

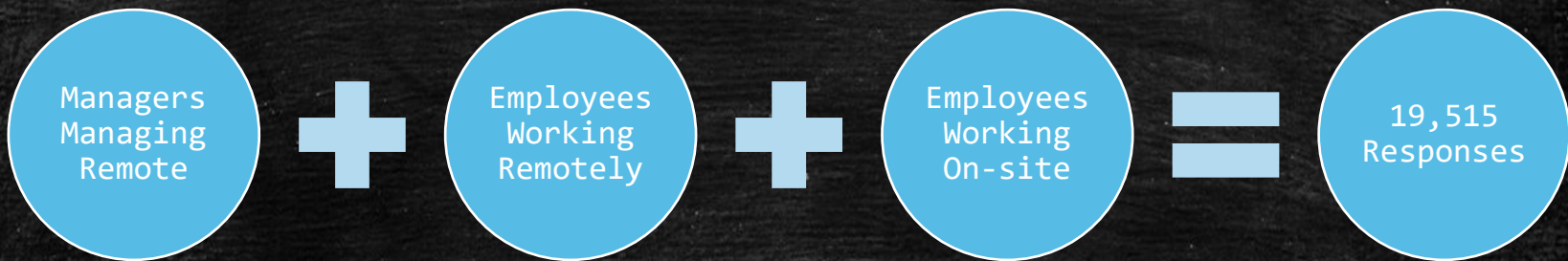


Employee Engagement Survey Results

*Results as of 06/04/21 at 11:45 p.m.

* ~50% Completion Rate of State of Oregon Executive Branch employees

THREE SURVEY PATTERNS



DATA SUMMARIES

REMOTE EMPLOYEE DATA

- 2,620 supervisory managers (13% of all responses)
- 80% employees currently working remotely
 - 86% report “as efficient” up to “extremely efficient” working remotely
 - 80% would like to continue remote work 3 – 5 days week
 - 44% feel somewhat or very safe returning to the office
 - Those who feel somewhat, or very unsafe concerns include...
 - #1 Concerns about themselves or others wearing masks
 - #2 Concerned about getting COVID/vaccines not 100% effective
 - #3 Concerned about whether workplace cleaning is sufficient
 - Others concerns included illness/getting sick in general (not specifically COVID)
- 62% would be comfortable using a “drop-in” space upon reopening

ONSITE EMPLOYEE DATA

- 25% respondents continuing to work on-site
 - 86% feel comfortable in their on-site work environment
 - What worked well working on-site included increased productivity/better time management, less stress, quieter, and reduction in parking/traffic/commute issues.
 - On-site employee concerns as the state readies to reopen:
 - #1 Health Concerns
 - #2 Safety Concerns
 - #3 Mask Concerns
 - Concerned about vulnerable coworkers/the public (those with disabilities, elderly, etc.)
- 73% of all responses stated they need/want in-person collaboration with coworkers at least weekly

FACILITIES AND WORKSPACES DATA

- Remote worker additional equipment needs (not already provided):
 - #1 Printer
 - #2 Computer
 - #3 Monitors
 - Additional items mentioned less often but still came up a number of times included chairs, desks, microphones, cameras, phones, and speakers.
- 2,620 supervisory managers (13% of all responses)
 - 36% anticipate reducing office space footprint.
 - Most of those (~74%) anticipate needing to lower their office space footprint by at least half.
 - 9% anticipate lowering the number of state vehicles
 - A small percentage of those (~36%) anticipate the need to lower their need of state vehicles by at least half.

SURVEY DATA

Managers Managing Remotely

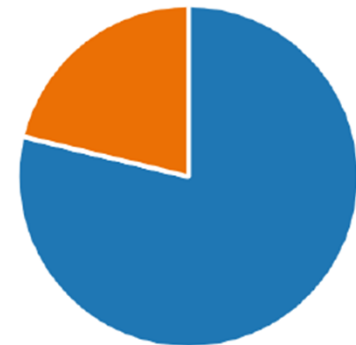
Are you a Manager/Supervisor?

● Yes	2620
● No	16895



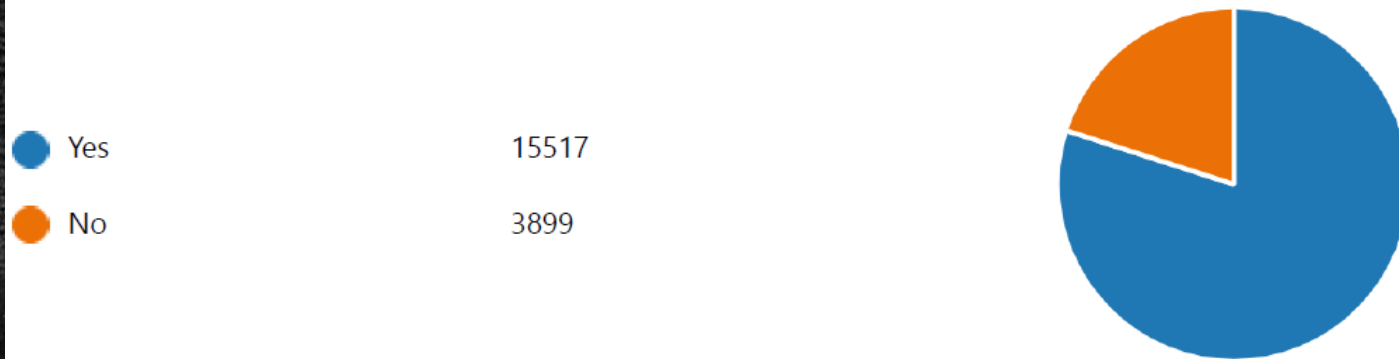
Do you manage staff who work remotely, either full-time or part-time?

● Yes	2062
● No	556

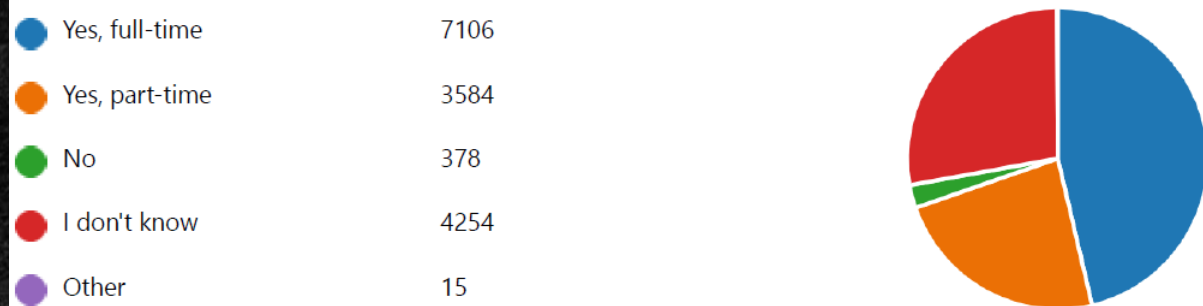


Employee Data

Do you currently work remotely either full-time or part-time?



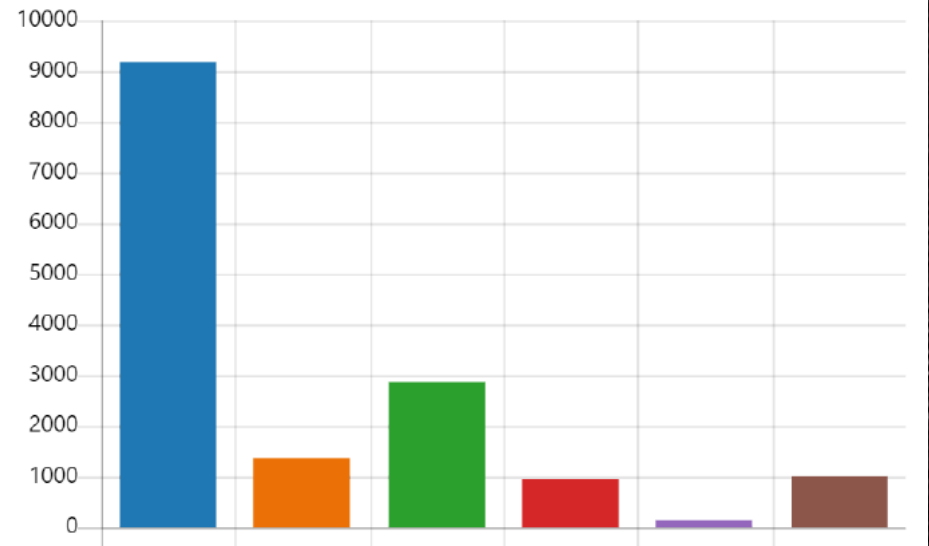
Is your agency leadership supportive of continuing remote work? (If working remotely is possible in your position)



Remote Employee Data

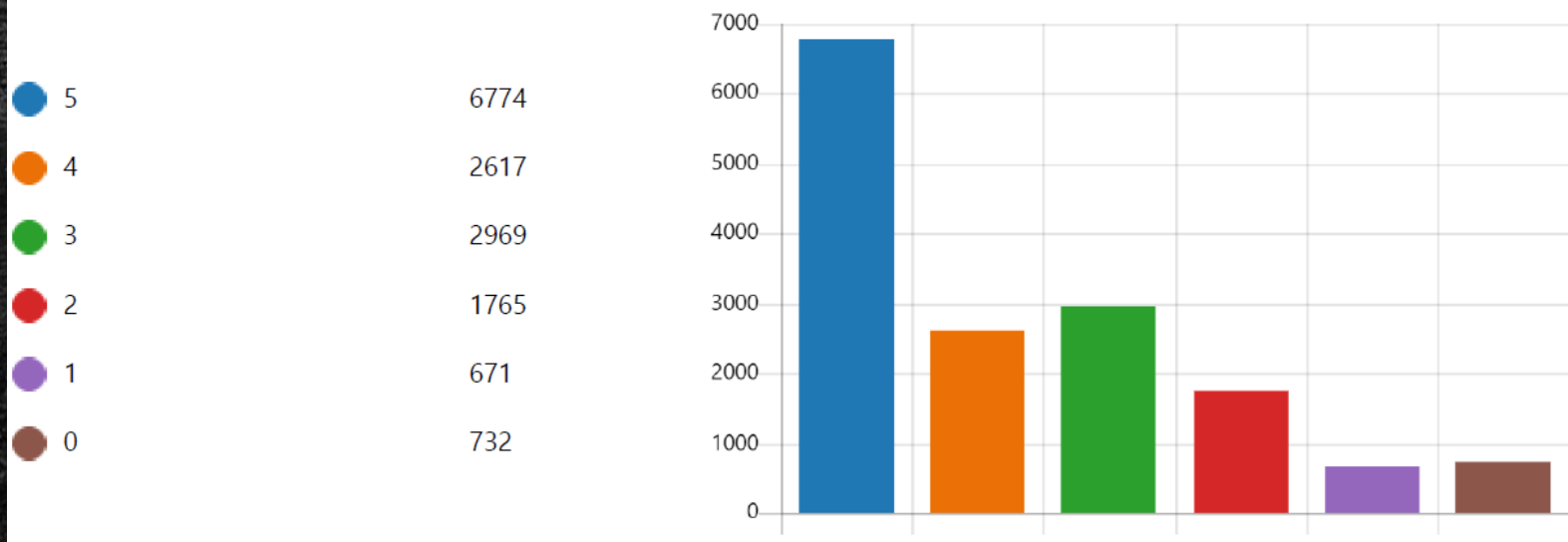
How would you rate your current efficiency while working remotely?

Extremely efficient	9188
Somewhat more efficient	1375
As efficient as in the workplace	2848
Somewhat less efficient	968
Extremely less efficient	133
Other	1020



Remote Employee Data

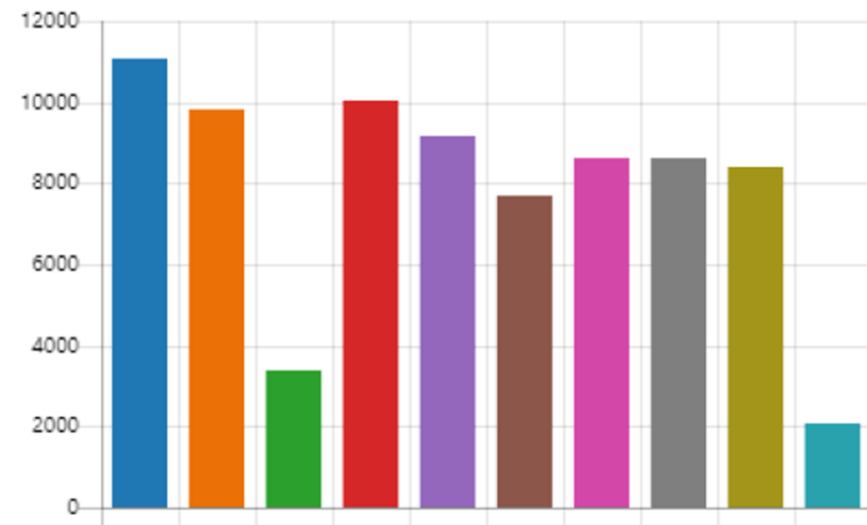
When the state begins the reopening of offices, how many days per week would you prefer to work remotely:



Remote Employee Data

What benefits or results do you anticipate if you work from home long term? Select all that apply.

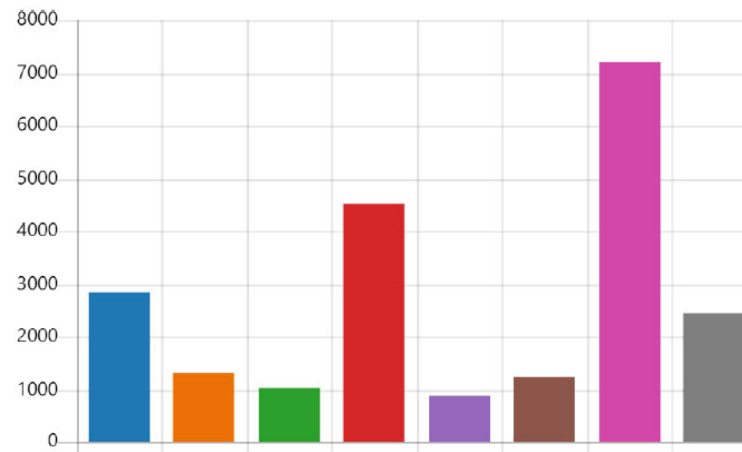
● Less time spent driving to & fr...	11064
● Better work-life balance	9839
● Ability to apply for jobs outsid...	3394
● Reducing traffic congestion an...	10061
● Potential budget savings (facili...	9153
● Better use of modern technol...	7672
● Increased productivity	8600
● More efficiency in accomplishi...	8600
● Less distractions	8413
● Other	2075



Remote Employee Data

What are your additional equipment needs for secure remote work that you do not already have provided? Select all that apply.

Computer Monitors	2834
Web Camera	1322
Speakers/Microphone	1032
Printer	4513
Mobile Phone	856
Hot Spot	1240
Nothing needed	7210
Other	2443



Other

- #1 Printer
- #2 Computer
- #3 Monitors
- Additional items mentioned less often but still came up a number of times included microphones, cameras, desks, phones, speakers, and chairs.

Remote Employee Comfort Returning to Office

How safe do you feel returning to the office? (Post Wide-spread Vaccinations)

Very safe	3410
Somewhat safe	3491
Neither safe nor unsafe	3258
Somewhat unsafe	3805
Very unsafe	1544



Comfort Returning to Office

The State of Oregon is considering a hybrid model for remote work once we get past the work from home order. Does this cause any concern?

● Yes	1335
● No	2157
● Other	319



Other

- #1 No concerns.
- #2 Need definition of "hybrid" work model.
- #3 Equity. Who will be eligible for a hybrid model?
- Additional concerns about productivity in the work from home portion of hybrid, as well as those concerned that 100% of their work should be doable remotely without unnecessary strain on health risk/commute times, etc.

On-site Employee Data

What worked well for you being an on-site employee during the pandemic with many people working remotely?

● Productivity Increased	482
● Peace of mind/less interperso...	768
● Virtual engagement/interactio...	728
● Other	1521



Other

- #1 Nothing
- #2 Increased productivity/better time management
- #3 Everything
- Others included less stress, quieter, and reduction in parking/traffic/commute issues.

On-site Employee Data

What qualities (if any) were lacking in your daily job during the pandemic with many people working remotely?

● Productivity	587
● Engagement/live interactions ...	808
● Live interaction with others (c...	845
● No qualities lacking	871
● Other	676



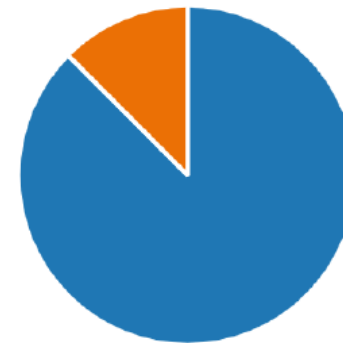
Other

- #1 productivity concerns
- #2 not enough interactions
- #3 not enough support
- Additional items mentioned less often but still came up a number of times included communication issues and equipment difficulties

On-site Employee Data

Do you feel comfortable in your work environment from a health perspective (cleanliness, COVID protocols in place, etc.)?

Yes	3349
No	478

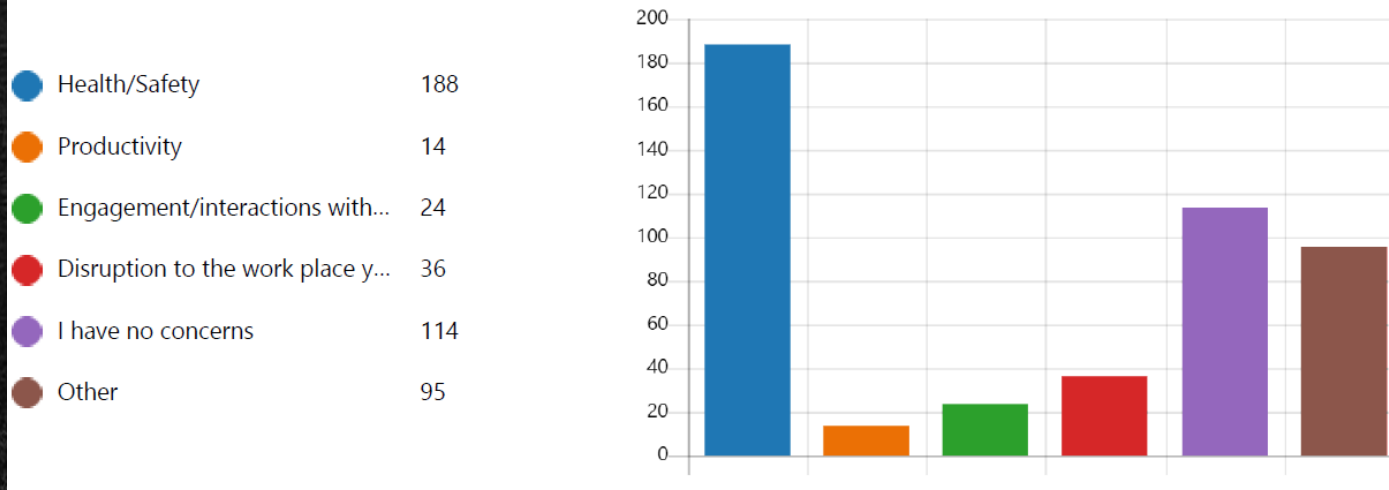


No

- #1 Concerns about themselves or others wearing masks
- #2 Concerned about getting covid/vaccines not 100% effective
- #3 Concerned about whether workplace cleaning is sufficient
- Others concerns included illness/getting sick in general (not specifically COVID)

On-site Employee Data

What concerns you as the state readies to re-open the buildings?



Other

- #1 Health Concerns
- #2 Safety Concerns
- #3 Mask Concerns
- Concerned about vulnerable coworkers/ the public (those with disabilities, elderly, etc.)

Return to Office Workspace Data

If you primarily work remotely in the future, and only work in the office occasionally, are you ok with using a drop in space (i.e. a space that is not solely assigned to you and may be used by others in your absence), instead of having an assigned space?

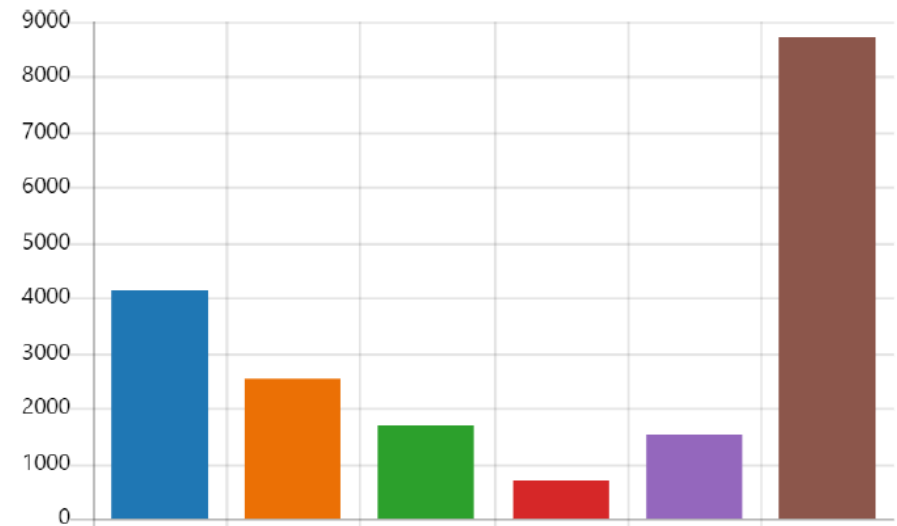
Yes	9632
No	2447
Maybe	3472



Return to Office Workspace Data

If you now live or plan to live in a rural part of the state, how likely would you be to utilize a "regional" state office in the area for "drop-in" needs?

Very likely	4120
Somewhat likely	2525
Neither likely nor unlikely	1687
Somewhat unlikely	686
Very unlikely	1528
N/A	8727



Return to Office Workspace Data

What is important to you in a workspace? Please rank in order:

Rank Options

First choice ■ ■ ■ ■ ■ ■ ■ Last choice

1 Focus - Ability to concentrate

2 Privacy of office space

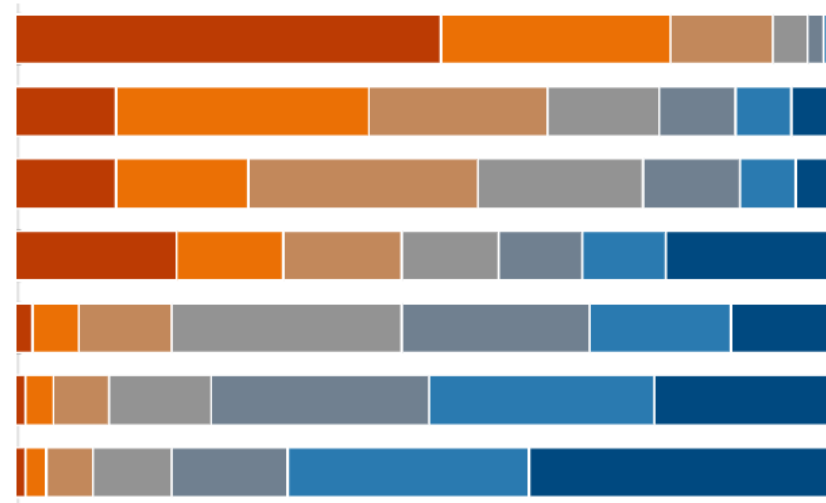
3 Collaboration - Ability to inter...

4 Safety - Ability to feel comfort...

5 Mobility - Ability to move fro...

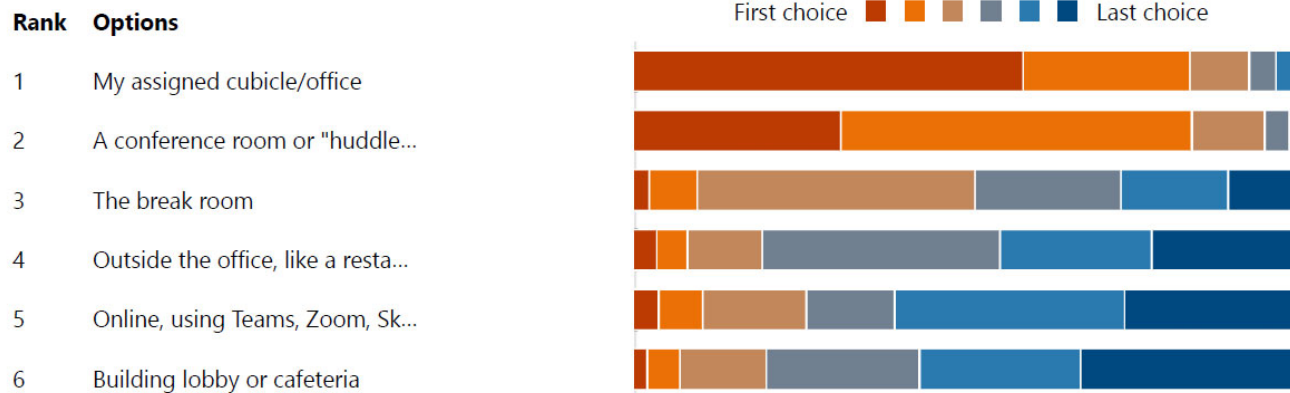
6 Storage - Ability to access and...

7 Personalization - Ability to ma...

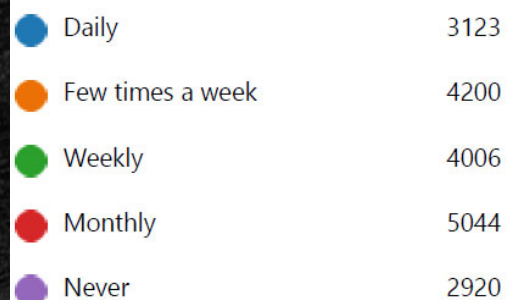


Return to Office Workspace Data

Before COVID, where did you meet with clients or co-workers? (Rank in order)



How often do you need and/or want in-person collaboration with your co-workers?



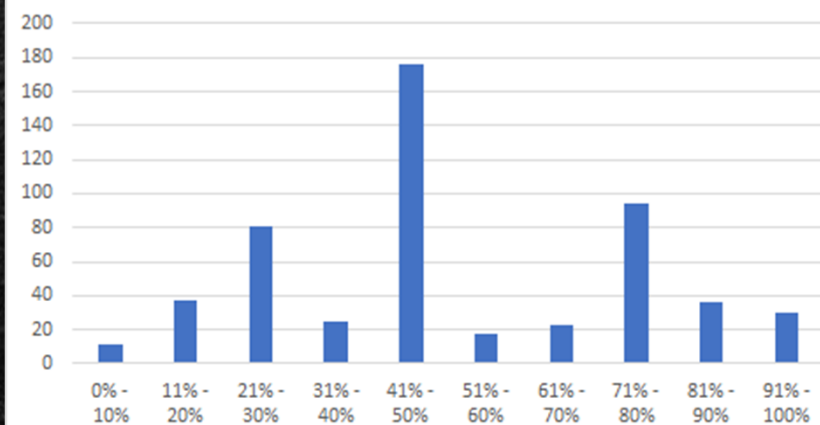
Footprint Reduction

Do you anticipate reducing your office space footprint after re-opening?

Yes	950
No	887



Anticipated reduction in office footprint



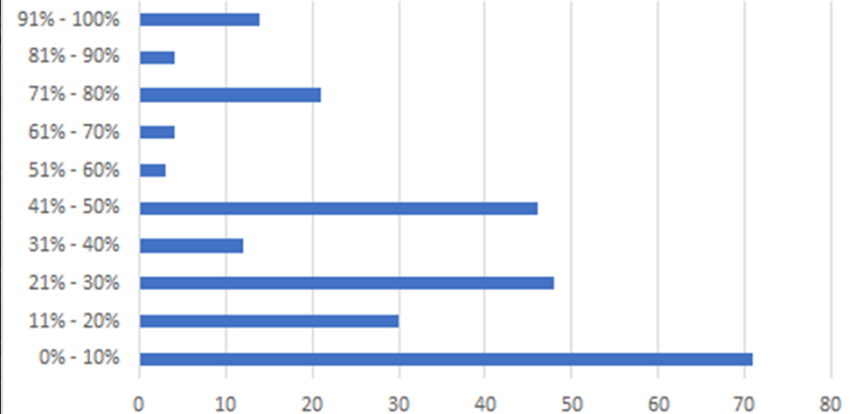
State Owned Vehicle Questions

Do you anticipate the need to lower the number of state vehicles needed to conduct agency business, upon re-opening??

● Yes	226
● No	965
● N/A	643



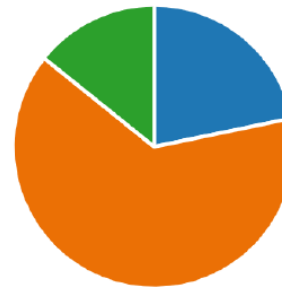
Anticipated reduction in need of state vehicles



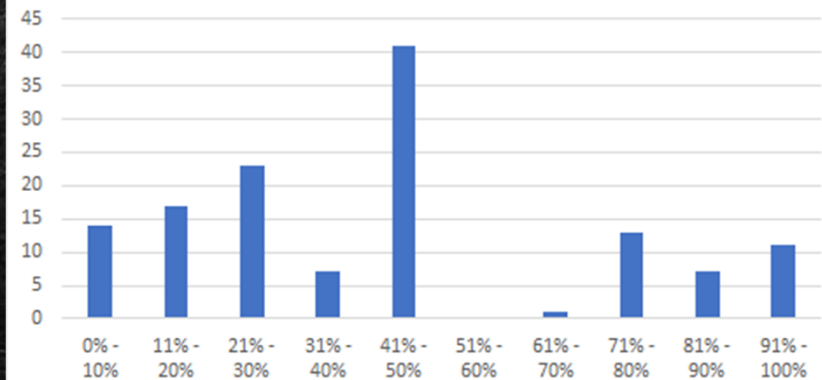
State Owned Vehicle Questions

Do you anticipate a need for some employees who are working remotely to take a state owned vehicle home to perform their duties?

● Yes	399
● No	1173
● N/A	261



Anticipated need for state vehicles for remote workers



Parking Data

Before COVID, were you on the wait list for a DAS parking space?

● Yes	1511
● No	16904






Before COVID, did you pay for a parking space?

● Yes	4723
● No	14585



Parking Data

Was your parking space with:

 DAS Parking Services	2374
 A local privately-owned lot	1774
 Other	623



Have you cancelled your parking space during the last year?

 Yes	2213
 No	2570



Parking Data

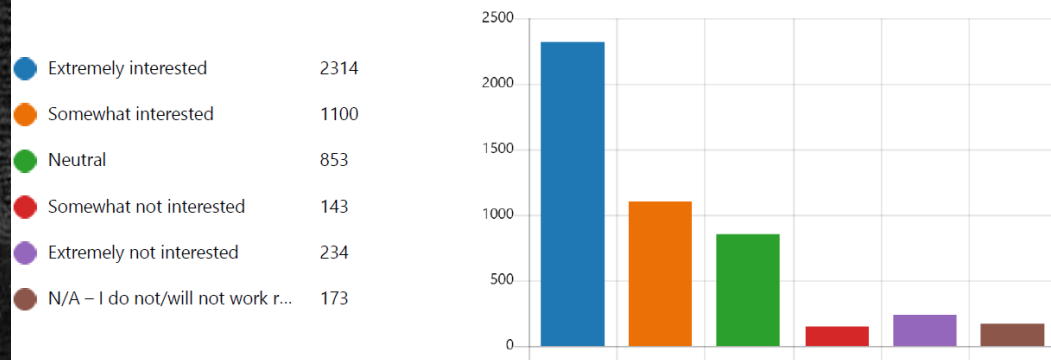
After COVID, do you plan on keeping a monthly paid parking space regardless of how many days you may need to come into the office per month?

● Yes	1135
● No	1897
● Maybe	1767

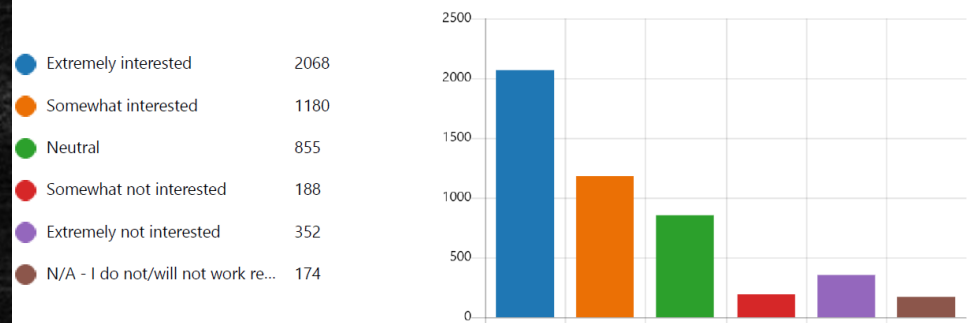


Parking Data

After COVID, if you are only periodically required to come into the office, how interested are you in half-day or full day parking permits?



After COVID, if you are only periodically required to come into the office, how interested are you in a "pay as you go" option, with a maximum amount per month? For example, the charge per day could be \$6; once you park 10 days that month, you would not pay any more no matter how many more days you parked that month.



Service

While working from home have you been able to quickly and efficiently connect with the helpdesk to resolve technical issues.

Yes	13790
No	683
N/A	1011



Service

Has the responsiveness of central services (i.e. Accounting, Payroll, IT, Human Resources, etc.) changed during the pandemic?

● Remained the same	2016
● Improved	146
● Decreased	1251
● Other	386



Demographics (optional)

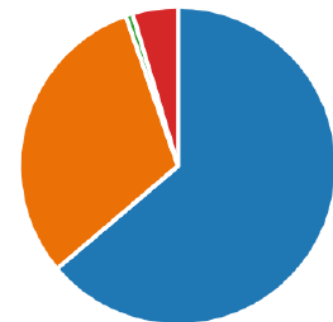
Please indicate your age range:

● 20 and under	26
● 21-40	5811
● 41-60	10274
● 61-80	2037
● 81 and above	16



How would you describe your gender?

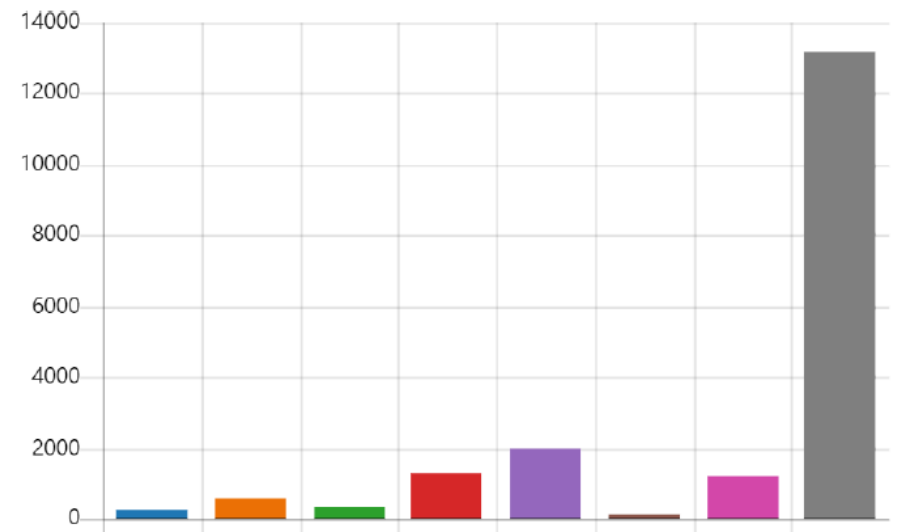
● Woman	12113
● Man	5853
● Non-binary	138
● Prefer not to say	877



Demographics (optional)

What is your race/ethnicity?

● American Indian or Alaska Nat...	265
● Asian	551
● Black or African American	289
● Hispanic or Latino	1271
● I do not wish to answer	1986
● Native Hawaiian or Other Paci...	106
● Two or more races	1234
● White	13186



Demographics (optional)

Do you have a disability/abilities? You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition. Disabilities include, but are not limited to: • Autism • Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, or HIV/AIDS • Blind or low vision • Cancer • Cardiovascular or heart disease • Celiac disease • Cerebral palsy • Deaf or hard of hearing • Depression or anxiety • Diabetes • Epilepsy • Gastrointestinal disorders, for example, Crohn's Disease, or irritable bowel syndrome • Intellectual disability • Missing limbs or partially missing limbs • Nervous system condition for example, migraine headaches, Parkinson's disease, or Multiple sclerosis (MS) • Psychiatric condition, for example, bipolar disorder, schizophrenia, PTSD, or major depression

● Yes, I have a disability	5337
● No, I do not have a disability	11216
● I do not wish to answer	2524

