

2016 Yolo County Employee Engagement Survey

Sponsored by:

Yolo County YES Team

March 16, 2017



Executive Summary



- 1,167 employees were surveyed in October 2016 to establish a baseline for employee engagement in Yolo County; the survey response rate was very high at 58.5%.
- Employees were surveyed from the Ag, County Administrator, Child Support Services, Community Services, County Counsel, Financial Services, General Services, Health & Human Services, Library, Probation and Public Defender departments.
- The survey showed the strongest areas for the County are the employees' focus on serving the public with integrity (92%) and employees feel they can make a difference by working here (70%).

Executive Summary

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- Employees rated Supervisors and Managers as a category where the organization is doing okay with scores in all categories ranging between 60% and 73%.
- More than three-quarters of employees who responded Strongly Agree (43%) or Somewhat Agree (34%) with being engaged in their jobs.
- The key drivers of engagement “feeling valued” (48%), and “having clearly defined goals and objectives” (53%) exhibit low levels.
- 63% of employees said the County does not have strategies in place to maximize career development, yet 73% reported opportunities at work to learn and grow within the last 12 months.

Executive Summary

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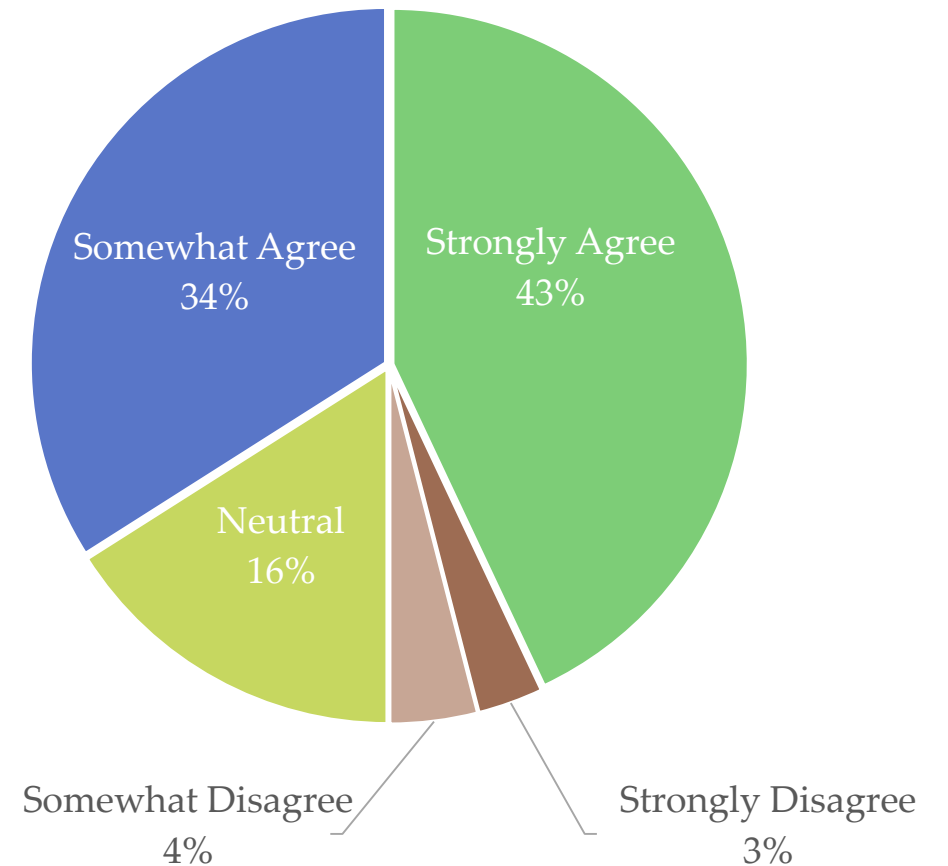
- Employees provided several verbatim reasons for being dissatisfied ranging from lack of flexibility (work/life balance), poor communication, lack of training opportunities, not encouraging employees to grow, recognition and rewards, and safety concerns.
- Examples provided by employees of best practices instituted to increase satisfaction include flexible work schedules, autonomy to perform their jobs, and interdepartmental and countywide mutual communication.
- Survey areas identified for countywide focus and action are opportunities for career and professional development and organizational communication.

Employees Level of Engagement



I'm fully engaged in my job.

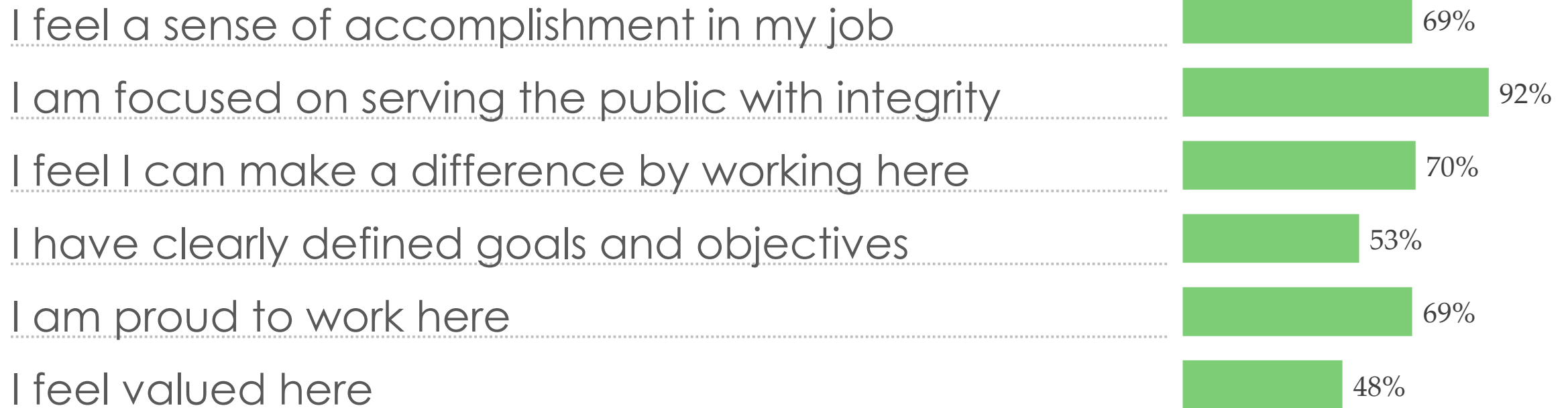
On a scale of Strongly Agree to Strongly Disagree



Public Sector Drivers of Engagement



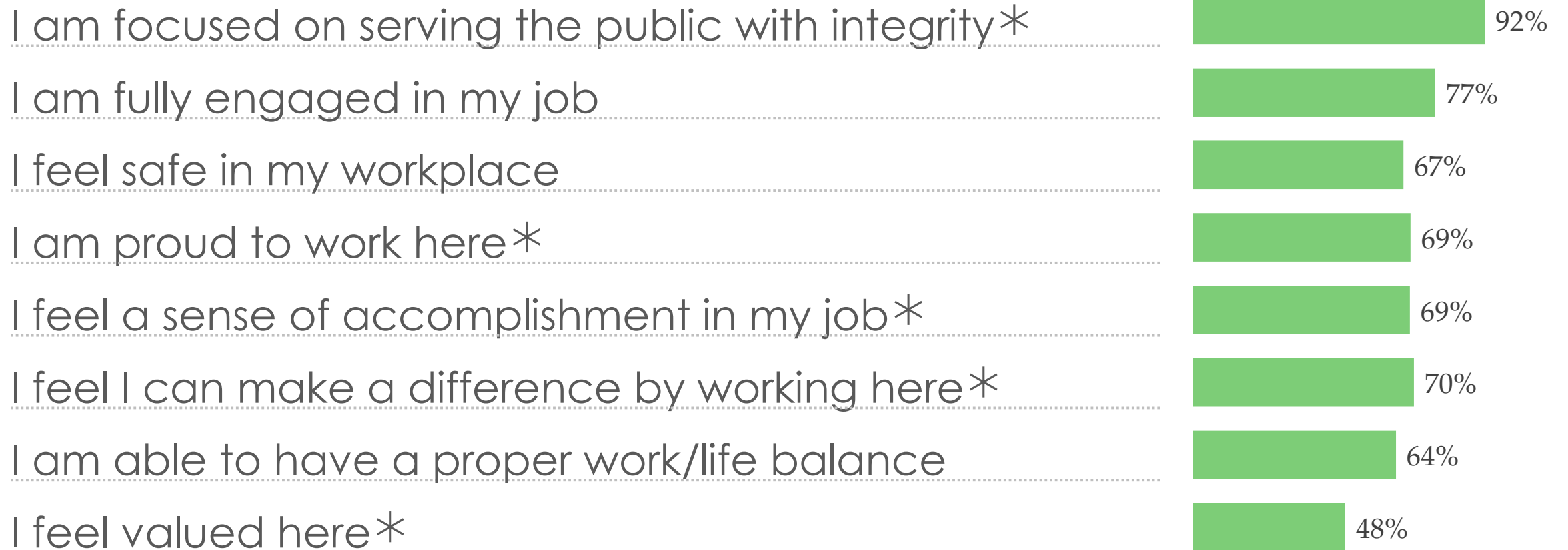
Percent who "Agree" or "Strongly Agree"



Emotional Aspects



Percent who "Agree" or "Strongly Agree"

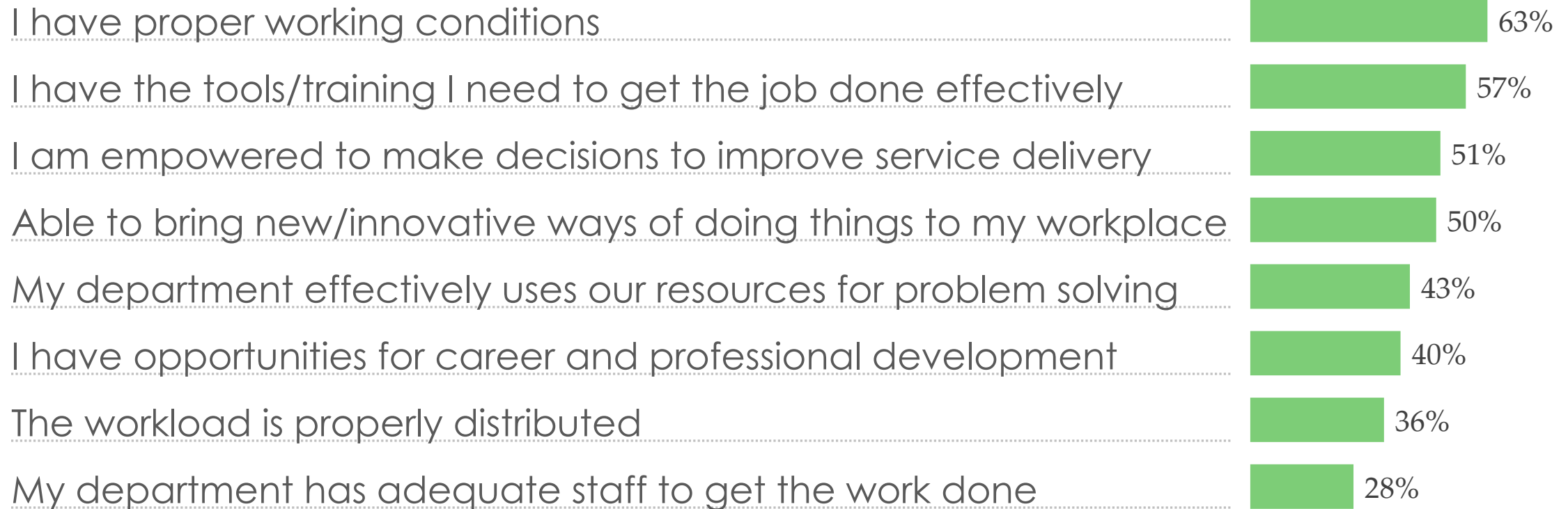


* Public Sector Drivers' of Engagement

Working Environment/Tools



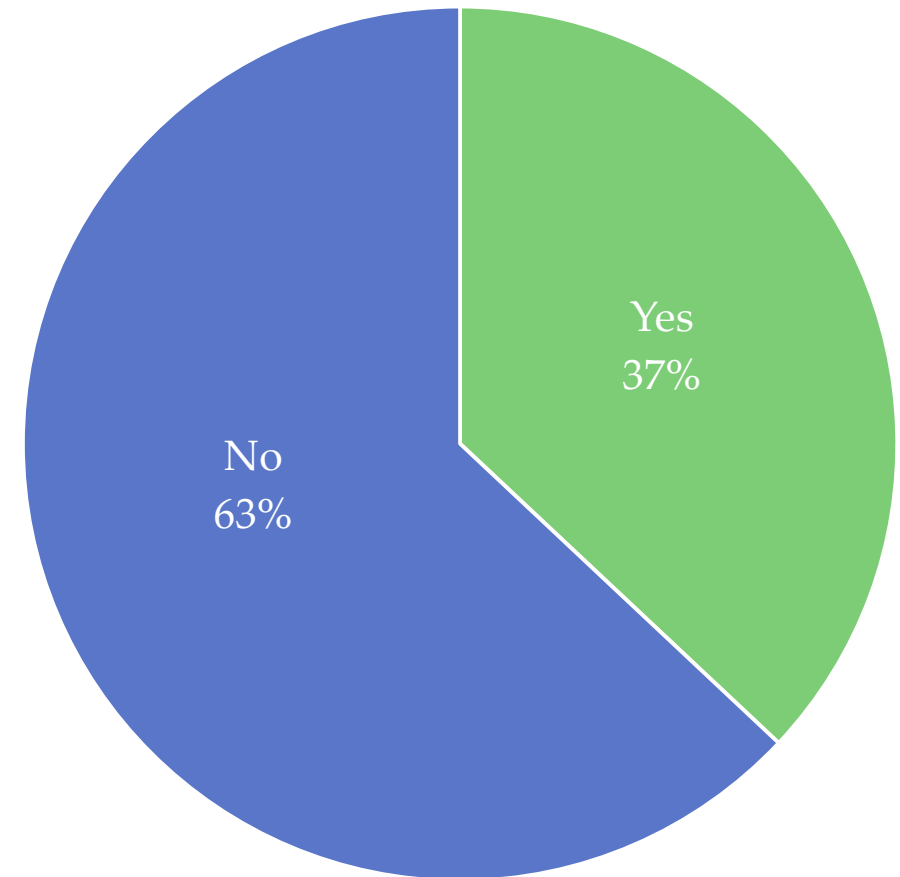
Percent who "Agree" or "Strongly Agree"



Career Development Strategies



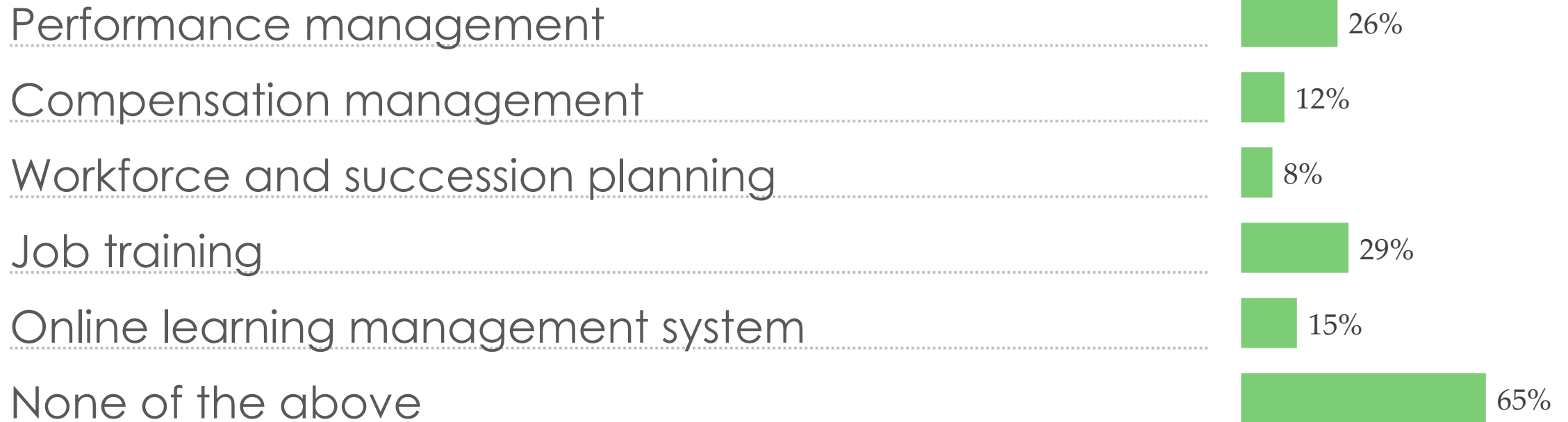
Does your organization have strategies in place to maximize employees' career development at all levels?



Tools Used in Organization



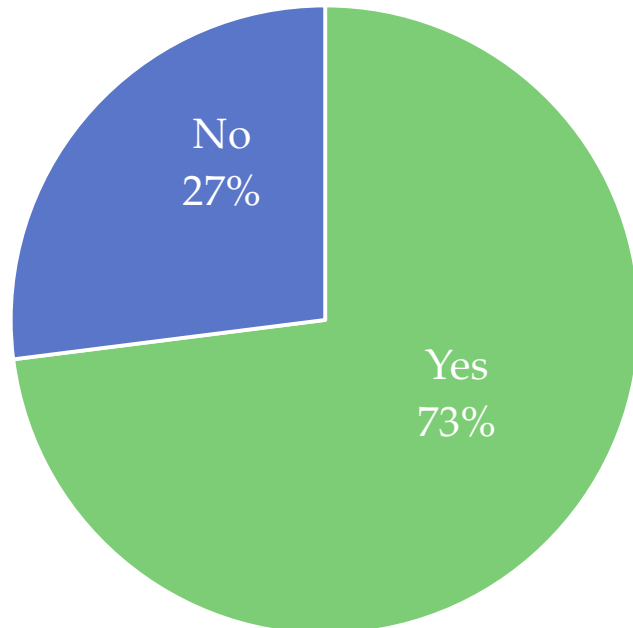
Select all that apply



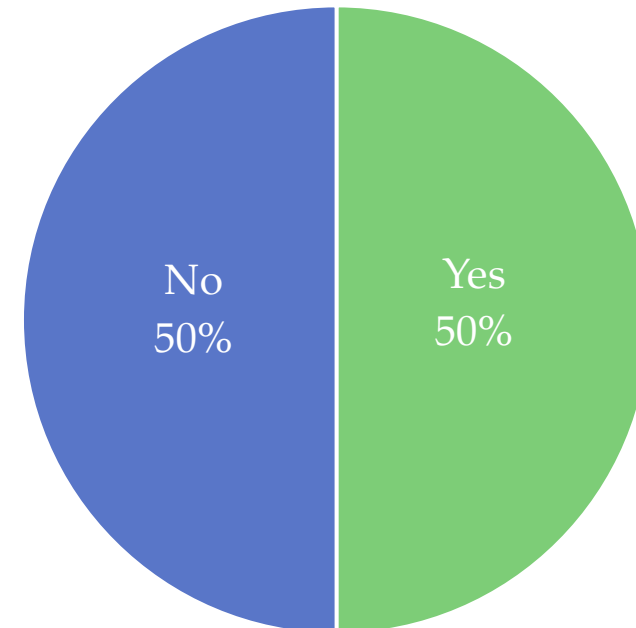
Development Opportunities



In the last twelve months, I have had opportunities at work to learn and grow



In the last twelve months, I worked on a special task force or special project



Communications



Percent who "Agree" or "Strongly Agree"



* *Public Sector Drivers' of Engagement*

Manager / Supervisor



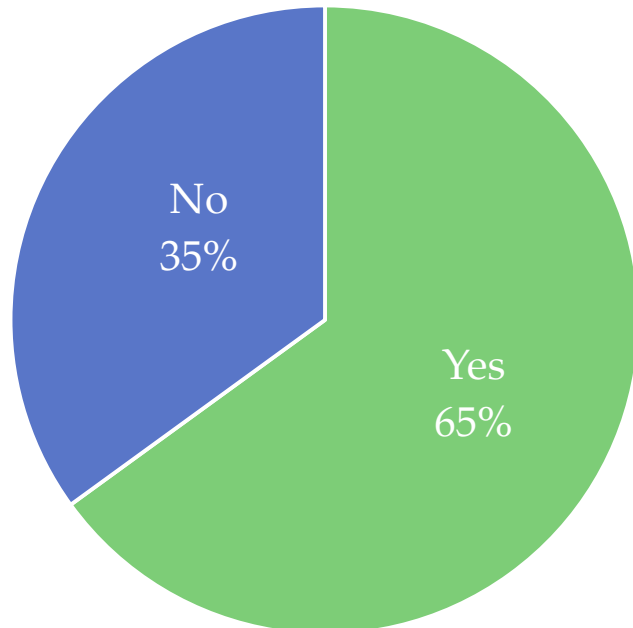
Percent who "Agree" or "Strongly Agree"



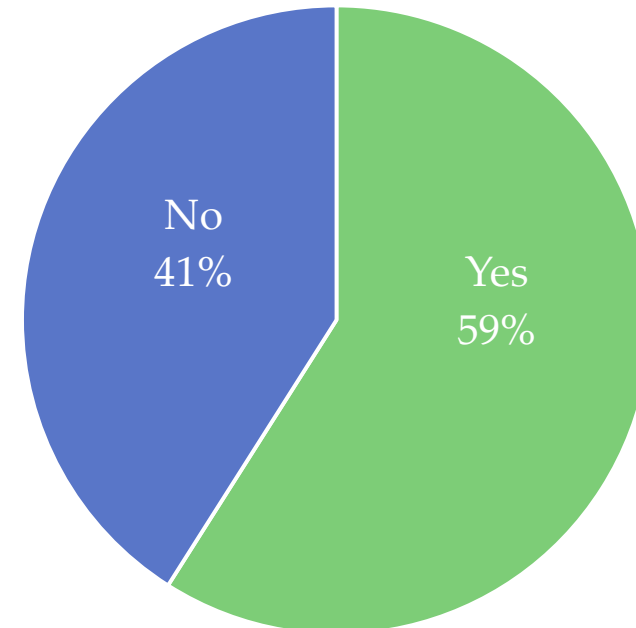
Recognition



In the last month, I have received recognition or praise for doing good work



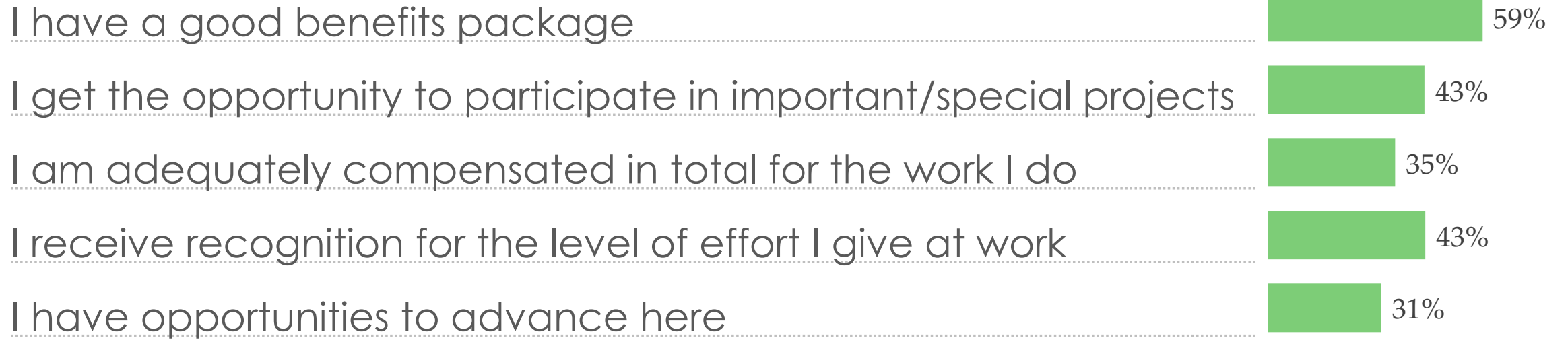
In the last six months, someone at work has talked to me about my progress



Pay / Benefits



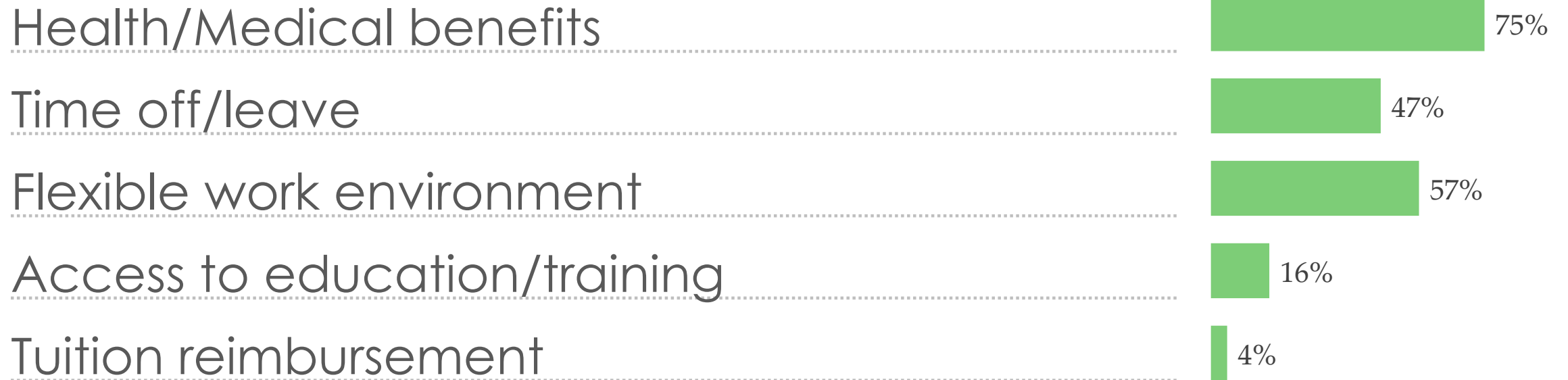
Percent who "Agree" or "Strongly Agree"



Importance of Benefits



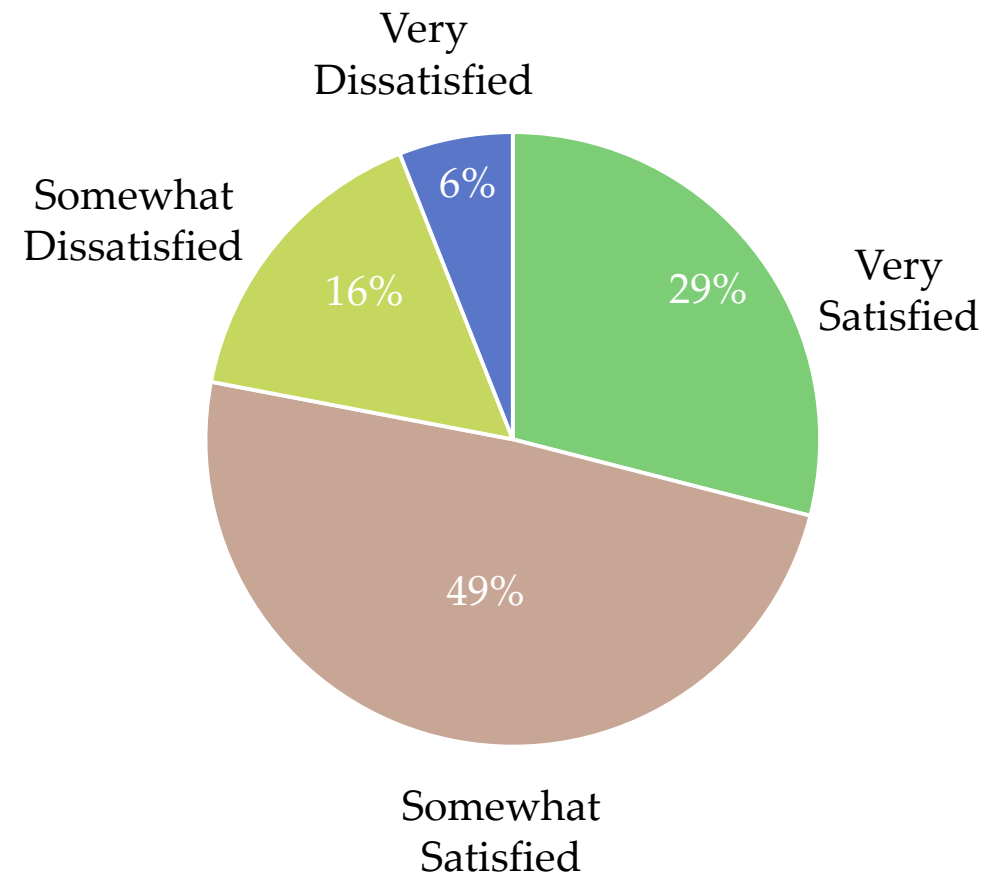
Percent who ranked benefit as most important or second-most important



Overall Satisfaction



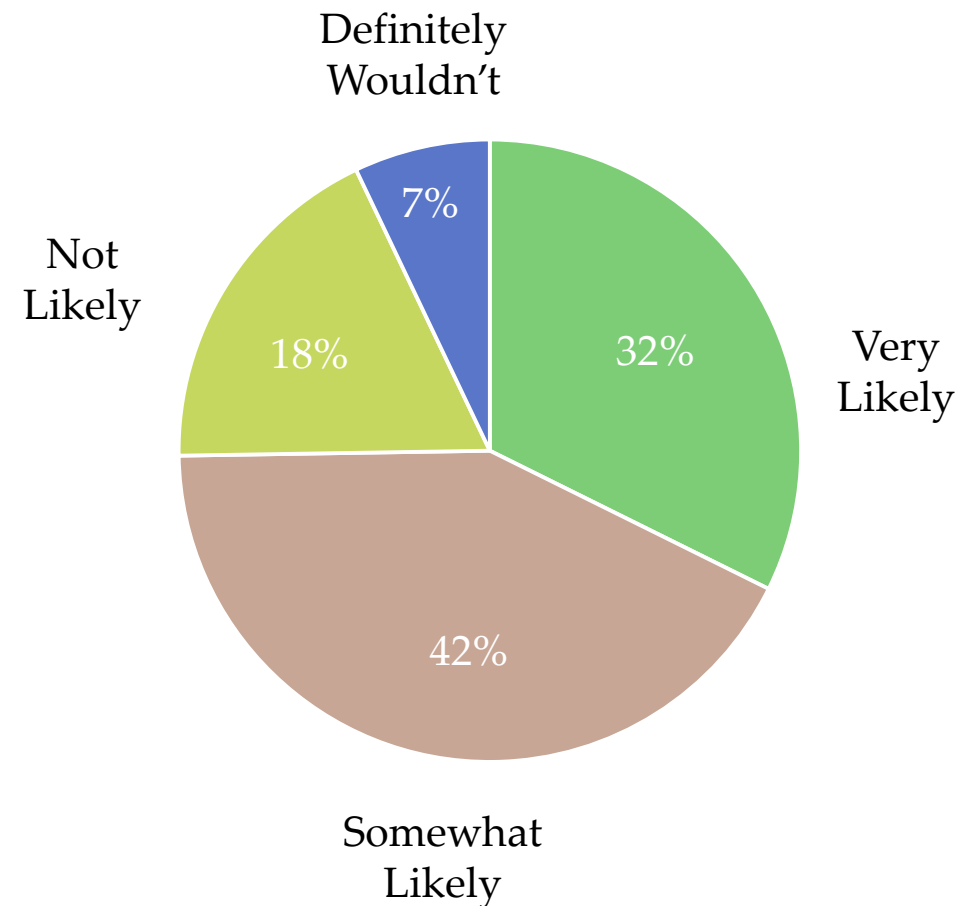
Overall, how satisfied are you with your job/working conditions?



Likelihood to Recommend



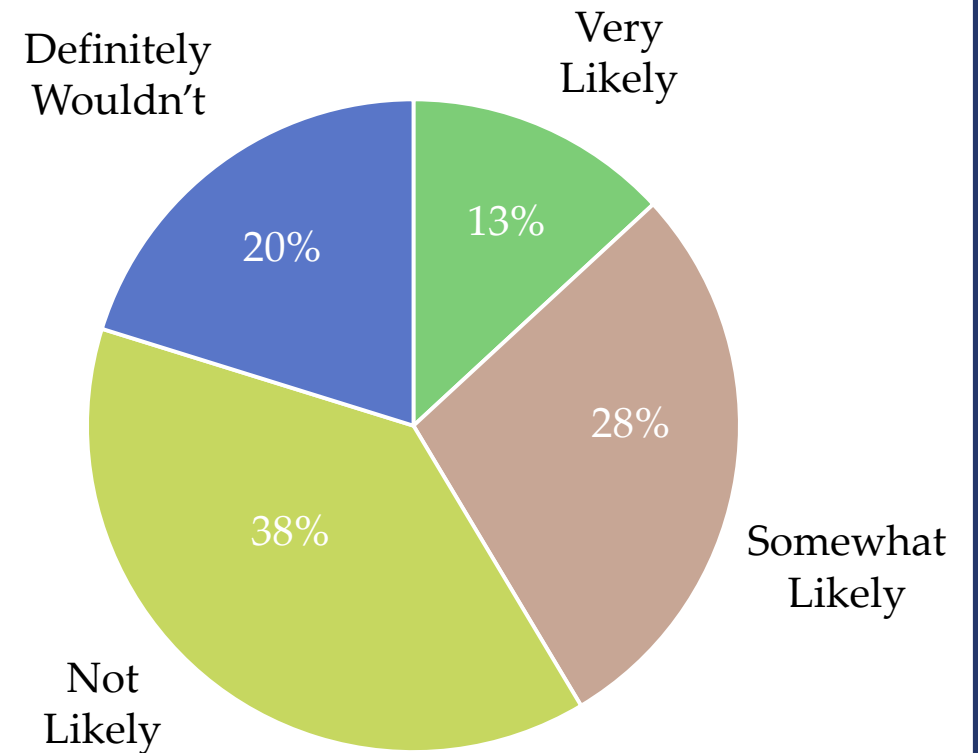
How likely are you to recommend your place of work to a friend?



Likelihood of Leaving



How likely are you to leave if your job/working conditions do not improve within the next year?



Demographics of Respondents



Gender

Male	28%
Female	72%

Age Group

Under 25	2%
25-34	24%
35-44	29%
45-54	27%
55-64	16%
65 and older	2%
Average	43.30
Median	43.00

Years of Service

2 years or less	27%
3-5 years	17%
6-10 years	19%
11-15 years	16%
16-20 years	15%
21-25 years	3%
26-30 years	3%
+ 30 years	1%
Average	9.13
Median	9.00

Highest Level of Education

High School Diploma	16%
Associates Degree	17%
Undergraduate Degree	32%
Some Graduate School	8%
Graduate Degree or Higher	28%

Member of labor union

Yes	73%
No	20%
Prefer not to answer	7%

Demographics of Respondents

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Job function

Front line contributor	76%
Mid-level Management	18%
Sr. Exec/Sr. Mgmt	4%
Elected or Appointed	2%

Type of Workplace

Office	84%
Field	15%
Remote/Other	1%

Type of Work

HHSA	49%
Community Service	10%
Probation	8%
General Services	6%
Library	6%
Child Support Services	6%
Financial Services	5%
County Administrator	5%
Public Defender	3%
Agriculture	2%
County Counsel	1%