

The State of Telework in State Governments

August 1, 2011

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TABLE OF CONTENTS

Acknowledgements	2
Background	3
Methodology	4
Findings	6
Program Development and Implementation	6
Program Administration and Management	8
Program Results and Benefits	10
Survey Participant Recommendations for Implementing Telework	11
Conclusions	12
Next Steps for Washington State	13
Appendix One – State Government Support for Telework Survey	14
Appendix Two – State Agency Telework Websites	18
Appendix Three – Relevant Executive Orders	21

Acknowledgements

This study was made possible through Thurston Regional Planning Council (TRPC) and resources available as part of the *Changing the Way we Travel* project. *Changing the Way we Travel* was funded through an American Recovery and Reinvestment Act (ARRA) from the US Department of Energy (USDOE) *Energy Efficiency and Conservation Block Grant* program. The project created *Thurston Here to There* to reduce transportation-related fossil fuel consumption and its associated greenhouse gas emissions.

The authors would like to thank the staff from state governments across the United States who took the time to complete online surveys, participated in follow up conversations and email exchanges, provided materials related to state telework efforts and offered recommendations and referrals. In addition, a special thanks to Harriet West, a long-time telework advocate and expert, Brooke Hamilton, Washington State Department of Transportation Sustainability Projects Manager, and Karen Parkhurst, TRPC Senior Planner, for reviewing this report and providing valuable input.



The State of Telework in State Governments August 1, 2011

Background:

The *Washington Governor's Conference on Telecommuting* was held in 1989. Led by the Washington State Energy Office¹, over the next two years Washington state government participated with private sector firms in one of the first telecommuting research projects in the country, the *Puget Sound Telecommuting Demonstration*. In 1991, the Washington State *Commute Trip Reduction* (CTR) law was passed which encouraged telecommuting as an alternative to single occupancy commute travel. On June 5, 2001, Governor Locke signed *Executive Order 01-03, Establishing a Strong Telework and Flexible Work Hours Program to Help Reduce Traffic Congestion and Improve Quality of Life*.

In collaboration with the states of Arizona, California, Oregon and Texas, Washington was an international leader in telecommuting and seemed well on its way to making telecommuting, or telework as it is often called, a standard business practice. Yet today, Washington state agency telework participation remains quite low. Have other states caught up, perhaps even leapt ahead of Washington? This report investigates the current state of telework in state governments and provides insight into what states have done to sustain or increase telework.

In the fall of 2010, Thurston Regional Planning Council (TRPC) and Washington State University Extension's Program for Digital Initiatives housed within the Division of Governmental Studies and Services (DGSS), began work on a three year US Department of Energy funded project entitled, "Changing the Way we Travel". The project focuses on reducing transportation-related fossil fuel consumption and its associated greenhouse gas emissions.

¹ In 1996 the Washington State Energy Office closed and telework staff moved to Washington State University Extension. Telework remains a core support function within the University's Program for Digital Initiatives.

The primary role for DGSS is to increase the understanding of the benefits of telework, identify ways to remove barriers to telework and increase its use in the Thurston County region.

DGSS draws upon faculty, staff and student capacity from across the University. For almost fifty years, the mission of DGSS has been to translate the resources of the University for public benefit through research, technical assistance and training projects for communities, state, local, federal and tribal government agencies, and select non-governmental entities. DGSS, in collaboration with representatives of TRPC developed and implemented a survey which was distributed to a small group of state agency representatives nationwide who were selected to participate in the survey based on pre-existence of some form of a telework policy or program within state government. Data gathered via this study is being used to assist in determining how best to formulate effective public policy and take actions to expand telework support and use of telework within all levels of Washington state government.

Methodology:

An online survey instrument was developed by DGSS researchers to assist in gaining a better understanding of existing statewide government telework efforts. Background research was conducted to identify the states known to have a telework program in place and to identify participants for the study. With over twenty years of telework expertise, DGSS staff has extensive knowledge regarding telework activities and maintains communication with a network of professionals in the telework field. Initial research included contacting telework colleagues, securing referrals, performing internet searches and conducting literature reviews. This groundwork led to the identification of the states, agencies and appropriate contact personnel for each agency. The result was a list of nineteen representatives who were invited to participate in the survey. Surveys were developed to gather information about the history and current telework efforts within each state and in particular, to gain a deeper understanding of those that have developed statewide agency telework programs. A greater knowledge of the development and success of statewide telework programs was viewed as a necessary step towards similar success in Washington state.

The self-administered surveys contained questions worded in such a way as to invite as much input as participants might be willing to provide. Of the twenty questions asked, more than half were open-ended and the survey provided several opportunities for additional comment. The survey instrument is attached to the end of this report (Appendix One).

A request to participate in the questionnaire was sent via email to select state agency staff. The table below indicates each agency and state represented in responses to the survey:

Agency/Department	State
Arizona Department of Administration	Arizona
General Services	California
Department of Personnel and Administration	Colorado
Telecommute Connecticut! (for Department of Transportation)	Connecticut
Office of Management and Budget	Delaware
Department of Management Services	Florida
State Personnel Administration	Georgia
Bureau of Human Resources	Maine
Department of Budget and Management	Maryland
Department of Transportation	Minnesota
Department of Health and Senior Services	Missouri
Department of Environmental Protection	New Jersey
State Personnel Office	New Mexico
Office of State Personnel	North Carolina
Department of Administrative	Oregon
Comptroller of Public Accounts	Texas
Department of Workforce Services	Utah
Department of Human Resource Management	Virginia
Administration and Information	Wyoming
	N=19

Initial email requests to participate containing a link to the online questionnaire were sent in December, 2010, with a follow up reminder and a second request to participate being

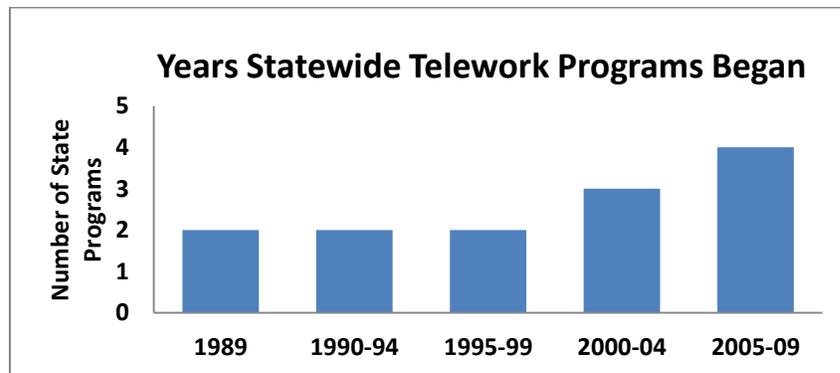
sent to non-responders during the week of January 10, 2011. Those who did not respond via email received a follow up phone call between the middle and the end of February. All states that were contacted, either by email or by telephone, provided responses.

Findings:

Upon review and follow up, it was learned that thirteen of the state agencies contacted actually have *statewide* telework programs already in place for state employees. Since these thirteen states supported telework at the level TRPC and WSU were interested in replicating in Washington, those became the focus of the remaining state agency telework research conducted during this study. Once the statewide telework programs were identified and each completed a survey; additional research was conducted including email exchanges between WSU researchers and state agency representatives, follow-up phone conversations, continued internet research and review of relevant materials submitted to WSU by survey participants or other agency representatives.

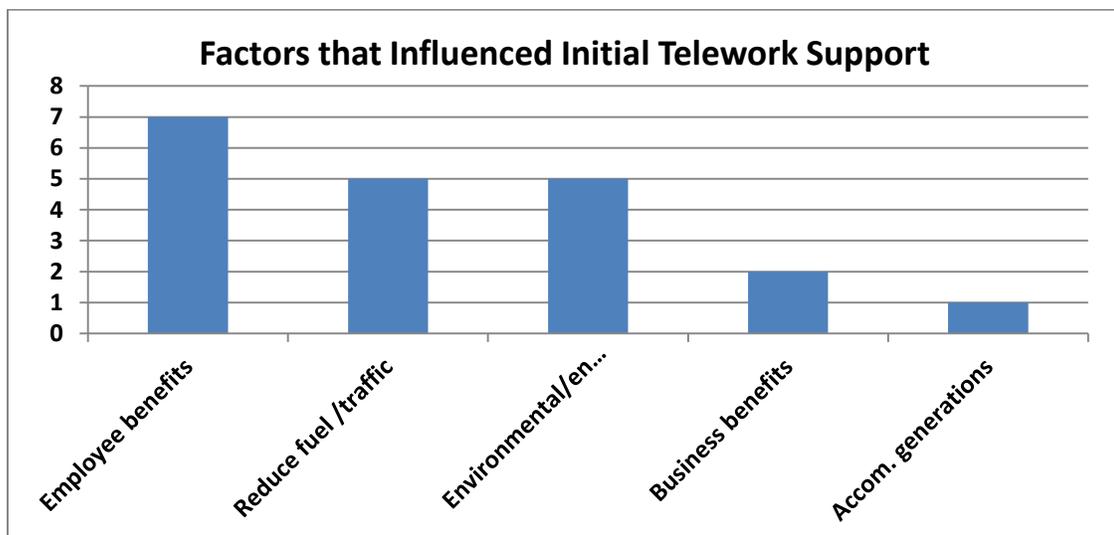
Program Development and Implementation

States participating in this survey began telework programs over the course of twenty years (1989-2009). Of the thirteen states that reported statewide programs; two programs began in 1989, four during the 1990s and seven between 2000 and 2008. Websites with telework resources are provided for eleven of the participating state agencies in Appendix Two.



Seven states reported having Governor-signed telework executive orders in place; with four others indicating that their programs began with a house resolution or bill. Appendix Three provides additional information regarding executive orders and legislation.

When asked about the major factors that influenced each state to support telework, respondents provided multiple factors or reasons that influenced initial support for telework. The reasons reported include employee benefits such as improved work-life balance, cost of living and improved morale. Others cited such benefits as reduced fuel consumption and traffic, aid in addressing environmental concerns and energy conservation, the need to accommodate multiple generations in the workplace as well as, business benefits such as cost savings and increased productivity. One responder indicated that over time the focus of their program evolved into an improved business strategy.



Respondents were asked if an interagency team or other means was used to develop the telework program. States were also asked to identify the agencies involved in the process. Six states reported using interdepartmental teams to develop statewide telework programs, including one that stated that seventeen agencies participated in the development of the program. One state said the program was developed by their human resource policy staff; one was developed by the Governor’s Office working with the State Personnel Office; and another noted that following the passage of legislation, individual agencies were allowed to adopt their

own telework programs. None of the states reported using outside consultants to develop or maintain telework programs.

Program Administration and Management

While agency involvement in the development and implementation of telework varied across states, the lead agency for ongoing support of statewide telework programs was more consistent. Eleven of the thirteen states reported that the personnel or an administrative department provided leadership for the statewide telework program.

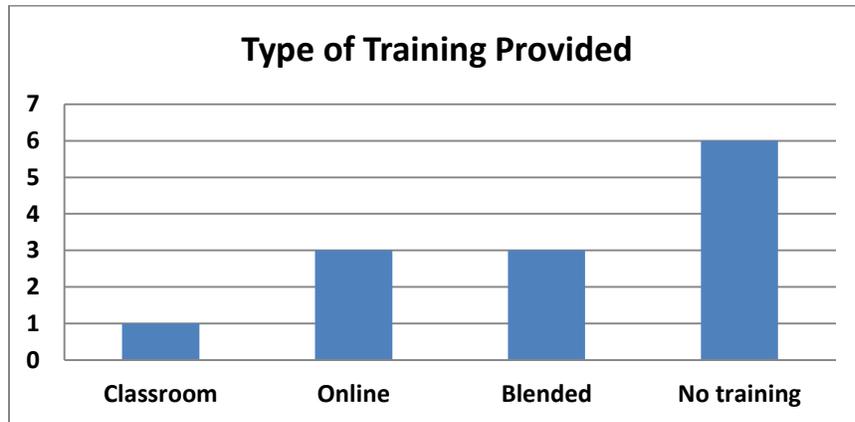
Five states reported having telework participation requirements in place – two with participation mandates and three with participation goals. One state requires participation by ten percent of their eligible workforce, two require participation by twenty percent and one state reported requiring a twenty-five percent rate of participation in telework and/or other flexible work schedule options. The fifth state did not identify a required participation rate.

Telework participation is reportedly tracked among the responding agencies using a variety of methods which includes surveys, an annual report to the legislature, semi-annual reports to legislature, monthly reports to the Deputy Secretary of Technology, or use of payroll or calendar notations. Three agencies reported that each agency monitors and maintains their own tracking. In one state, agency coordinators report to the statewide telework coordinator on a quarterly basis, another state only tracked participation during a telework pilot project. One state reported they do not have a process for tracking telework. No state reported having a specific central budget for telework or a system for tracking expenses or savings.

Survey respondents were asked to select from a list of “elements” that support their telework program. There were twelve options (including “other” with space to write in an answer) and respondents could “select all that apply”. Ten states reported having a statewide telework coordinator with two states also having telework coordinators for each agency.

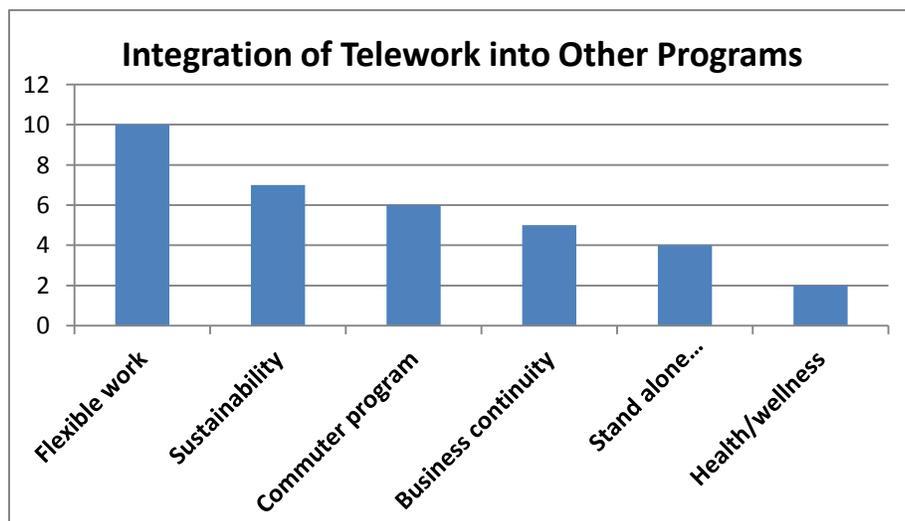
Training was another program support element listed as an option on the survey. Seven of the thirteen states with formal statewide programs provide some form of training for telework. Three provide online only, three provide blended online and classroom and one

provides classroom only. Five require training of both teleworkers and managers and one only requires training for managers.



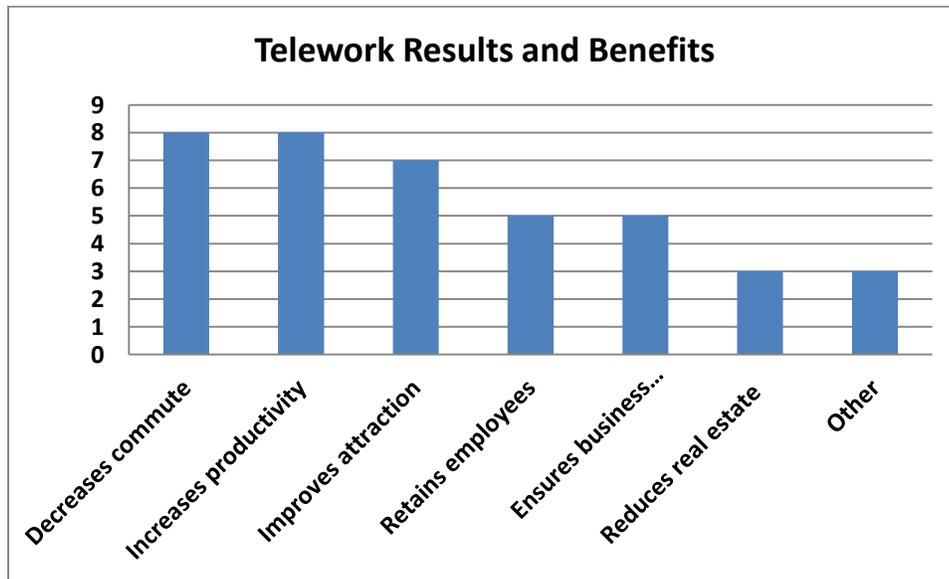
In addition, nine of the lead agencies also provide consulting services to assist other agencies with telework. One state offers occasional meetings for agency telework coordinators. All but three of the states also have web-based telework resources for employees.

Survey respondents were asked to identify if telework was integrated within other state programs. They could select “all that apply” from a list of programs. Four states responded that telework is a standalone program and not integrated with other state supported programs. The top program area identified was “flexible work arrangements” (10) followed by “sustainability initiatives” (7) and “commuter programs” (6), then “business continuity/continuity of operations” (5), and “health/wellness” (2).



Program Results and Benefits

The respondents were asked to identify telework results and benefits observed from the operation of the state’s telework program and if possible, specify monetary savings. None of the states reported a formalized tracking of savings or costs related to telework. Respondents were allowed to select “all that apply” from a list of potential benefits, and although no state had formal tracking system regarding telework results/benefits, the following benefits were reported by this set of survey respondents: “decreases employee commutes” (8), “increases productivity” (8), “attracts new employees” (7), “improves employee retention” (5), “ensures business continuity” (5) and “reduces real estate” (3). One respondent noted “performance management skills and processes” as an additional benefit. The following chart indicates the number of responses in a selected number of results and benefits categories.



Each state had an opportunity to report how many state employees were currently teleworking on a “regular” basis (with an opportunity to define regular). The responses included five providing no answer to the question, one who stated “unable to quantify at this time”, and one N/A to a range from 397 employees to 8536 employees. Of the three states (Arizona, Georgia and Virginia) that provided participation numbers in the thousands, all have formal programs, policies, guidelines and participants agreements. Each either has a Governor’s Executive Order or legislation supporting a statewide telework program as well as a

participation mandate or goal. Three states offer consultation services and website resources for agencies and employees and two provide training that is required both for teleworkers and managers.

Survey Participant Recommendations for Implementing Telework

A question was included in the survey soliciting advice from respondents to assist states interested in implementing a statewide telework plan. The following comments were provided:

- “Develop metrics at the beginning of the program; provide training for managers; Mandate a percentage of employee participation; develop marketing material and update it periodically; develop a statewide process for technology and funding; track savings.”
- “Need buy-in at the top of government and in each department. Need adequate training and resources for supervisors and managers. Need some investment in IT systems to realize significant ROI.”
- “Need a reliable technology partner.”
- “Telework is not widely utilized (when) it is tracked on an individual agency basis.”
- “Be very clear and specific with a telecommuting agreement. Workers must know that they are held accountable for their productivity and their time. Telecommuting is a privilege, not a right. There are ways to track your productivity. There are ways to stay connected to your supervisor and your team. Telecommuters do get promoted. Telecommuters may be required to drive into an office. You cannot be responsible for dependent care while you are telecommuting. You must have day care arrangements in place. There will be home visits. Telecommuting isn't right for everyone.”
- “Work with management to switch their perception and implement performance measures/management. Power and control over operation not people.”
- “Allow employee equipment use, keep costs low, apply security software, good communication with supervisors.”

These comments provide important insights into how best to develop and sustain a successful telework program. Based on previous telework experience and research, much of the advice provided by respondents is reflective of best practice telework program development and maintenance, especially in large, government organizations. Follow up conversations with some of the leaders indicated that telework does not remain “simply how business is accomplished” without continued support of telework as well as responding to technological advancements, economic pressures and organizational changes.

Conclusions:

Information regarding telework programs gathered through background research, survey responses and follow-up conversations offer a collective snapshot of the state of telework among the programs researched and those agency representatives who chose to participate in the survey in late 2010 and early 2011. This information can be used to assist in shaping the future of telework in the Thurston County region and can serve as lessons learned and issues to consider during development of a statewide government telework program.

At this point in the evolution of telework, and based on the results of this survey, the following are needed to successfully implement and sustain statewide state agency telework:

- Legislation and/or Governor Executive Order
- Participation mandates or goals
- Strategic planning by an interagency team with representatives from operations and executive levels
- Integration with multiple key organizational initiatives (i.e., flexible work, sustainability, commute programs, business continuity, facility planning, mobile work/BYOD)
- Implementation based on solid, measureable benefits to the state, agencies and individuals
- Use of a system that tracks participation, results and benefits
- Technology expertise to assist with Information and Communications Technology (ICT) needs and investments
- Formal program (policy, guidelines and participant agreements)
- Consistent, ongoing support in the form of consultation/technical assistance, training and/or web-based resources

It is worth noting that at the time of this report the idea of using an employee's personal equipment to telework is not widespread. Along with advances in technology and the use of smart phones and other mobile devices, these trends may have a tremendous impact on the growth and progression of telework. Already there is evidence that mobile work is perceived, implemented and supported differently than traditional telework. As mobile or portable technology use expands and Bring Your Own Device (BYOD) interest and use grows, increased remote work is inevitable. Organizations will need to address how telework fits into this mobile work phenomena including where, when, how and what tools are used to accomplish work.

Given the findings from this study, new technology options as well as the increased and changing demands on state government, time and resource commitment in advance of implementation or expansion of telework is needed in order to be effective in the long term.

For many agencies a considerable culture shift or organizational change is needed to take full advantage of the benefits provided when telework is a standard business practice. In order to attract and retain the best and brightest employees as well as, support the actions needed to be efficient and competitive in the global economy, state government must embrace telework and other flexible, innovative workplace strategies.

Next Steps for Washington State:

For Washington state government to increase telework and take full advantage of the benefits it affords the following next steps are required.

1. **Secure leadership support.** Leadership is needed in the form of a renewed Governor's Executive Order, legislation and advocacy from top and middle management within agencies.
2. **Form an interdepartmental team to focus on workplace innovation.** This report serves as a resource for this group about the role of telework in workplace change.
3. **Assess the current state of telework.** Efforts that can build on Washington CTR data findings for state government in the Thurston County region include developing and distributing a telework specific survey, inventorying existing telework programs and support, assessing the technology infrastructure to facilitate remote work, compiling a list of strategic state government initiatives relevant to telework and identifying projected benefits to the state through increased telework.

These steps will help revitalize telework efforts in Washington state government. To institutionalize telework however, ongoing support is required in the form of training, measurement, and technology investment and use. Organizational change is needed to incorporate telework at the level where it can contribute to improvements in work processes, increases in efficiencies and position state government as a best practice organization.

To provide additions and corrections or for more information about this report please contact:

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APPENDIX ONE



State Government Support for Telework – Online Survey December 1, 2010

Washington State University's (WSU) Division of Governmental Studies and Services is conducting this survey in support of a US Department of Energy (USDoE) *Energy Efficiency and Conservation Block Grant* on behalf of the Thurston Regional Planning Council. In an effort to obtain the best information possible we are asking you to complete this short, confidential survey. Your candid responses will provide valuable guidance on how telework is implemented and supported for state government employees and will be used to help formulate effective public policy in the State of Washington. This study has been reviewed and deemed exempt from further review by the WSU Institutional Review Board (IRB). The survey should take no more than 15 minutes of your time and complies with all appropriate research standards for the protection of respondent privacy and confidentiality. If you have any questions regarding this research project or your rights as a participant please contact the Principal Investigator, Monica Babine, at babinem@wsu.edu.

1. Agency/Department _____

2. State _____

3. Does your state government offer a formal statewide telework program for employees? Yes No

If no, please describe the principal reasons your state has not adopted such a program and then proceed to Q14.

If yes, please complete the following questions.

4. What are the major factors that influenced your state to support telework for employees?

5. In what year was your statewide employee telework program started? _____

6. Which agency is the lead for your statewide employee telework program?

7. Did your state use an interagency team to develop your telework program?

If yes, which agencies were actively involved in that project? _____

If no, how was your state program developed? _____

8. Which of the following elements support your state's telework program? (Select all that apply.)

Statewide telework coordinator

- Participation mandate (Please describe.) _____
- Participation goal (Please describe.) _____
- Executive order (Provide order number/citation.) _____
- Legislation (Provide statute/citation.) _____
- Union approval
 - If no, what are the reasons there is not union approval?

 - If yes, how did you gain union approval?

- Consultation services to assist agencies in establishing telework
- Financial assistance for establishing and maintaining agency programs
- Technology assistance/support (Please describe.) _____
- Website with telework resources (Please provide the URL.) _____
- Training _____
- Other support _____

9. Which of the following describe your training offerings? (Select all that apply.)

- Required for teleworkers
- Required for managers
- Classroom
- Online
- Blend of classroom and online
- Other methods of training _____
- Provided by staff
- Provided by a contractor/vendor
- No training is provided

10. Is your telework effort integrated with other state supported programs? (Please select all that apply.)

- Telework is not integrated with other state supported programs. It is a standalone initiative.
- Flexible work arrangement (compressed work weeks, flex-time, etc.)
- Sustainability initiative (climate change/greenhouse gas or energy reductions, etc.)
- Business continuity/continuity of operations
- Commuter program
- Health/wellness
- Other _____

11. Please provide any additional comments you would like to share about integration of telework into other programs in your state.

12. How is telework participation tracked? (Please select all that apply. Note the frequency of reporting and agency/department responsible for tracking telework.)

- Survey _____

- Calendar _____
- Payroll _____
- Employee performance measurement _____
- HR report _____
- Report to legislature _____
- Other _____

13. Approximately how many state employees currently telework on a “regular” basis? (Please define regular.)

14. If you are able to disclose financial cost of establishing your telework program, please share that approximate cost. _____

15. What is the approximate annual cost for maintaining your telework program? (Select all elements you fund, and specify approximate monetary costs.)

- Staff time \$ _____
- Contract/consulting services \$ _____
- Training \$ _____
- Technology \$ _____
- Other _____
- Expenses are not tracked

16. What results/benefits have you observed from the operation of your telework program? (Select all that apply, and specify approximate monetary savings, if possible.)

- Reduces real estate expenses (buildings, parking, utilities, etc.) \$ _____
- Ensures business continuity \$ _____
- Increases productivity (improves work process, boosts technology skills, etc.) \$ _____
- Improves employee retention \$ _____
- Attracts new employees \$ _____
- Decreases employee commutes \$ _____
- Other _____ \$ _____
- Savings are not tracked

17. What advice do you have for other states that may be useful as Washington State considers implementing a statewide telework plan? (Include lessons learned, challenges overcome, etc.)

18. Which documents dealing with your state’s telework program would you be willing to share? (Please e-mail to the project leader, Monica Babine, at babinem@wsu.edu)

- Program overview
- Policy
- Guidelines
- Participant agreement
- Collective Bargaining Agreement language
- Training outline/materials
- Other _____

19. Who else would you suggest we contact about telework efforts in your state? (Provide names and contact information for those leading individual agency telework efforts, other organizations providing telework support to state employees, etc.)

20. Please provide the following information in the event that Washington State University staff has questions or would like to follow up with you.

Name _____

Telephone _____

Email address _____

For more information about this project, please contact:

Monica Babine

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Thank you for taking the time to assist us with this important research project.

APPENDIX TWO

State Agency Telework Websites

The following websites provide information that may be helpful in the development of statewide government agency telework programs.

Arizona

<http://www.teleworkarizona.com>

This is a central location for state telework information (training, telework as a business strategy which includes projections about staff turnover, absenteeism, real estate savings, state agency telework success stories, CTR calculators, etc.).

California

<http://www.dgs.ca.gov/dgs/ProgramsServices/telework.aspx>

Telework resources on this site include the state policy and guidelines, sample departmental policies and guidelines, state telework documents, information on telework and emergency management, program history, as well as links to other resources (federal, state, non-governmental sites, books, periodicals and newsletters).

Colorado

<http://www.colorado.gov/cs/Satellite/DPA-DHR/DHR/1243429549317>

This Colorado Department of Personnel and Administration website links to information about various flexible work arrangements. One of the links is a comprehensive guidebook about “Flexplace”, a term used by Colorado state government to describe alternative workplace arrangements, the most common place being telework.

Delaware

<http://www.delawarepersonnel.com/policies>

The State of Delaware human resources statewide policies and procedures are available on this web page including links to their telecommuting agreement, criteria and policy.

Florida

http://www.dms.myflorida.com/human_resource_support/human_resource_management/for_state_hr_practitioners/state_employee_telecommuting_program

On this Florida Department of Management Services site links the state statute is provided as well as links to a home office checklist and guidelines for identifying telecommuting positions.

Georgia

Work Away

<https://dhs.georgia.gov/teleworking>

Work Away is a statewide initiative that encourages telework and work scheduling options for eligible employees. This Department of Human Services site provides the state's telework policy and required documents for agency telework coordinators, employees, managers and supervisors. A contact list is provided of all agency telework coordinators.

Georgia CommuteSmart

<http://doas.ga.gov/StateLocal/HRA/Benefits/Pages/CommuteSmart.aspx>

The Georgia CommuteSmart initiative comes from an Executive Order that encourages expanded use of commute options and flexible work scheduling for eligible employees. Resources available on this CommuteSmart site are a process for starting telework, a telework manual, policy, agreement, tools and exercises.

Maryland

<http://dbm.maryland.gov/employees/telework/Pages/TeleworkHome.aspx>

This Maryland Department of Budget and Management telework site is very thorough. It includes basic telework information as well as links to telework coordinators in each agency, an eligibility checklist, implementation manual, checklists, policy, program evaluation form and state program reports.

New Mexico

<http://www.hsd.state.nm.us/ohr/employees/tp.html>

In addition to a telework policy, procedures and forms, the New Mexico Human Services Department site includes links to agreements and available facilities that can be used by state employees for teleworking.

North Carolina

<http://www.osp.state.nc.us/Support/Worklife/telework.htm>

North Carolina's Office of State Personnel website provides resources for multiple work/life programs including telework (program policy and other resources).

Oregon

<http://egov.oregon.gov/ENERGY/TRANS/Telework/telehm.shtml>

Resources on this site include a step-by-step guide, a sample agreement and policy, various assessments and a teleworker performance evaluation form.

Virginia

<http://www.dhrm.virginia.gov/resources/telecommute/information.html>

The Virginia Department of Human Resources Management site provides details on the types of assistance that is available to agencies from the Office of Agency Human Resource Services. This site includes links to the policy, legislation, eligibility checklist, and the Virginia Department of Rail and Public Transportation supported Telework!VA <http://www.teleworkva.org> Telework!VA offers resources for setting up a program, e-learning/online, interactive training for program coordinators, teleworkers and managers as well as telework tax credit information.

APPENDIX THREE

Relevant Executive Orders

Arizona

Executive Order 93-4 (1993)

<http://azmemory.azlibrary.gov/cdm/singleitem/collection/execorders/id/419/rec/37>

The 1993 executive order supersedes previous orders.

California

Executive Order S-04-08 (2008)

<http://gov.ca.gov/news.php?id=9629>

This executive order was provided to assistance with an I-5 closures. Previous telework executive orders issued were D-73-88 and D-82-89

Georgia

Commute Smart Executive Order (2012)

<http://ohrmd.dhr.state.ga.us/ohrmd/Training/Telework/CommuteSmart09.06.12.01.pdf>

At least one previous executive order referenced telework for state employees in response to a natural disaster.

Maine

11 FY 04/05 (2004)

http://www.maine.gov/tools/whatsnew/index.php?topic=Gov_Executive_Orders&id=21349&v=Article

Order Concerning Increasing the Efficiency of State Government's Transportation Sector (includes a section on Studying Telecommuting Programs).

18 FY 08/09 (2008)

An order to Promote Alternative Work Schedules to Reduce Commuting Costs

http://www.maine.gov/tools/whatsnew/index.php?topic=Gov_Executive_Orders&id=60283&v=article2011

New Mexico

Executive Order 2008-028 (2008)

<http://archives.elpalacio.org/cdm/singleitem/collection/p267801coll5/id/2958/rec/1>

Support for a Telework and Alternative Work Program for State Workers

North Carolina

Executive Order 155 (1999)

<http://infohouse.p2ric.org/ref/03/02222.pdf>

Establishment of the North Carolina Pilot Teleworking Project.

Virginia

Executive Order 35 (2006)

[http://www.lva.virginia.gov/public/EO/eo35\(2006\).pdf](http://www.lva.virginia.gov/public/EO/eo35(2006).pdf)

Establishment of the Office of Telework Promotion and Broadband Assistance

Washington

Executive Order 01-03 (2001)

http://www.governor.wa.gov/office/execorders/eoarchive/eo_01-03.htm

Establishing a Strong Telework and Flexible Work Hours Program to Help Reduce Traffic Congestion and Improve Quality of Life

Selected State Agency Telework Legislation

California

Government Code Sections 14200-14203 (1990; amended 1994)

www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&group=14001-15000&file=14200-14203

California State Employee Telecommuting Program law.

Connecticut

Substitute House Bill No. 5202; Public Act 10-169 (2010)

www.cga.ct.gov/2010/ACT/PA/2010PA-00169-R00HB-05202-PA.htm

An Act Concerning Telecommuting Options for State Employees (repeals General Statute 5-248i).

Colorado

House Joint Resolution 09-1021 (2009)

www.colorado.gov/cs/Satellite?blobcol=urldata&blobheader=application%2Fpdf&blobkey=id&blobtable=MungoBlobs&blobwhere=1251601619544&ssbinary=true

Executive Orders and Policies for the State Personnel System document, "Concerning Support of Telecommuting by the State of Colorado", see page 27.

Florida

Florida Statute 110.171 (originally 1999)

www.flsenate.gov/laws/statutes/2011/110.171

State Employee Telecommuting Program

Maryland

House Bill 870 (1999)

[http://167.102.242.144/smb/mgaleg.maryland.gov/google_docs\\$/1999rs/fnotes/bil_0000/HB0870.pdf](http://167.102.242.144/smb/mgaleg.maryland.gov/google_docs$/1999rs/fnotes/bil_0000/HB0870.pdf)

This bill renamed the State Telecommuting Program to the State Teleworking Pilot Program and included the fiscal note.

Virginia

Code of Virginia 2.2-2817.1 (2009)

<http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+2.2-2817.1>

State agencies to establish alternative work schedules, reporting requirements and included a goal of 20% of eligible state employees teleworking by 2010.

Code of Virginia 2.2-225.1 (2009)

<http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+2.2-225.1>

Establish the Office of Telework Promotion and Broadband Assistance