in each of the following areas?
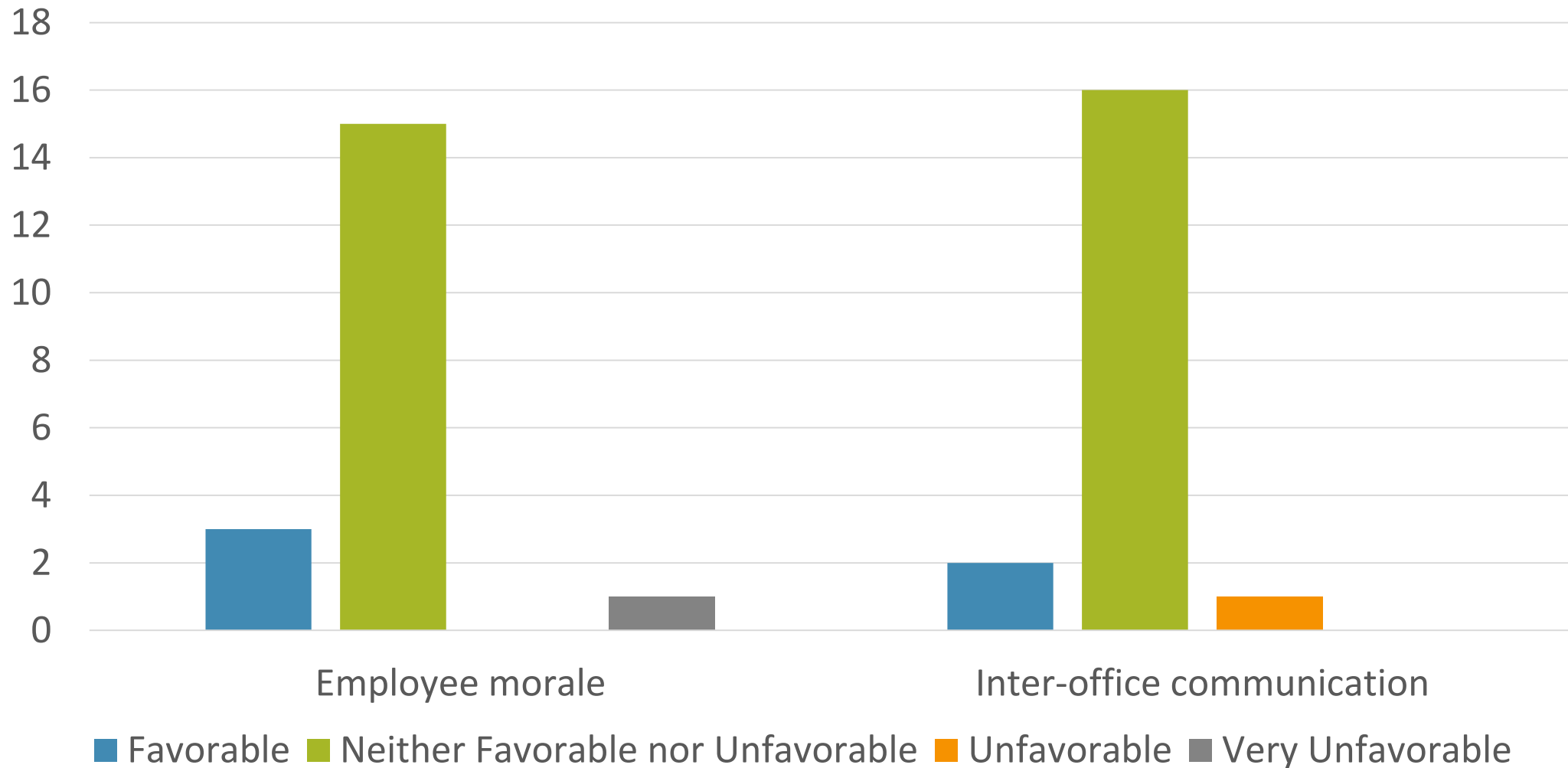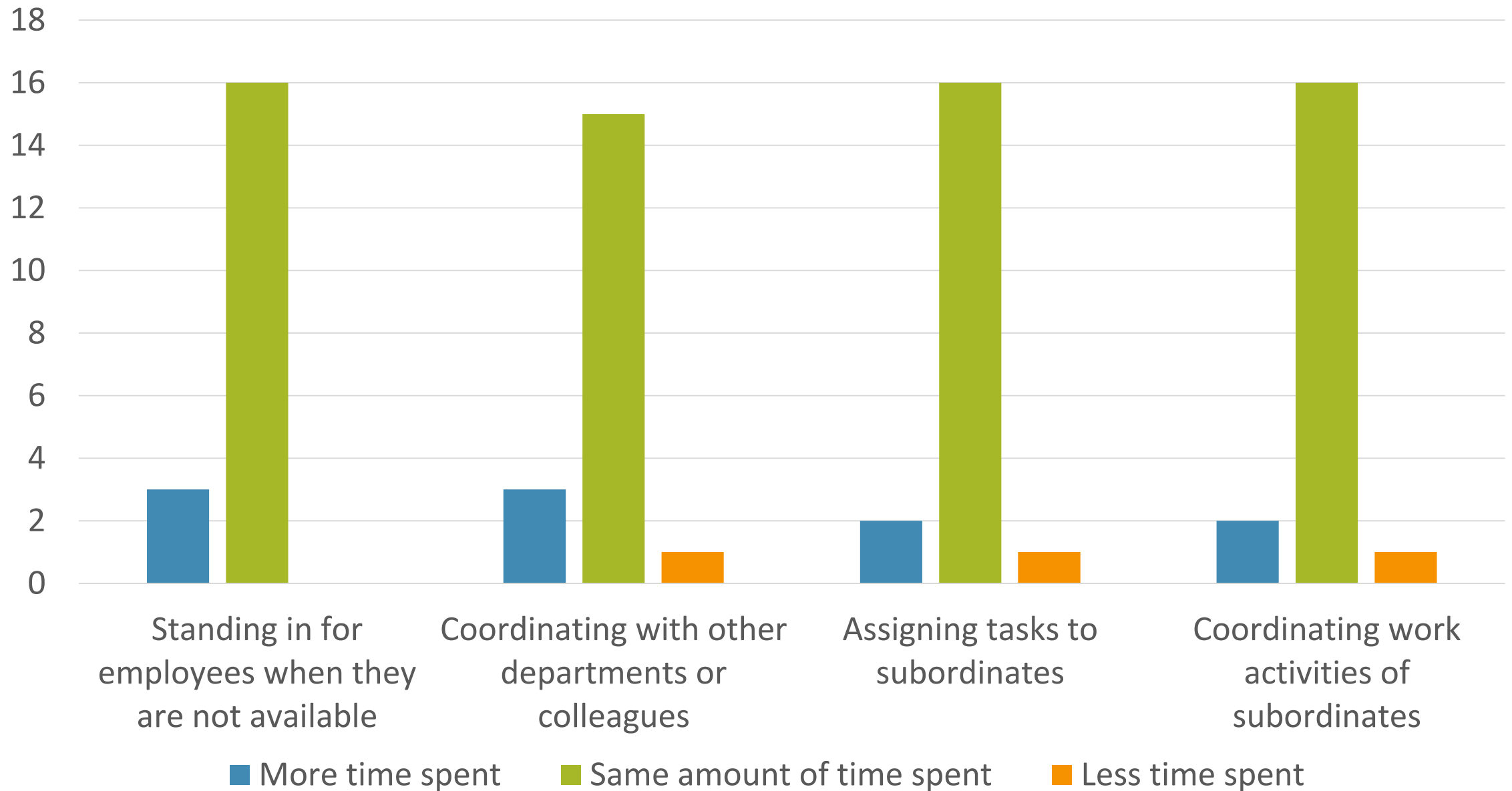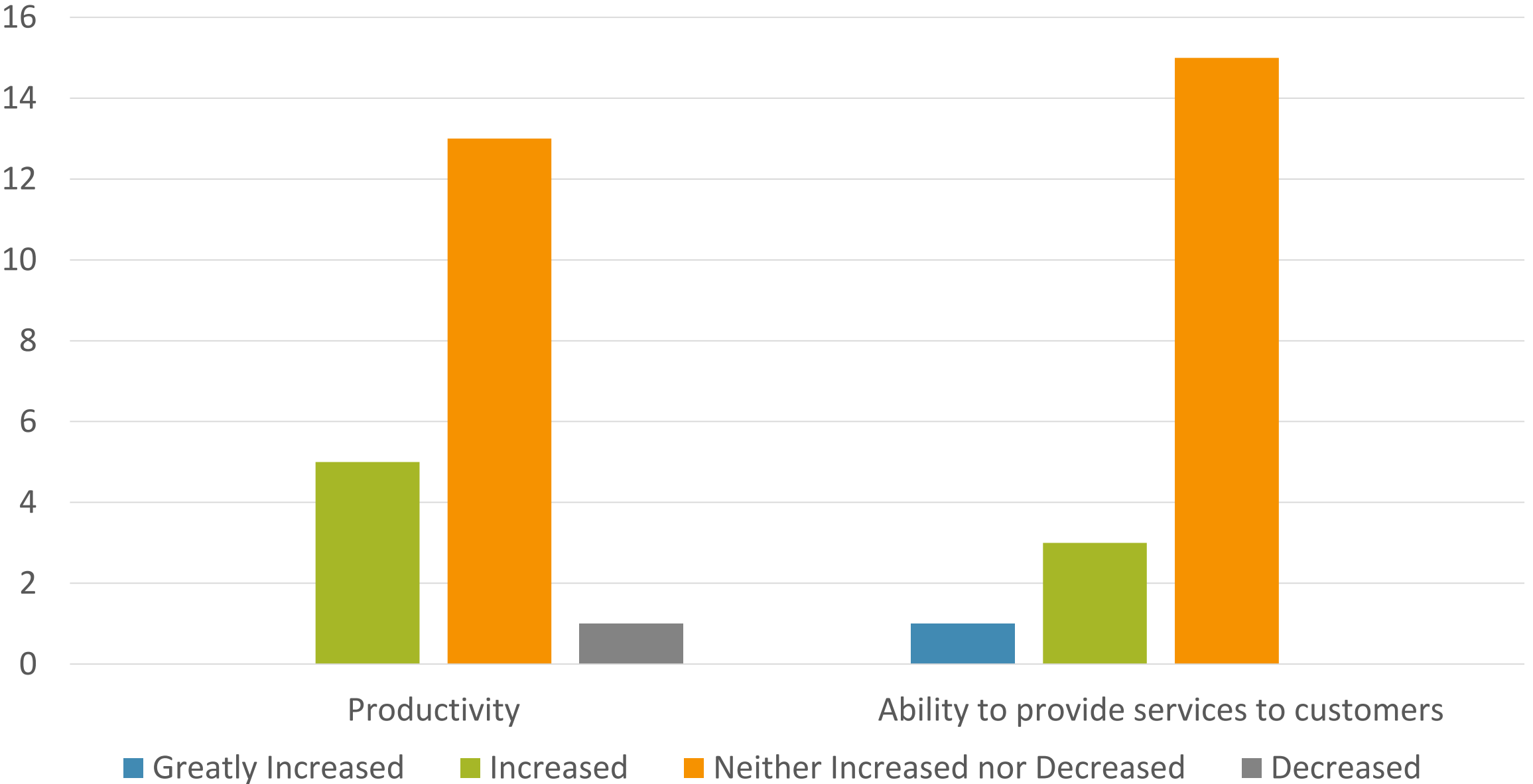
Favorable ■ Neither Favorable nor Unfavorable ■ Unfavorable ■ Very Unfavorable
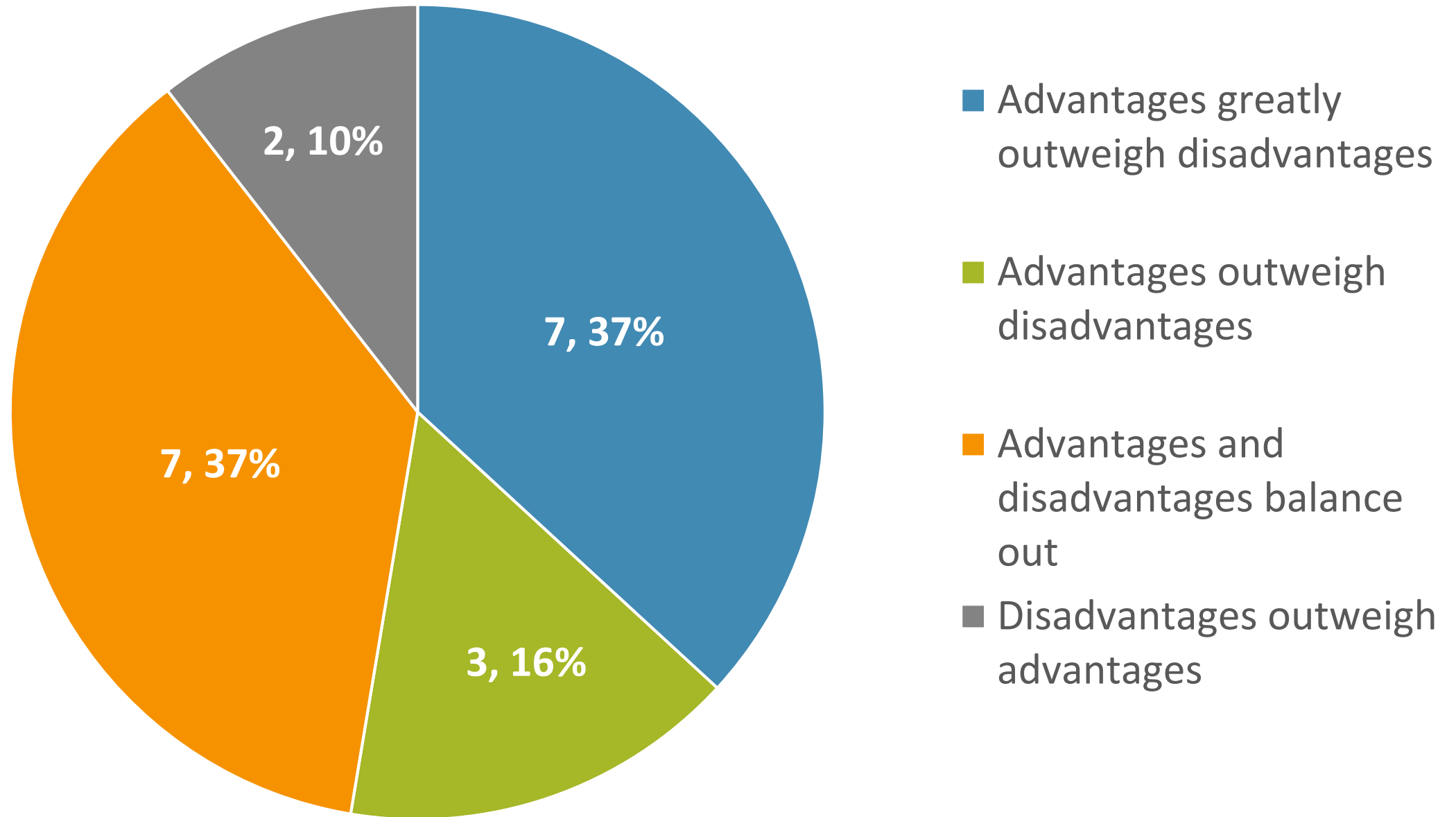
How has the Telework Pilot Program affected the amount of time that you spend on each of the following activities?

Has the Telework Pilot Program increased or decreased the following activities in your work team?

Supervisors Opinion on Advantages vs Disadvantages of Telework

- Advantages greatly outweigh disadvantages
- Advantages outweigh disadvantages
- Advantages and disadvantages balance out
- Disadvantages outweigh advantages

7, 37%

3, 16%

7, 37%

2, 10%

# Participant Telework Pilot Program Survey Results

- All 29 participants in the Pilot completed the **Participant Telework Pilot Program Survey.**

- About half of the participants teleworked one day per week, the other half teleworked 2 days per week.

- All participants indicated they were able to communicate effectively with their supervisor and their co-workers.

- All Participants were able to access the programs and files necessary to perform their work duties.

How does your supervisor stay informed of your activities during the Telework Pilot Program?
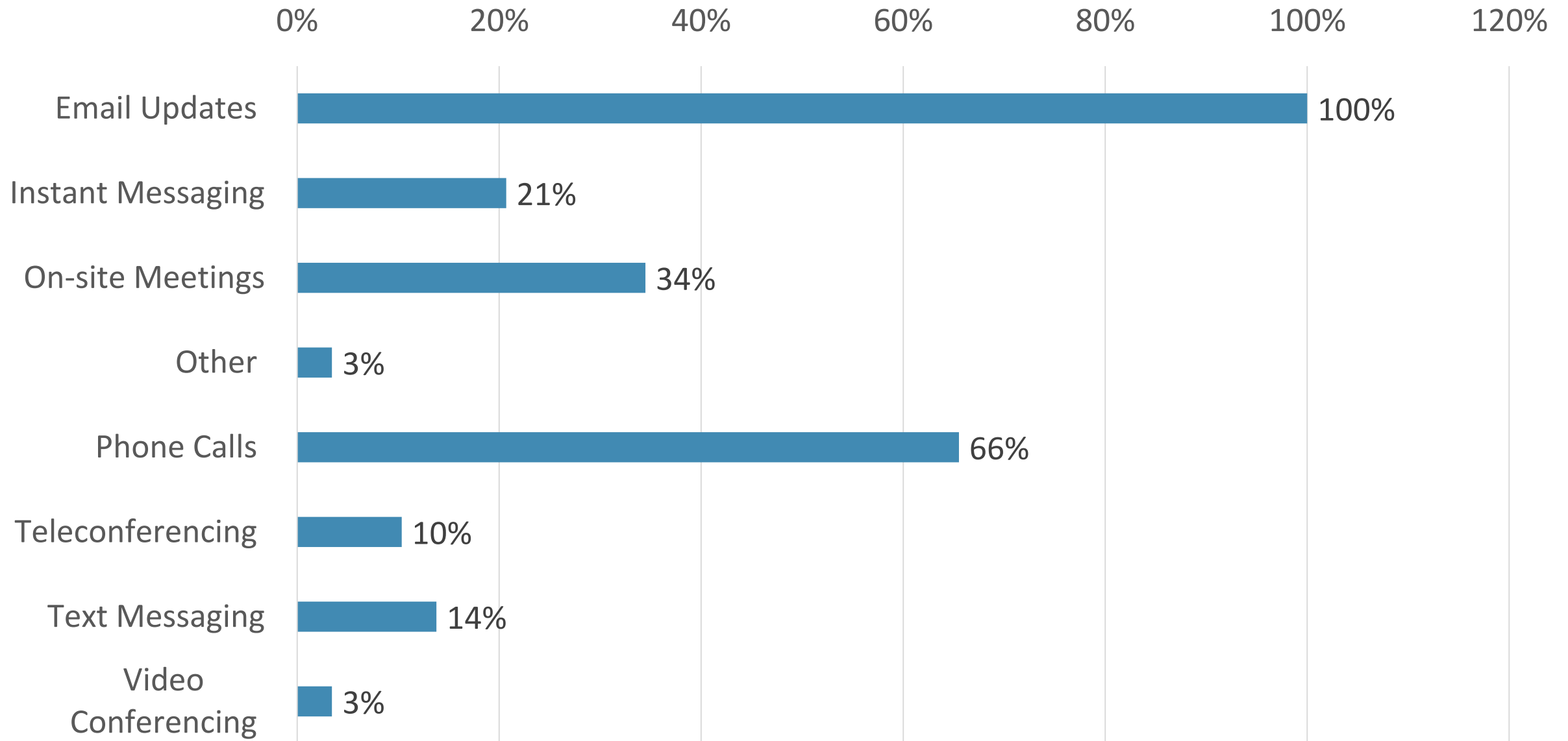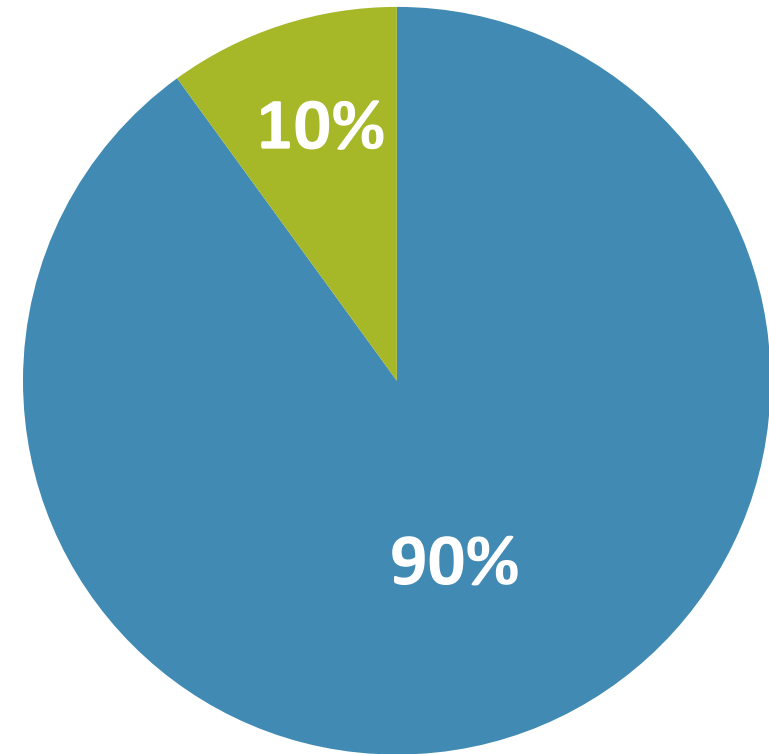
Technical Issues

Have you experienced any technical, computer or communications difficulties while teleworking?
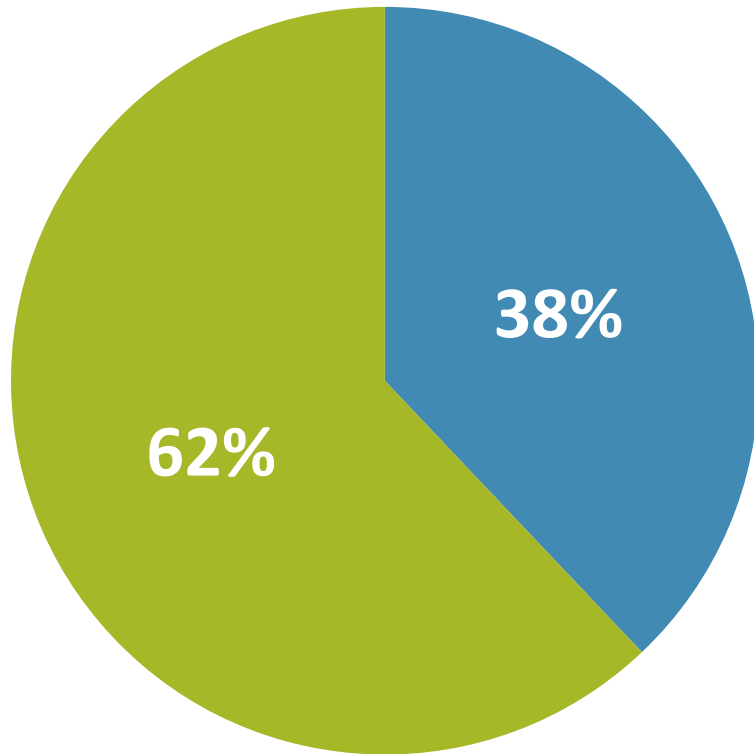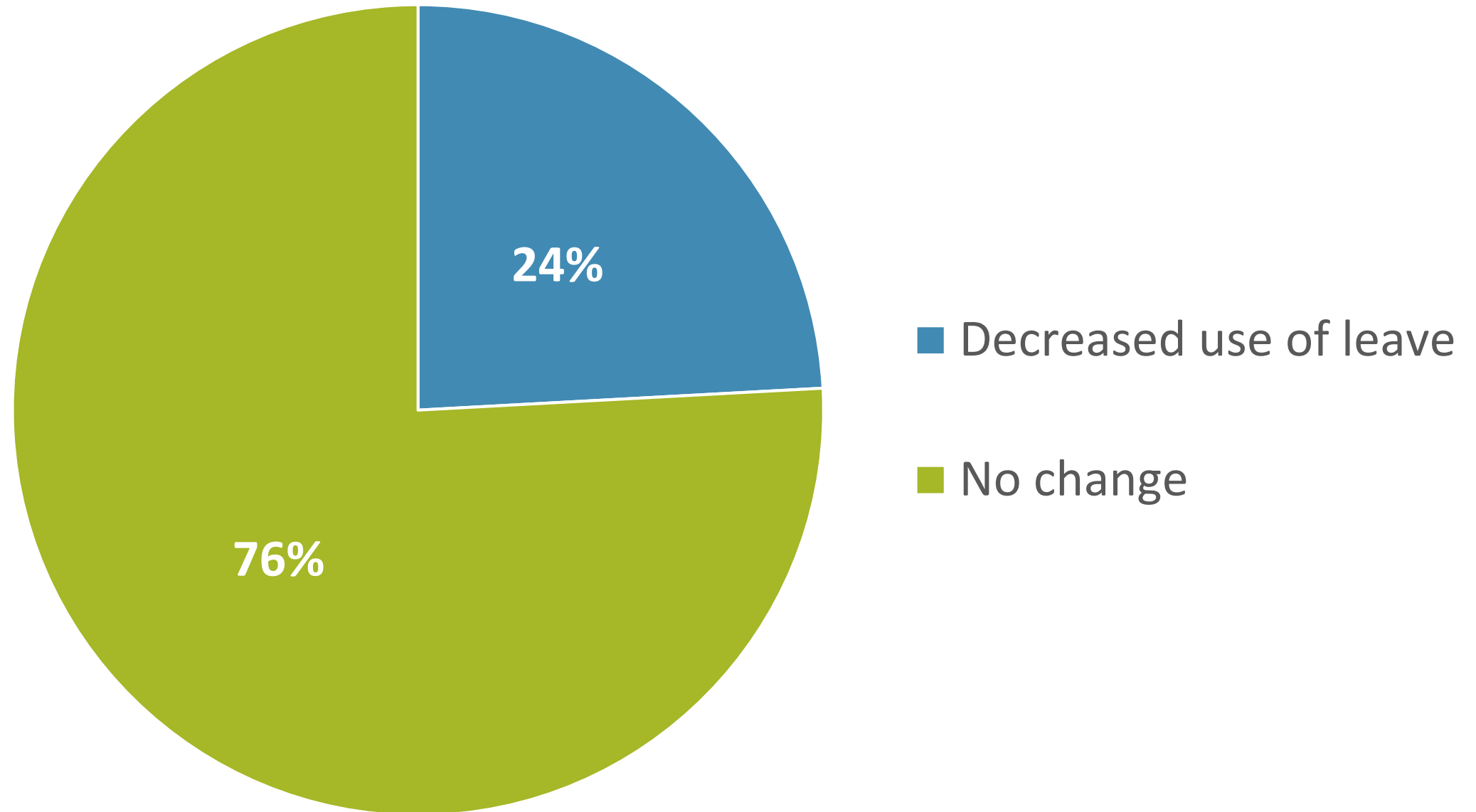
If any, the nature of the technical difficulties,

38%

62%

■ Yes ■ No

10%

90%

■ VPN Related ■ Phone Related

How has the Telework schedule affected your use of leave?

- ■ Decreased use of leave — 24%
- ■ No change — 76%

Questions