A NEW WORKPLACE:
MODERNIZING WHERE, HOW, AND WHEN UTAH WORKS
Managing Performance Over Presence

Teleworking is . . .

Majority of time spent out of office	Process improvement to support teleworking	Performance management for teleworking teams
Empty office of personal items	Shared offices	Support staff and resources

GOALS OF THE PILOT

Improve Air Quality

Enhance Real Estate Utilization

Increase Jobs in Rural Utah

Increase Employee Productivity

Enhance Talent Retention and Recruitment

RESULTS OF THE PILOT

Over 273 lbs of emissions saved

DOH to save $220,000 annually

1 new job created in rural Utah

Over 20% increase in employee productvity

3 employees retained

Rollout Plan

Department of Technology Services (in progress)
Department of Human Resources (in progress)
Department of Administrative Services (in progress)
Department of Insurance (in progress)
Department of Health (in progress)
Department of Agriculture and Food
Department of Heritage and Arts
Department of Human Services
Department of Natural Resources
Department of Workforce Services
Department of Corrections
Department of Transportation
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Target: 2,555
30% of eligible employees

Targeted Benefits

- 1,300 lbs/month emissions saved
- 63,900 sq. feet saved
- 200 jobs in rural Utah
- Maintain or increase baseline productivity
- 56 retained employees

Mitigating Telework Risks

- Incremental and organized rollout
- Telework support staff
- Full kit of information and trainings available to implement telework
- Use of metrics to manage performance over presence

GOVERNOR'S OFFICE OF MANAGEMENT AND BUDGET