



Long-Term Teleworking

Tim Sexton, Sponsor
Duane Hill & Katie Walker, Co-Chairs
Dave Glycer, Project Coordinator

Teleworking Post COVID

Opportunity to learn from our remote-work experience, apply lessons learned, & prepare MnDOT for the future

How can expanded telework post COVID positively impact?

- Recruitment & retention
- Health & wellbeing
- Environment & sustainability
- Travel & transportation
- Space & operations

How do we encourage expanded teleworking post COVID?



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Long-Term Telework Steering Committee

BENEFITS OF TELEWORKING

Since March 2020, MnDOT has averaged 1,625 telecommuters per day. The average daily one-way commute for a MnDOT employee is 19.6 miles, or 30.75 minutes one way. Numbers below indicate what MnDOT employees who telecommute will save in one year.



16M MILES



420,000 HOURS



\$1.3M IN FUEL
COST SAVINGS



640,000
GALLONS OF FUEL



\$17.8M IN SAVINGS
TO THE AGENCY



5,680 MT
CO2 AVOIDED

A diverse internal group charged with recommending to SLT how to maximize potential benefits of teleworking

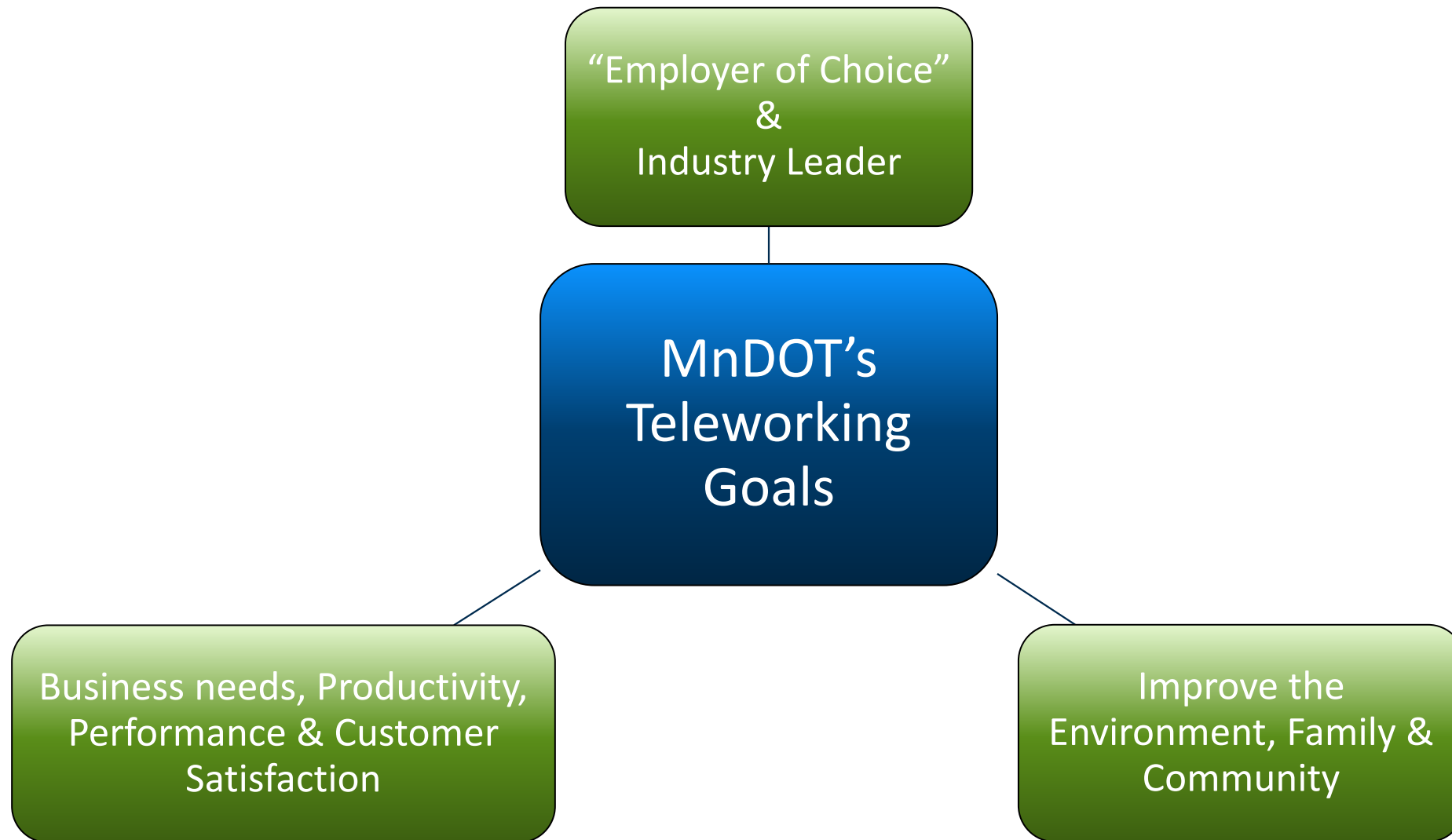
Long-Term Telework Steering Committee Leadership Team

- **Sponsor:** Tim Sexton, Assistant Commissioner and Chief Sustainability Officer
- **Co-Chair:** Katie Walker, Director - Office of Research and Innovation
- **Co-Chair:** Duane Hill, District Engineer - District One Engineer

Long-Term Telework Steering Committee Members

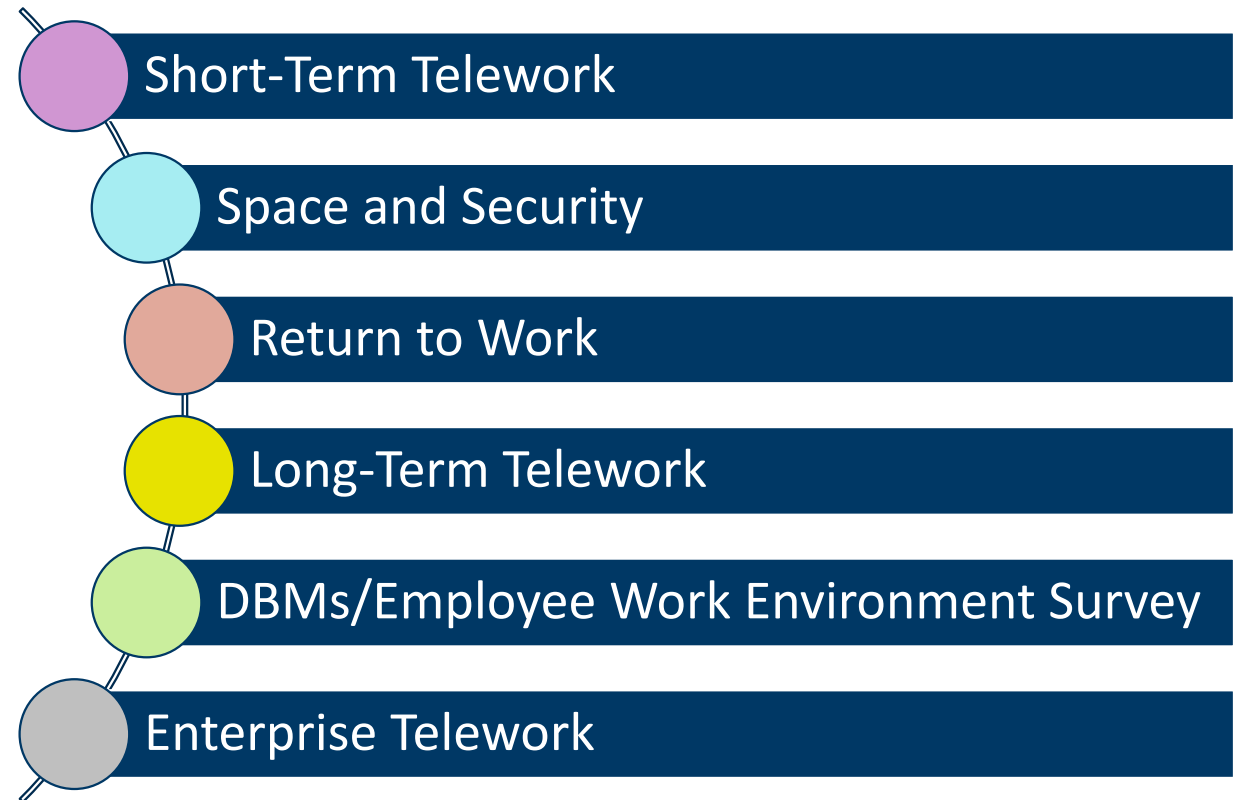
- Karin van Dyck, Human Resources
- Fatema Haji Taki, Office of Chief Counsel
- Stephen Terhaar, Office of Administration
- Anjali Sakharkar, Office of Maintenance
- Matt Damiani, Division Business Managers
- Jim Close, MnIT @ MnDOT
- Nissa Tupper, Office of Sustainability and Public Health
- Joseph Paquette, Office of Equity and Diversity
- Jen Parshley, Commissioner's Staff
- Jake Loesch, Communications and Public Engagement
- Steph Fenner, Communications and Public Engagement
- Paul Gronvall, Bridge Office
- Evan Iacoboni, Technology Investment Management
- Quinn Niederlueke, Office of Environmental Stewardship
- Joshua Hoban, District 1 Plan Development
- Shiloh Wahl, District 4 Engineer
- Betty Jo Winterowd, District 3 Human Resources
- Linda Heath, Electrical Services Section
- Peter Harff, ADE - Project Delivery
- Dave Glycer, Office of Research and Innovation

MnDOT's Goals of Teleworking



Communicating with Other Telework Groups

Teleworking Activities



Subcommittees

Subcommittees examined teleworking through the lens of:



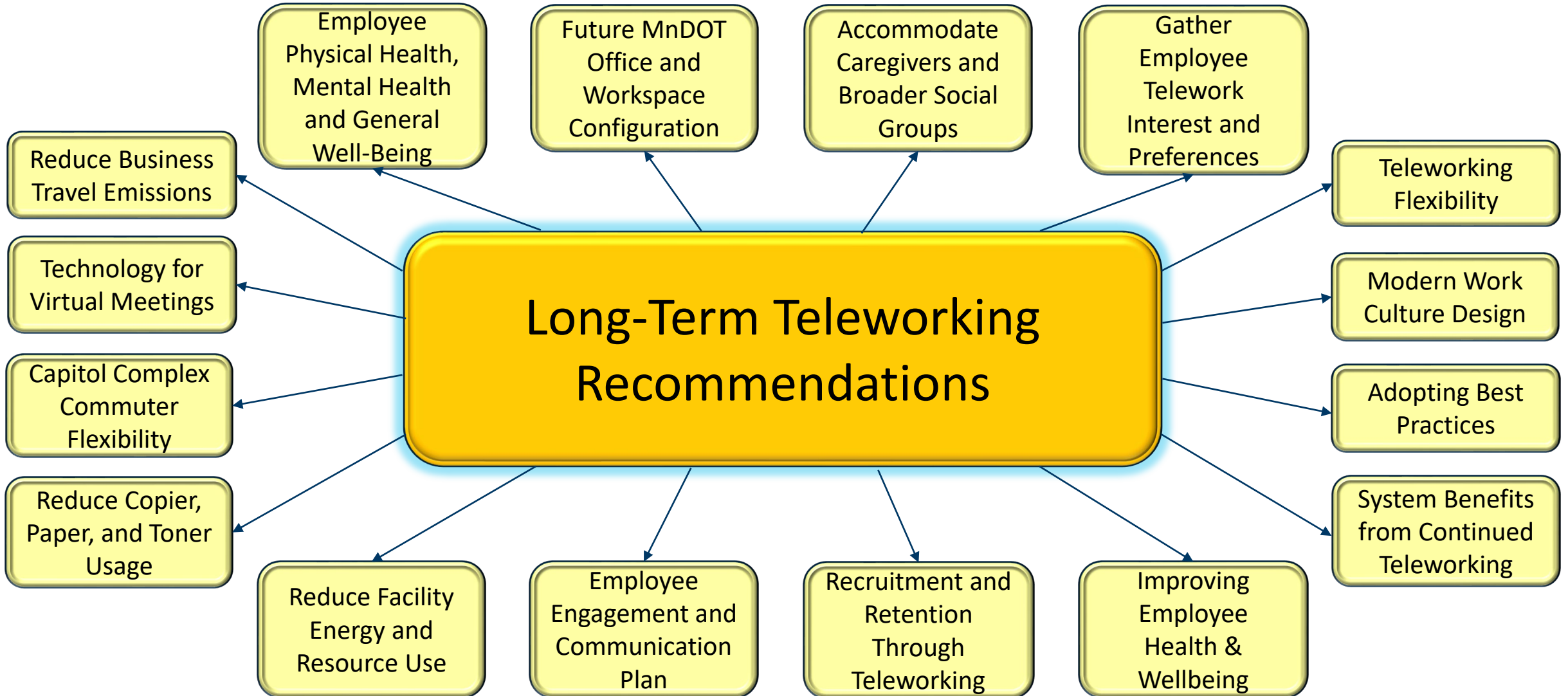
Recommendation Development



Considerations for developing the recommendations:

- The subject is the problem the subcommittee aims to solve or the opportunity it aims to develop.
- The benefits that this recommendation will bring.
- The risks (issues, concerns and/or obstacles) that need to be considered for the recommendation or what could prevent the success of the recommendation.
- The actions needed to leverage benefits and overcome obstacles for the success of the recommendation.

Recommendations



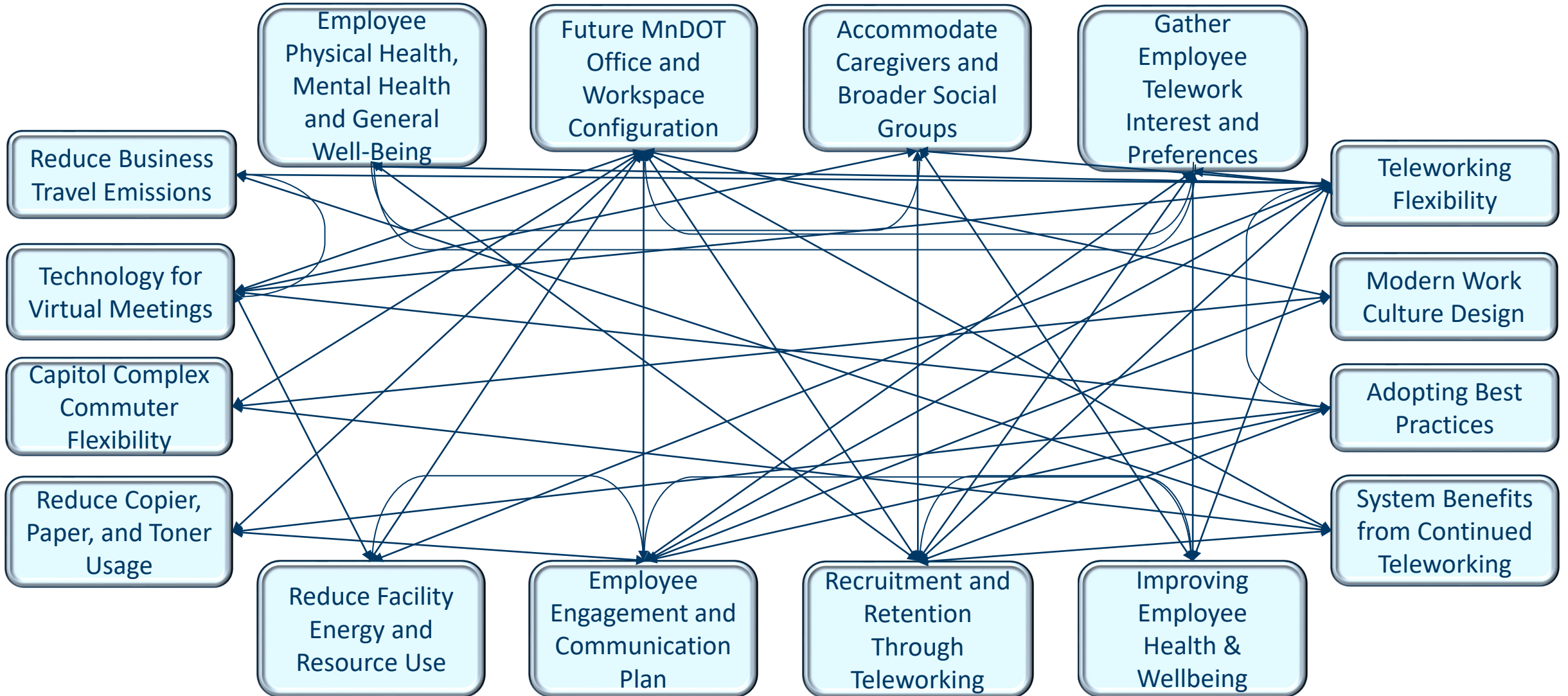
Interconnectedness

Each recommendation stands on its own merit but also has direct relationships with other recommendations.

- Choosing to implement one recommendation also forwards the issues being addressed in the others due to this interrelationship.
- Providing direction to continue work on a few of these recommendations will essentially positively impact the hopeful outcome of the other recommendations.



Interconnectedness Map



Key Recommendations

Recommendations	Subcommittee	Impact	Effort	Cost	Timing	Considerations
Teleworking Flexibility	Human Resources	High	Medium	Medium	0-6 Months	Cornerstone of many recommendations
Future MnDOT Office and Workspace Configuration	Space & Workplace Environment	High	High	High	18+ Months	MNIT, Resources, Time
Employee Engagement and Communication Plan	Engagement & Communications	High	High	Low	0-6 Months	Perceptions, Culture Change, Bargaining, Equity
Gather Employee Telework Interest and Preferences	Transportation & Travel	High	Medium	Low	0-6 Months	Links to "Teleworking Flexibility"
Technology for Virtual Meetings	Transportation & Travel	High	Low	Cost Savings	6-18 Months	Communication, Policy
Capitol Complex Commuter Flexibility	Transportation & Travel	Low	Medium	Low	0-6 Months	Communication, Specific to one location

Expected Outcomes

- ❑ MnDOT leadership culture change to more supportive of telework, remote work and hybrid work.
- ❑ MnDOT lead by example in VMT reduction.
- ❑ Continued learning regarding effective team building with telework, remote work and hybrid work environment.
- ❑ Goal to understand state of industry through COVID research.

