



GOMB

Status Update on
"A New Workplace"

5 Overarching Goals, Targets, Timeline

1. Improve Air Quality
2. Enhance Building Utilization
3. Improve Productivity
4. Jobs in Rural Utah
5. Enhance Talent Retention and Recruitment

30% of Eligible = 2,555

1. 1,300 lbs/month
2. 63,900 ft reduced
3. Maintain or Increase
4. 200 Jobs
5. 56 Retained Employees

Deployed or In Process

DAS
Insurance
DTS
DHRM
Health
CRSO
GOMB
DEQ
DHA
Agriculture
PLPCO
DHS
BOPP
DNR
DABC
Tax

About to Deploy Overnight

DWS
Corrections
DPS
UDOT
Commerce
Labor Commission
Utah National Guard
Gov's Office
GOED
OED
Veterans Affairs
Financial Institutions

Experience Teleworking

DPS Experience Beginning Overnight

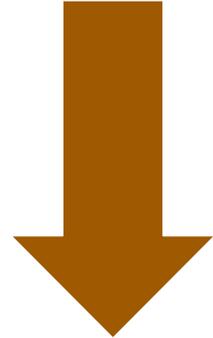
- "As a result of teleworking we have become completely paperless. We have implemented new processes that allow us to complete our job duties in a more timely manner. Our employees are happier with the flexible schedules and work environment which leads to less stress and higher morale. And last, we have helped with less pollution and congestion on the roads. "
- BCI has a top-performing employee who is moving to St. George but wishes to retain her position with the department. "Of course, that is not only acceptable but we are highly supportive of this. The cost savings to hire and train another individual is quite large; we will also create one rural employment opportunity from this move; and we will also increase our retention metric."

DHS Experience In Process

- "97% have coworkers who telework and 85% of their direct supervisors are teleworking. Communication with both supervisors and coworkers among those who are teleworking is reported 96% effective."
- "Interest in an optional, formal telework arrangement long-term is 86% (1,310). Those who do not wish to continue to telework (214) reported the primary reasons of missing the in-office social interaction (25%) and not wanting to give up their dedicated office space (17%)."

OE: DECREASE OPERATING EXPENSES BY 15% PER EMPLOYEE

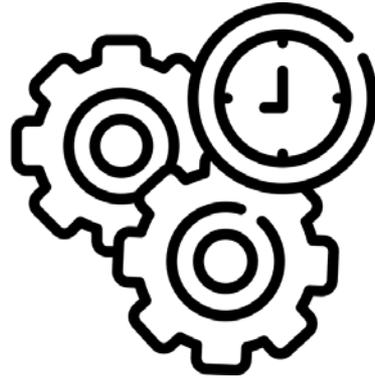
Baseline:	\$249.28 per employee per month
Goal:	\$211.89 per employee per month
Feb 28, 2020:	\$235.23 per employee per month (5.6% cost savings as of December 2019)
Est. Dec 2020:	\$178 per employee per month (28.6% savings)



This includes 60 additional employees from Medicaid Expansion into the Cannon Health Building.

Employee Productivity

Hovering around 20% monthly and we'll continue to monitor as more employees are onboarded.



How Well Has it Worked?

- Rapid expansion was possible because of the IT infrastructure work done prior
- Rapid expansion was facilitated by the full kit of materials and training provided (see <https://gomb.utah.gov/a-new-workplace-modernizing-where-how-and-when-utah-works/>)
- Easier for departments with mature programs
- Additional training has been developed
- Working with agencies to mature programs

Outside Entities	
Summit County	Park City School District
Colorado DOT	State of Arizona
Coal County Strike Team	Commonwealth of Pennsylvania
Rural Online Initiative	Intermountain Health care
Association of Governments	Cottonwood Heights
Association of Government Accountants	Southeast Association of Local Governments
Indiana House of Representatives	State of New Jersey
Draper City	Weber State University
State of Alaska	Sandy City
State of North Dakota	UHEAA
Buncombe County, North Carolina	State of Indiana

Teleworking Potential and COVID -19 Teleworking

Summer of 2018 DHRM surveys managers and supervisors to see potential numbers of teleworking job positions

Results show approximately 38% of job positions could be suitable for teleworking

38% of state's workforce is approximately 8,500

30% of eligible workforce is 2,555 (the December 2020 goal)

8,219 temporary teleworkers reported in March

Estimating 300 for DNR (didn't report)

8,519 temporary COVID-19 teleworking employees

Approximately 38% of workforce and estimated 100% of potential teleworkers

Post COVID-19 Plans for A New Workplace

Information sent from
Chief Harding on June
8, 2020

Formalize agreements
with long term
teleworking eligible
employees

Mature A New
Workplace programs

Practice "surge" teleworking for emergency
preparedness and continuity of operations planning,
including red air quality days

Provide additional
training

Revised space
standards

Master space plan

Remodel current-owned
space to fit current
business activities and
teleworking

Federal Government Teleworking Program*
42% of Total Workforce Eligible
51% of Eligible Teleworking

* <https://www.telework.gov/reports-studies/reports-to-congress/2019-report-to-congress.pdf>