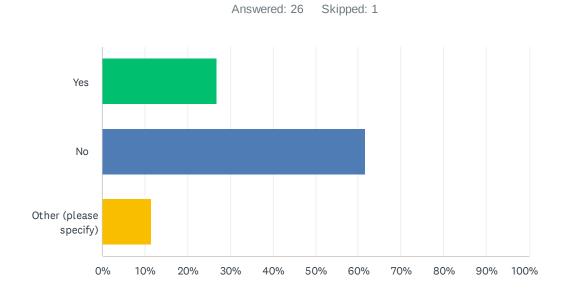
# Q1 What is your name and jurisdiction?

Answered: 27 Skipped: 0

#	RESPONSES	DATE
1	Larry Mullins - Springfield Township	3/9/2023 6:02 PM
2	Julie, City of Middletown	3/8/2023 3:06 PM
3	Kelli Kline - City of Lebanon	3/8/2023 2:40 PM
4	City of Sharonville Rachel Combs - HR Director	3/8/2023 2:29 PM
5	Melissa Taylor Columbia Township	3/8/2023 1:06 PM
6	Pierce Township	3/8/2023 11:41 AM
7	Amanda Zimmerlin, City of Clayton	3/8/2023 11:29 AM
8	Joy Deardorff City of Loveland	3/8/2023 11:28 AM
9	Scot Lahrmer Amberley Village	3/8/2023 11:19 AM
10	Evonne Kovach Greenhills	3/8/2023 11:18 AM
11	MELANIE BRANDITZ, CITY OF MT HEALTHY	3/8/2023 11:14 AM
12	Kelly Harrington, City of Blue Ash	3/8/2023 11:06 AM
13	Lori Thompson, Madeira	3/8/2023 11:06 AM
14	Jeff Weckbach, Colerain Township	3/8/2023 11:00 AM
15	David Lumsden, Glendale	3/8/2023 10:47 AM
16	Jennifer Kaminer Village of Fairfax	3/8/2023 10:40 AM
17	City of Mason	3/8/2023 10:27 AM
18	Joanee Van Pelt - Mariemont	3/8/2023 10:23 AM
19	City of Deer park	3/8/2023 10:08 AM
20	Sarah Hunold, City of Monroe	3/8/2023 9:49 AM
21	Addyston	3/8/2023 9:48 AM
22	Alicia Hamann Deerfield Township	3/8/2023 9:48 AM
23	City of Springboro	3/8/2023 9:41 AM
24	Debbie Campbell Sycamore Township	3/8/2023 9:38 AM
25	Woodlawn	3/8/2023 9:37 AM
26	City of Montgomery	3/8/2023 9:31 AM
27	Darlene Feldmann, City of Fairfield	3/8/2023 9:31 AM

# Q2 Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?



ANSWER CHOICES	RESPONSES	
Yes	26.92%	7
No	61.54%	16
Other (please specify)	11.54%	3
TOTAL		26

#	OTHER (PLEASE SPECIFY)	DATE
1	pre-covid agmt for assistant city manager	3/8/2023 11:06 AM
2	No formal policy has been written	3/8/2023 10:47 AM
3	We currently do not have a policy to work remotely. However, if there is a need for an employee to work remotely it is evaluated on a case by case basis. We are currently piloting a program with hourly staff for 10 hour a day schedule.	3/8/2023 10:27 AM

# Q3 If yes, what positions or personnel are allowed to work remotely?

Answered: 13 Skipped: 14

#	RESPONSES	DATE
1	Administrative/clerical positions based on supervisor approvals	3/8/2023 3:06 PM
2	All employees with the approval of the supervisor as long as it fits within handbook guidelines.	3/8/2023 2:40 PM
3	The City of Sharonville currently has policy in place for Flexible Schedules (flex time). Flexible schedules require pre-approval by the Department Manager.	3/8/2023 2:29 PM
4	We allow remote work on limited occasions as an administrative practice for office employees only but have not yet updated the employee policy manual. A limited example is on heavy snow days or a day when an employee has a medical appointment (self, child, pet) mid-day such that driving back & forth from the office would otherwise require the employee to take off. Our team is very small and we value people working a 1/2 day or 3/4 day remotely.	3/8/2023 1:06 PM
5	N/A	3/8/2023 11:29 AM
6	Jessica, my office employees want to be in the office. Before Covid, I had an Executive Assistant position who worked a few days of the week remotely, but it was an arrangement between us. She would give me a weekly report on work accomplished while working remotely. If one of our employees works remotely now, like for a day or two, there is no policy. You might be aware that Madeira's Lori Thompson works remotely from Florida!	3/8/2023 11:19 AM
7	Pre-covid agreement was made for asst cm to work remotely for a portion of the year.	3/8/2023 11:06 AM
8	Varies and is dependent on department director.	3/8/2023 11:00 AM
9	Currently one administrative employee works 4 10 hour shifts in a week	3/8/2023 10:47 AM
10	Mostly right now only our IT person works remotely.	3/8/2023 10:23 AM
11	Only in case of illness or covid.	3/8/2023 10:08 AM
12	A flexible work schedule is offered to all office employees with the exception of the Receptionist. Our mechanics have also been offered the position. We have asked the Service Department but there is no interest. Remote work is on an as-needed basis. The positions that are able to use remote work are mainly Department Heads (Administrator, Public Works Director, Parks and Rec Director, Planning and Zoning Director, Economic Development Director & Finance Director) Human Resources, Planning and Zoning (Code Enforcement & Planning Manager) Parks & Rec Manager and Camp Director, IT Manager, Stormwater Manager, and Project Coordinator.	3/8/2023 9:48 AM
13	Policy emailed. Flexible schedules are at the discretion of the Department Heads.	3/8/2023 9:41 AM

# Q4 Please send a copy of any applicable policies to JChaney@IndianHill.gov and CSmith@C4LG.org

Answered: 5 Skipped: 22

#	RESPONSES	DATE
1	N/A	3/8/2023 11:29 AM
2	n/a	3/8/2023 11:06 AM
3	https://www.colerain.org/DocumentCenter/View/3569/Township-Policy-Book Page 22	3/8/2023 11:00 AM
4	none at this time.	3/8/2023 10:08 AM
5	Copy of Flexible Work Schedule sent. We don't have a policy for remote work.	3/8/2023 9:48 AM

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 10:30:02 AM Last Modified: Wednesday, March 08, 2023 10:30:30 AM

**Time Spent:** 00:00:27 **IP Address:** 66.161.159.90

#### Page 1

#### Q1

What is your name and jurisdiction?

Darlene Feldmann, City of Fairfield

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 10:30:54 AM Last Modified: Wednesday, March 08, 2023 10:31:13 AM

**Time Spent:** 00:00:19 **IP Address:** 216.68.27.226

#### Page 1

#### Q1

What is your name and jurisdiction?

City of Montgomery

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 10:36:45 AM Last Modified: Wednesday, March 08, 2023 10:36:58 AM

**Time Spent:** 00:00:13 **IP Address:** 24.123.62.134

#### Page 1

#### Q1

What is your name and jurisdiction?

Woodlawn

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 10:36:50 AM Last Modified: Wednesday, March 08, 2023 10:37:30 AM

**Time Spent:** 00:00:39 **IP Address:** 98.28.198.233

#### Page 1

#### Q1

What is your name and jurisdiction?

Debbie Campbell

Sycamore Township

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 10:39:33 AM Last Modified: Wednesday, March 08, 2023 10:41:14 AM

Time Spent: 00:01:41 IP Address: 206.223.126.66

#### Page 1

#### Q1

What is your name and jurisdiction?

City of Springboro

Q2 Yes

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

#### Q3

If yes, what positions or personnel are allowed to work remotely?

Policy emailed. Flexible schedules are at the discretion of the Department Heads.

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 10:31:36 AM Last Modified: Wednesday, March 08, 2023 10:47:54 AM

**Time Spent:** 00:16:18 **IP Address:** 66.161.178.218

#### Page 1

#### Q1

What is your name and jurisdiction?

Alicia Hamann Deerfield Township

Q2 Yes

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

#### Q3

If yes, what positions or personnel are allowed to work remotely?

A flexible work schedule is offered to all office employees with the exception of the Receptionist. Our mechanics have also been offered the position. We have asked the Service Department but there is no interest.

Remote work is on an as-needed basis. The positions that are able to use remote work are mainly Department Heads (Administrator, Public Works Director, Parks and Rec Director, Planning and Zoning Director, Economic Development Director & Finance Director) Human Resources, Planning and Zoning (Code Enforcement & Planning Manager) Parks & Rec Manager and Camp Director, IT Manager, Stormwater Manager, and Project Coordinator.

#### Q4

Please send a copy of any applicable policies to JChaney@IndianHill.gov and CSmith@C4LG.org

Copy of Flexible Work Schedule sent. We don't have a policy for remote work.

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 10:48:03 AM Last Modified: Wednesday, March 08, 2023 10:48:19 AM

**Time Spent:** 00:00:16 **IP Address:** 216.196.244.58

#### Page 1

#### Q1

What is your name and jurisdiction?

Addyston

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 10:48:43 AM Last Modified: Wednesday, March 08, 2023 10:49:08 AM

**Time Spent:** 00:00:25 **IP Address:** 216.196.183.170

#### Page 1

#### Q1

What is your name and jurisdiction?

Sarah Hunold, City of Monroe

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 11:06:42 AM Last Modified: Wednesday, March 08, 2023 11:08:27 AM

**Time Spent:** 00:01:45 **IP Address:** 69.61.193.21

#### Page 1

#### Q1

What is your name and jurisdiction?

City of Deer park

Q2 Yes

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

#### Q3

If yes, what positions or personnel are allowed to work remotely?

Only in case of illness or covid.

#### Q4

Please send a copy of any applicable policies to JChaney@IndianHill.gov and CSmith@C4LG.org

none at this time.

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 11:22:38 AM Last Modified: Wednesday, March 08, 2023 11:23:29 AM

**Time Spent:** 00:00:50 **IP Address:** 216.196.183.67

#### Page 1

#### Q1

What is your name and jurisdiction?

Joanee Van Pelt - Mariemont

#### Q2

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel? Respondent skipped this question

#### Q3

If yes, what positions or personnel are allowed to work remotely?

Mostly right now only our IT person works remotely.

#### Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 11:24:26 AM Last Modified: Wednesday, March 08, 2023 11:26:36 AM

**Time Spent:** 00:02:09 **IP Address:** 66.161.221.162

#### Page 1

#### Q1

What is your name and jurisdiction?

City of Mason

#### Q2

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel? Other (please specify):

We currently do not have a policy to work remotely. However, if there is a need for an employee to work remotely it is evaluated on a case by case basis. We are currently piloting a program with hourly staff for 10 hour a day schedule.

#### Q3

If yes, what positions or personnel are allowed to work remotely?

Respondent skipped this question

#### Q4

Please send a copy of any applicable policies to JChaney@IndianHill.gov and CSmith@C4LG.org

Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 11:39:55 AM Last Modified: Wednesday, March 08, 2023 11:40:13 AM

**Time Spent:** 00:00:18 **IP Address:** 216.68.204.86

#### Page 1

#### Q1

What is your name and jurisdiction?

Jennifer Kaminer Village of Fairfax

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 11:45:51 AM Last Modified: Wednesday, March 08, 2023 11:46:43 AM

**Time Spent:** 00:00:51 **IP Address:** 50.5.205.229

#### Page 1

#### Q1

What is your name and jurisdiction?

David Lumsden, Glendale

#### Q2

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Other (please specify):

No formal policy has been written

#### Q3

If yes, what positions or personnel are allowed to work remotely?

Currently one administrative employee works 4 10 hour shifts in a week

## Q4

Please send a copy of any applicable policies to JChaney@IndianHill.gov and CSmith@C4LG.org

Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 11:59:04 AM Last Modified: Wednesday, March 08, 2023 12:00:09 PM

**Time Spent:** 00:01:04 **IP Address:** 66.161.212.226

#### Page 1

#### Q1

What is your name and jurisdiction?

Jeff Weckbach, Colerain Township

Q2 Yes

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

#### Q3

If yes, what positions or personnel are allowed to work remotely?

Varies and is dependent on department director.

#### Q4

Please send a copy of any applicable policies to JChaney@IndianHill.gov and CSmith@C4LG.org

https://www.colerain.org/DocumentCenter/View/3569/Township-Policy-Book

Page 22

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 12:03:46 PM Last Modified: Wednesday, March 08, 2023 12:05:31 PM

**Time Spent:** 00:01:44 **IP Address:** 76.190.87.50

#### Page 1

#### Q1

What is your name and jurisdiction?

Lori Thompson, Madeira

#### Q2

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Other (please specify): pre-covid agmt for assistant city manager

#### Q3

If yes, what positions or personnel are allowed to work remotely?

Pre-covid agreement was made for asst cm to work remotely for a portion of the year.

#### Q4

Please send a copy of any applicable policies to JChaney@IndianHill.gov and CSmith@C4LG.org

n/a

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 12:06:07 PM Last Modified: Wednesday, March 08, 2023 12:06:25 PM

**Time Spent:** 00:00:18 **IP Address:** 216.196.128.138

#### Page 1

#### Q1

What is your name and jurisdiction?

Kelly Harrington, City of Blue Ash

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 12:13:12 PM Last Modified: Wednesday, March 08, 2023 12:13:55 PM

**Time Spent:** 00:00:42 **IP Address:** 216.196.158.50

#### Page 1

#### Q1

What is your name and jurisdiction?

MELANIE BRANDITZ, CITY OF MT HEALTHY

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 12:17:47 PM Last Modified: Wednesday, March 08, 2023 12:18:21 PM

**Time Spent:** 00:00:33 **IP Address:** 70.61.148.136

#### Page 1

#### Q1

What is your name and jurisdiction?

**Evonne Kovach Greenhills** 

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 12:09:09 PM Last Modified: Wednesday, March 08, 2023 12:19:02 PM

**Time Spent:** 00:09:53 **IP Address:** 69.61.243.170

#### Page 1

#### Q1

What is your name and jurisdiction?

Scot Lahrmer

Amberley Village

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

#### Q3

If yes, what positions or personnel are allowed to work remotely?

Jessica, my office employees want to be in the office. Before Covid, I had an Executive Assistant position who worked a few days of the week remotely, but it was an arrangement between us. She would give me a weekly report on work accomplished while working remotely. If one of our employees works remotely now, like for a day or two, there is no policy.

You might be aware that Madeira's Lori Thompson works remotely from Florida!

#### Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 12:26:55 PM Last Modified: Wednesday, March 08, 2023 12:27:32 PM

**Time Spent:** 00:00:37 **IP Address:** 69.61.192.46

#### Page 1

#### Q1

What is your name and jurisdiction?

Joy Deardorff City of Loveland

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 12:28:10 PM Last Modified: Wednesday, March 08, 2023 12:28:42 PM

**Time Spent:** 00:00:32 **IP Address:** 76.190.117.50

#### Page 1

#### Q1

What is your name and jurisdiction?

Amanda Zimmerlin, City of Clayton

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

#### Q3

If yes, what positions or personnel are allowed to work remotely?

N/A

#### Q4

Please send a copy of any applicable policies to JChaney@IndianHill.gov and CSmith@C4LG.org

N/A

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 12:28:46 PM Last Modified: Wednesday, March 08, 2023 12:40:55 PM

**Time Spent:** 00:12:08 **IP Address:** 69.61.162.234

#### Page 1

#### Q1

What is your name and jurisdiction?

Pierce Township

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 1:57:04 PM Last Modified: Wednesday, March 08, 2023 2:05:51 PM

**Time Spent:** 00:08:47 **IP Address:** 74.195.140.45

#### Page 1

#### Q1

What is your name and jurisdiction?

Melissa Taylor Columbia Township

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

#### Q3

If yes, what positions or personnel are allowed to work remotely?

We allow remote work on limited occasions as an administrative practice for office employees only but have not yet updated the employee policy manual. A limited example is on heavy snow days or a day when an employee has a medical appointment (self, child, pet) mid-day such that driving back & forth from the office would otherwise require the employee to take off. Our team is very small and we value people working a 1/2 day or 3/4 day remotely.

#### Q4

Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 3:26:19 PM Last Modified: Wednesday, March 08, 2023 3:28:48 PM

**Time Spent:** 00:02:28 **IP Address:** 70.62.243.130

#### Page 1

#### Q1

What is your name and jurisdiction?

City of Sharonville

Rachel Combs - HR Director

Q2 Yes

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

#### Q3

If yes, what positions or personnel are allowed to work remotely?

The City of Sharonville currently has policy in place for Flexible Schedules (flex time). Flexible schedules require pre-approval by the Department Manager.

#### Q4

Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 3:36:46 PM Last Modified: Wednesday, March 08, 2023 3:39:48 PM

**Time Spent:** 00:03:01 **IP Address:** 66.42.140.2

#### Page 1

#### Q1

What is your name and jurisdiction?

Kelli Kline - City of Lebanon

Q2 Yes

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

#### Q3

If yes, what positions or personnel are allowed to work remotely?

All employees with the approval of the supervisor as long as it fits within handbook guidelines.

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, March 08, 2023 4:04:14 PM Last Modified: Wednesday, March 08, 2023 4:06:07 PM

**Time Spent:** 00:01:53 **IP Address:** 216.48.130.194

#### Page 1

#### Q1

What is your name and jurisdiction?

Julie, City of Middletown

Q2 Yes

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

#### Q3

If yes, what positions or personnel are allowed to work remotely?

Administrative/clerical positions based on supervisor approvals

Q4 Respondent skipped this question

#### COMPLETE

Collector: Web Link 1 (Web Link)

Started: Thursday, March 09, 2023 7:01:29 PM Last Modified: Thursday, March 09, 2023 7:01:50 PM

**Time Spent:** 00:00:20 **IP Address:** 70.61.148.147

#### Page 1

#### Q1

What is your name and jurisdiction?

Larry Mullins - Springfield Township

Q2 No

Does your jurisdiction have policies regarding the topic of flexible work schedules, remote work policies or telecommuting for personnel?

Q3 Respondent skipped this question

If yes, what positions or personnel are allowed to work remotely?

Q4 Respondent skipped this question