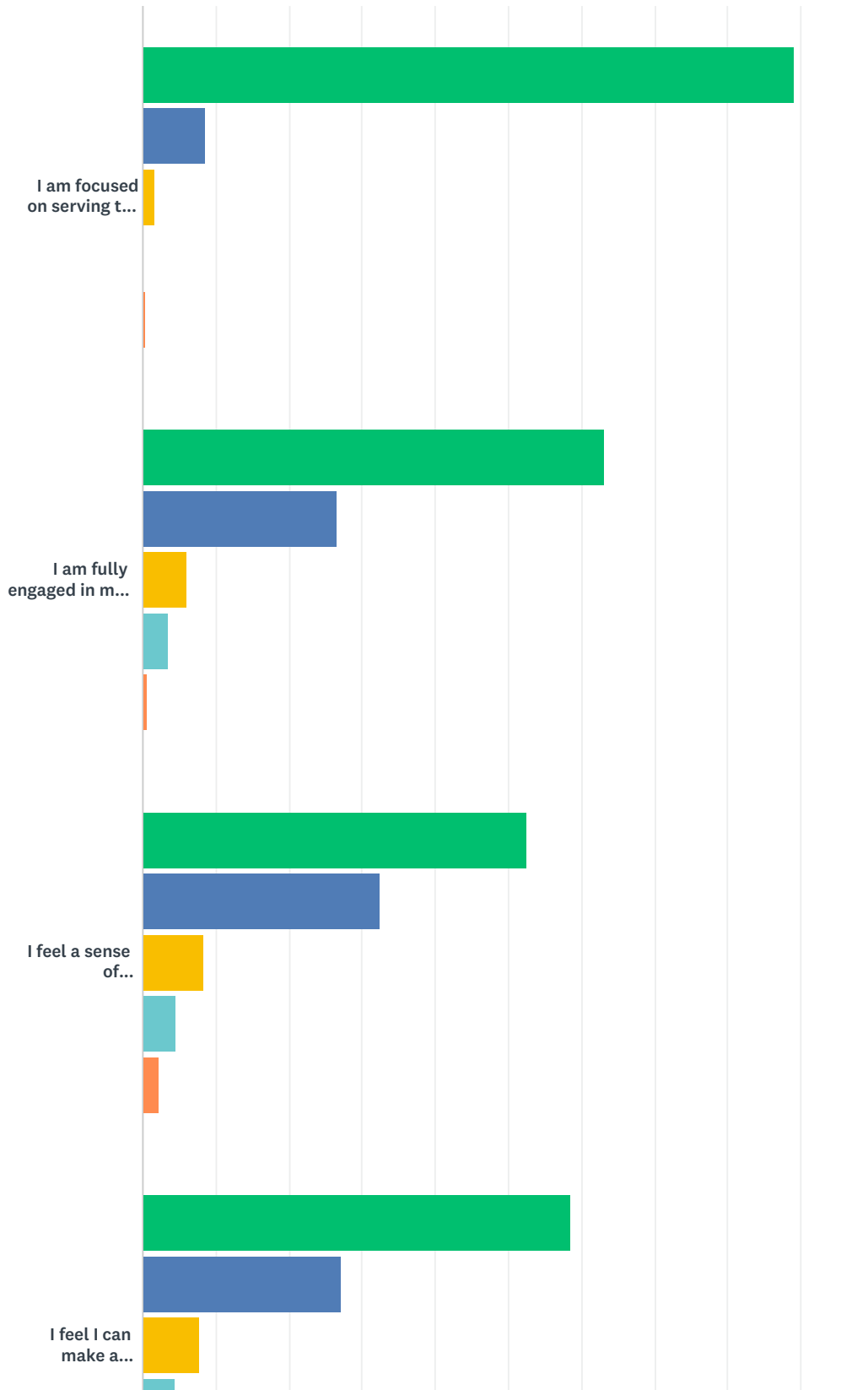
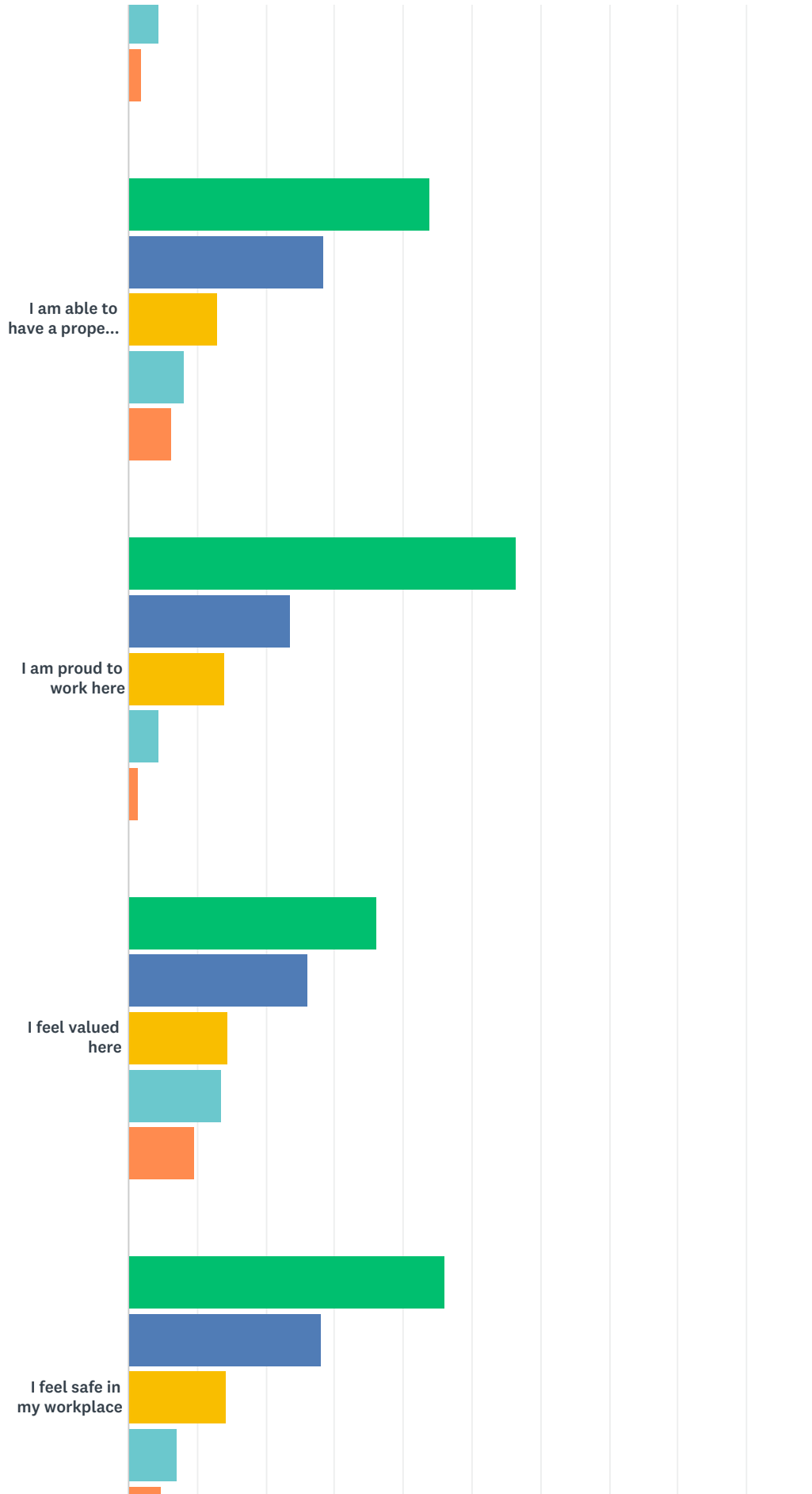


# Q1 Of the following statements please describe your feelings about your job/role and your overall working environment:

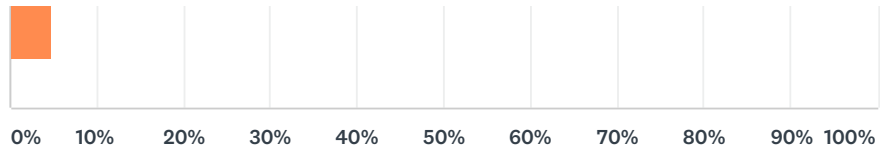
Answered: 566 Skipped: 0



# 2018 Employee Engagement Survey



## 2018 Employee Engagement Survey

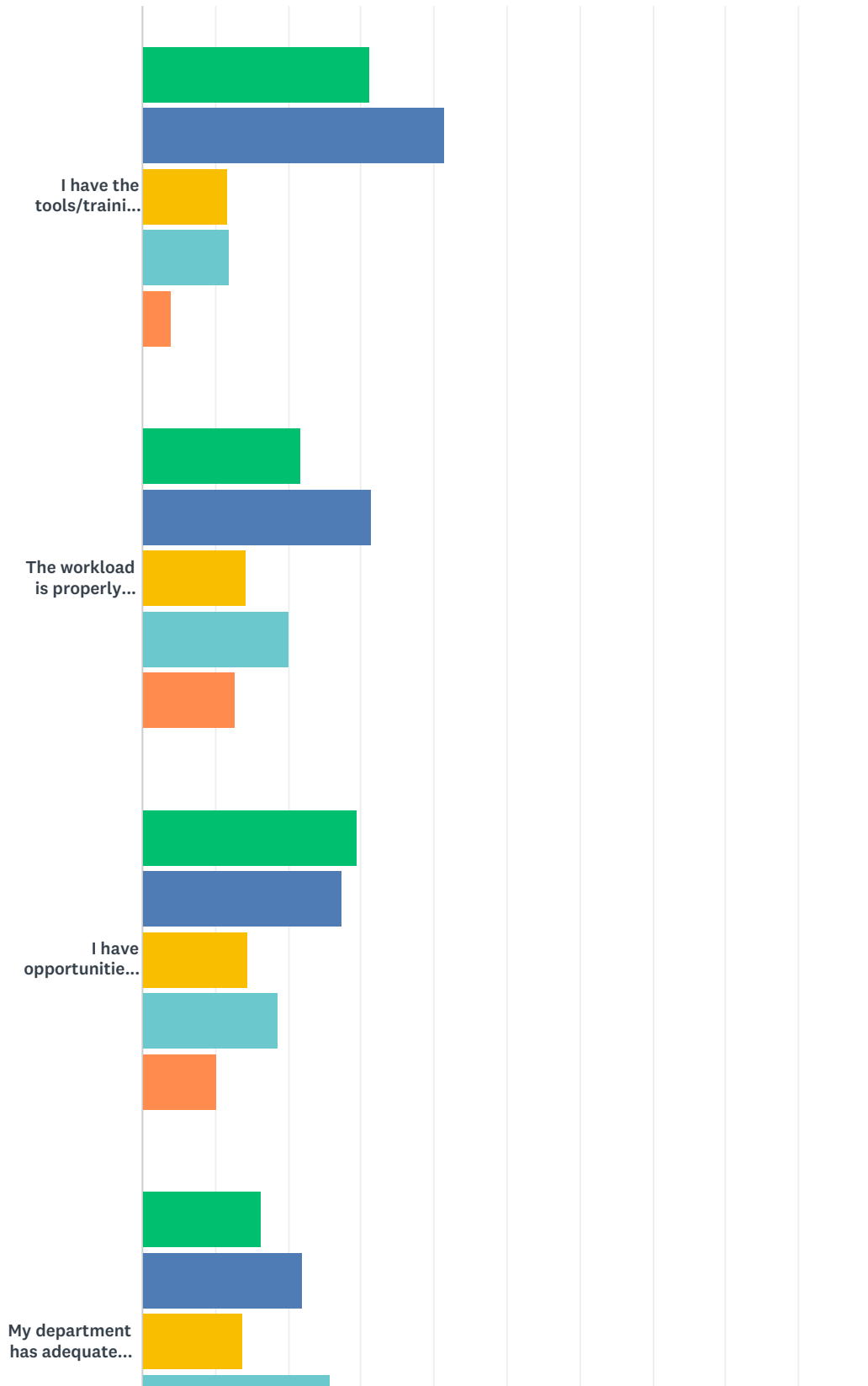


■ Strongly Agree   
 ■ Somewhat Agree   
 ■ Neutral   
 ■ Somewhat Disagree  
■ Strongly Disagree

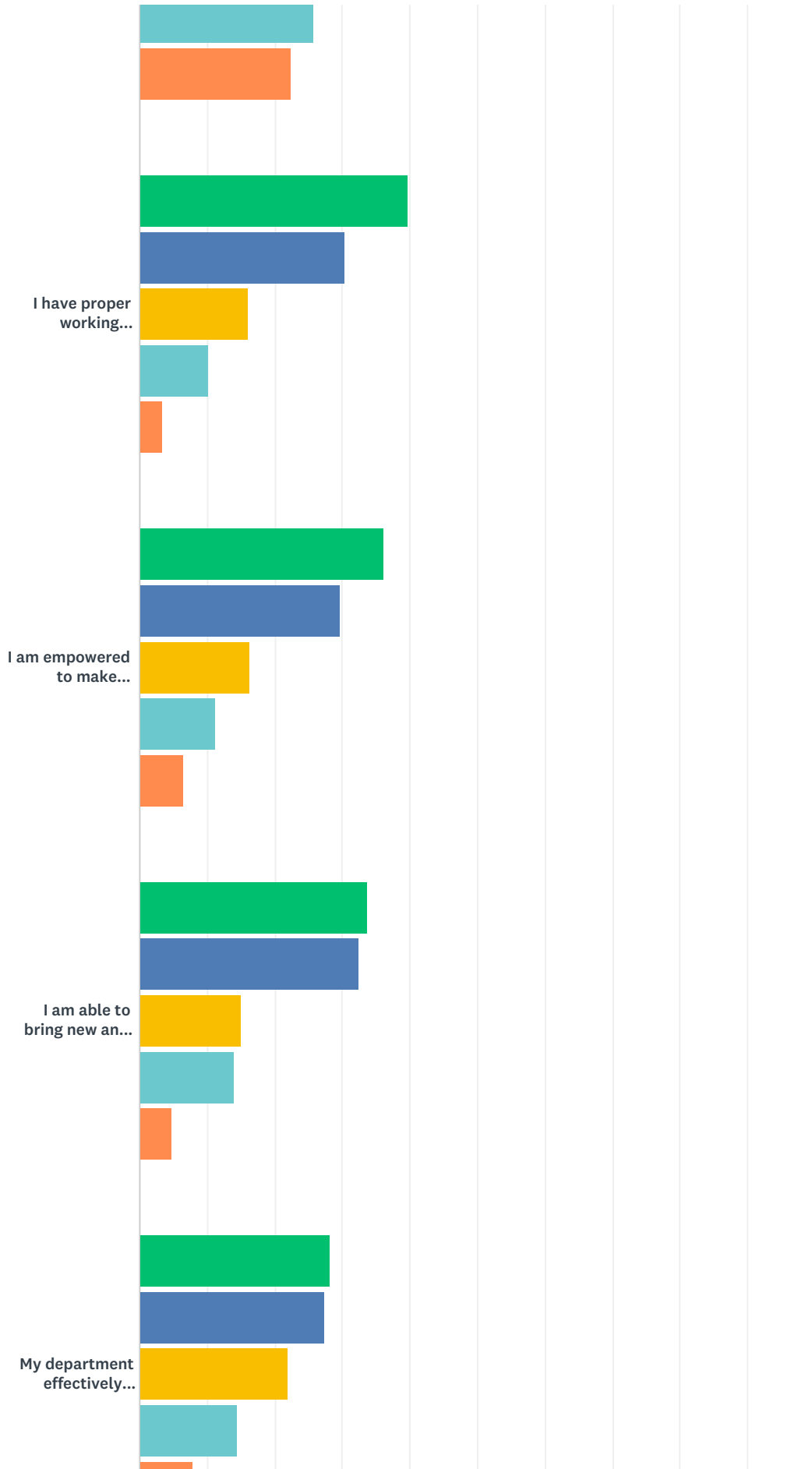
	STRONGLY AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL
I am focused on serving the public with integrity	89.05% 504	8.66% 49	1.77% 10	0.18% 1	0.35% 2	566
I am fully engaged in my job	63.25% 358	26.50% 150	6.01% 34	3.53% 20	0.71% 4	566
I feel a sense of accomplishment in my job	52.47% 297	32.33% 183	8.30% 47	4.59% 26	2.30% 13	566
I feel I can make a difference by working here	58.66% 332	27.21% 154	7.77% 44	4.42% 25	1.94% 11	566
I am able to have a proper work/life balance	43.99% 249	28.45% 161	13.07% 74	8.13% 46	6.36% 36	566
I am proud to work here	56.54% 320	23.67% 134	13.96% 79	4.42% 25	1.41% 8	566
I feel valued here	36.22% 205	26.15% 148	14.49% 82	13.60% 77	9.54% 54	566
I feel safe in my workplace	45.94% 260	28.09% 159	14.13% 80	7.07% 40	4.77% 27	566

## Q2 To what extent would you agree or disagree with the following statements describing work tools provided in your current organization?

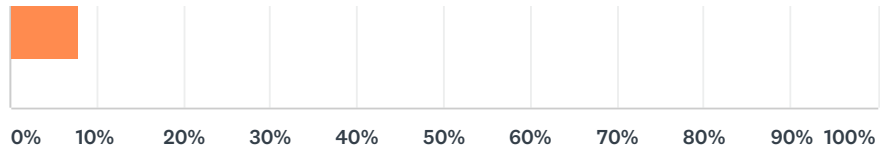
Answered: 566 Skipped: 0



# 2018 Employee Engagement Survey



## 2018 Employee Engagement Survey



■ Strongly Agree   
 ■ Somewhat Agree   
 ■ Neutral   
 ■ Somewhat Disagree  
■ Strongly Disagree

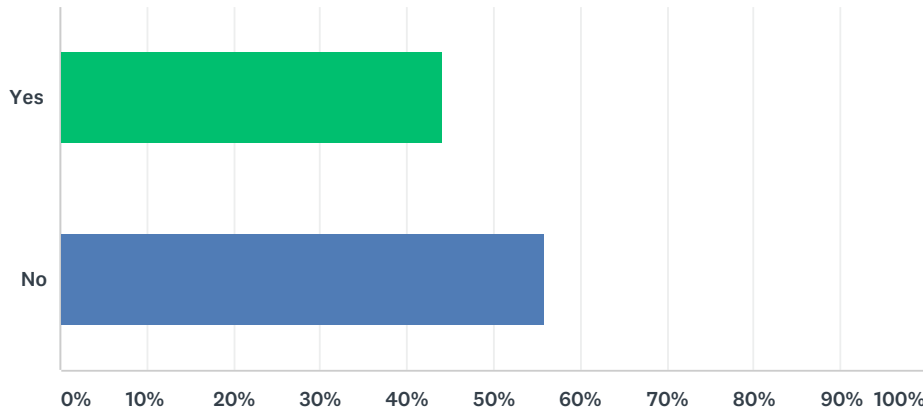
	STRONGLY AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL
I have the tools/training I need to get the job done effectively	31.10% 176	41.34% 234	11.66% 66	11.84% 67	4.06% 23	566
The workload is properly distributed	21.77% 123	31.33% 177	14.16% 80	20.00% 113	12.74% 72	565
I have opportunities for career and professional development	29.43% 166	27.30% 154	14.36% 81	18.62% 105	10.28% 58	564
My department has adequate staff to get the work done	16.28% 92	21.95% 124	13.81% 78	25.66% 145	22.30% 126	565
I have proper working conditions	39.68% 223	30.43% 171	16.19% 91	10.32% 58	3.38% 19	562
I am empowered to make decisions to improve service delivery	36.23% 204	29.66% 167	16.34% 92	11.37% 64	6.39% 36	563
I am able to bring new and innovative ways of doing things to my workplace	33.75% 190	32.33% 182	15.10% 85	14.03% 79	4.80% 27	563
My department effectively uses our resources for problem solving	28.14% 159	27.43% 155	21.95% 124	14.51% 82	7.96% 45	565

**Q3 If you have additional feedback please explain below (all comments will be shared exactly as they are written):**

Answered: 123 Skipped: 443

### Q4 Does your organization have strategies in place to maximize employees' career development at all levels?

Answered: 566 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	44.17%	250
No	55.83%	316
TOTAL		566

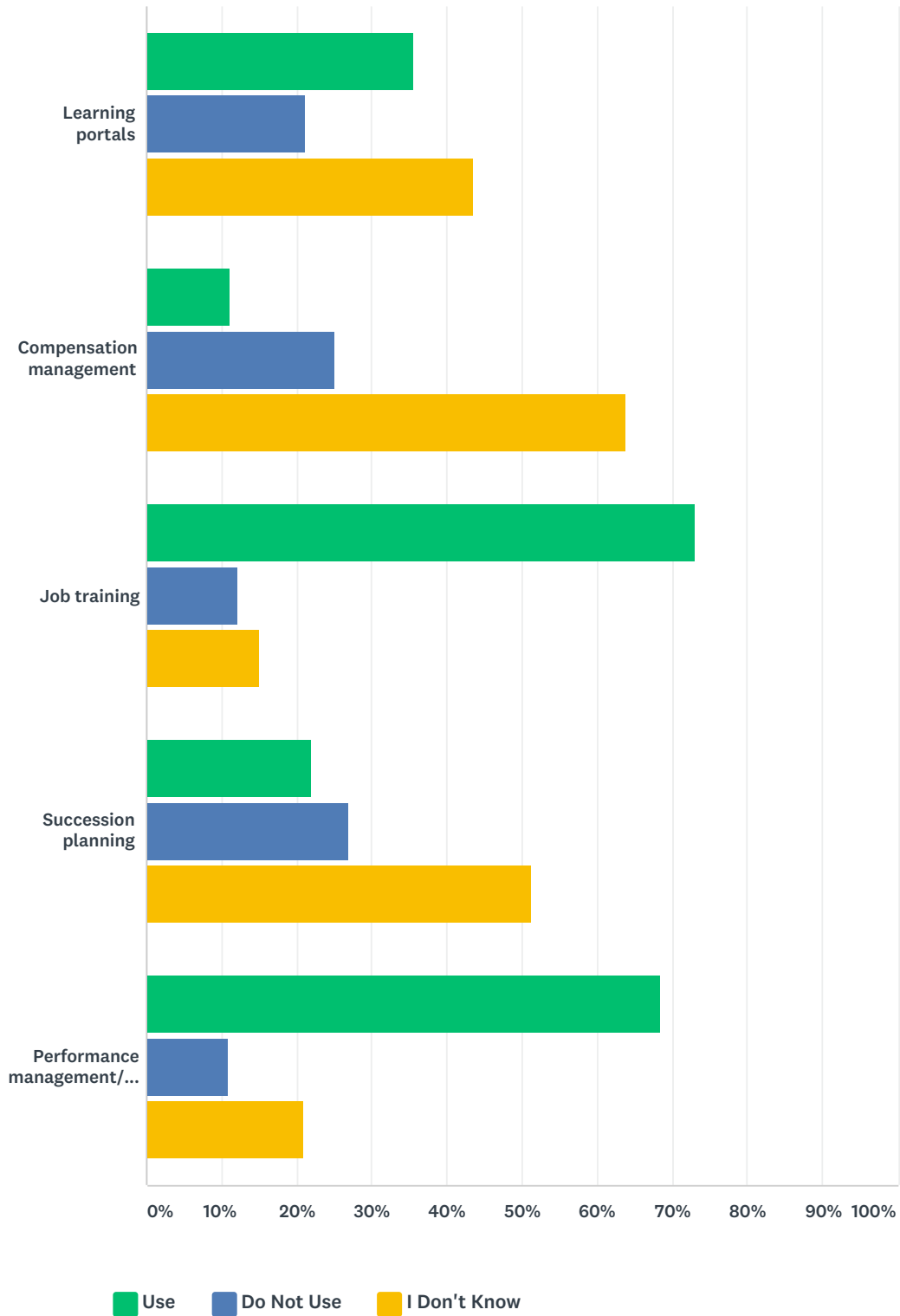


**Q5 If you have additional feedback please explain below (all comments will be shared exactly as they are written) :**

Answered: 104 Skipped: 462

## Q6 Which of the following tools are being used in your organization?

Answered: 566 Skipped: 0



	USE	DO NOT USE	I DON'T KNOW	TOTAL
Learning portals	35.47% 199	21.03% 118	43.49% 244	561

## 2018 Employee Engagement Survey

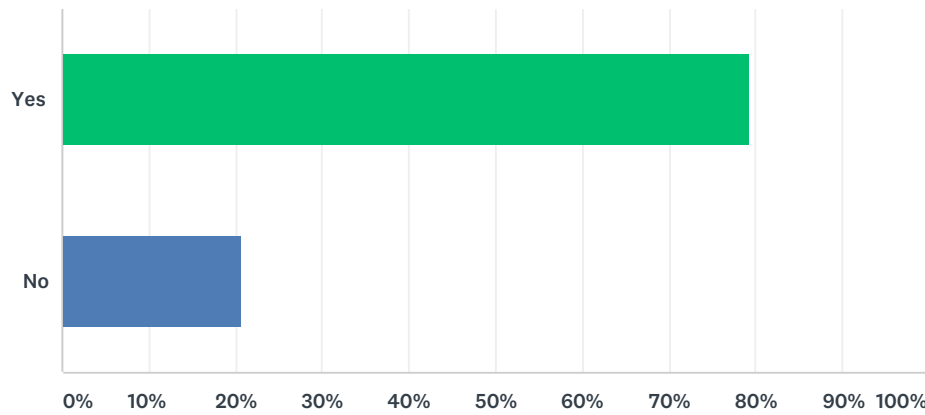
Compensation management	11.09% 62	25.04% 140	63.86% 357	559
Job training	72.92% 412	12.04% 68	15.04% 85	565
Succession planning	21.93% 123	26.92% 151	51.16% 287	561
Performance management/ performance appraisals	68.32% 386	10.80% 61	20.88% 118	565

**Q7 If you have additional feedback please explain below (all comments will be shared exactly as they are written):**

Answered: 51 Skipped: 515

### Q8 In the last twelve months, I have had opportunities at work to learn and grow

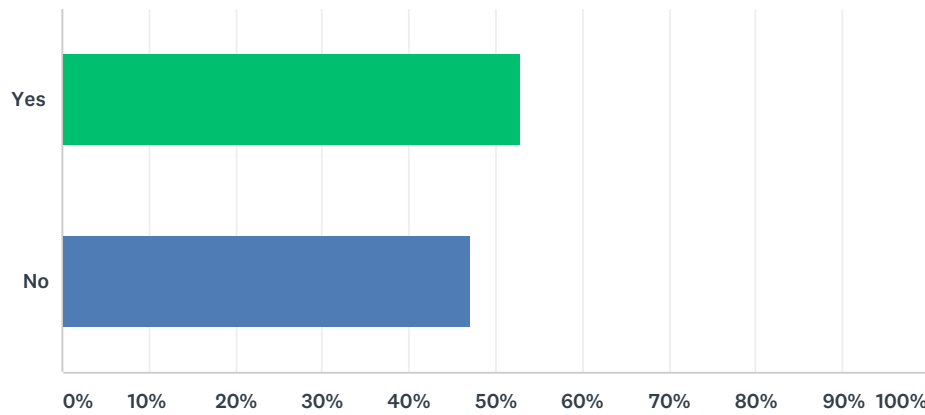
Answered: 566 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	79.33%	449
No	20.67%	117
TOTAL		566

### Q9 In the last twelve months, I worked on a special task force or special project.

Answered: 566 Skipped: 0



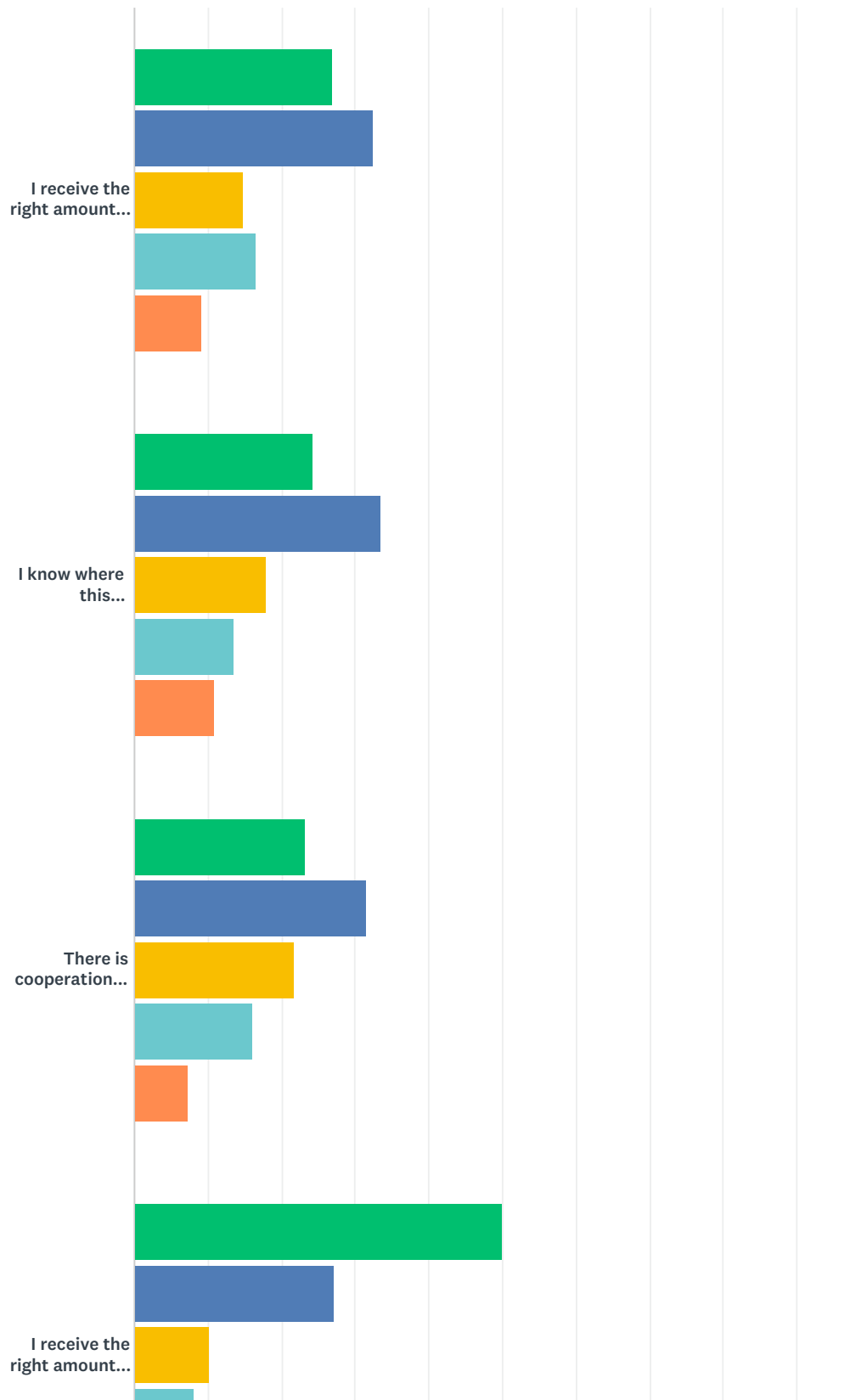
ANSWER CHOICES	RESPONSES	
Yes	53.00%	300
No	47.00%	266
TOTAL		566

**Q10 If you have additional feedback please explain below (all comments will be shared exactly as they are written):**

Answered: 64 Skipped: 502

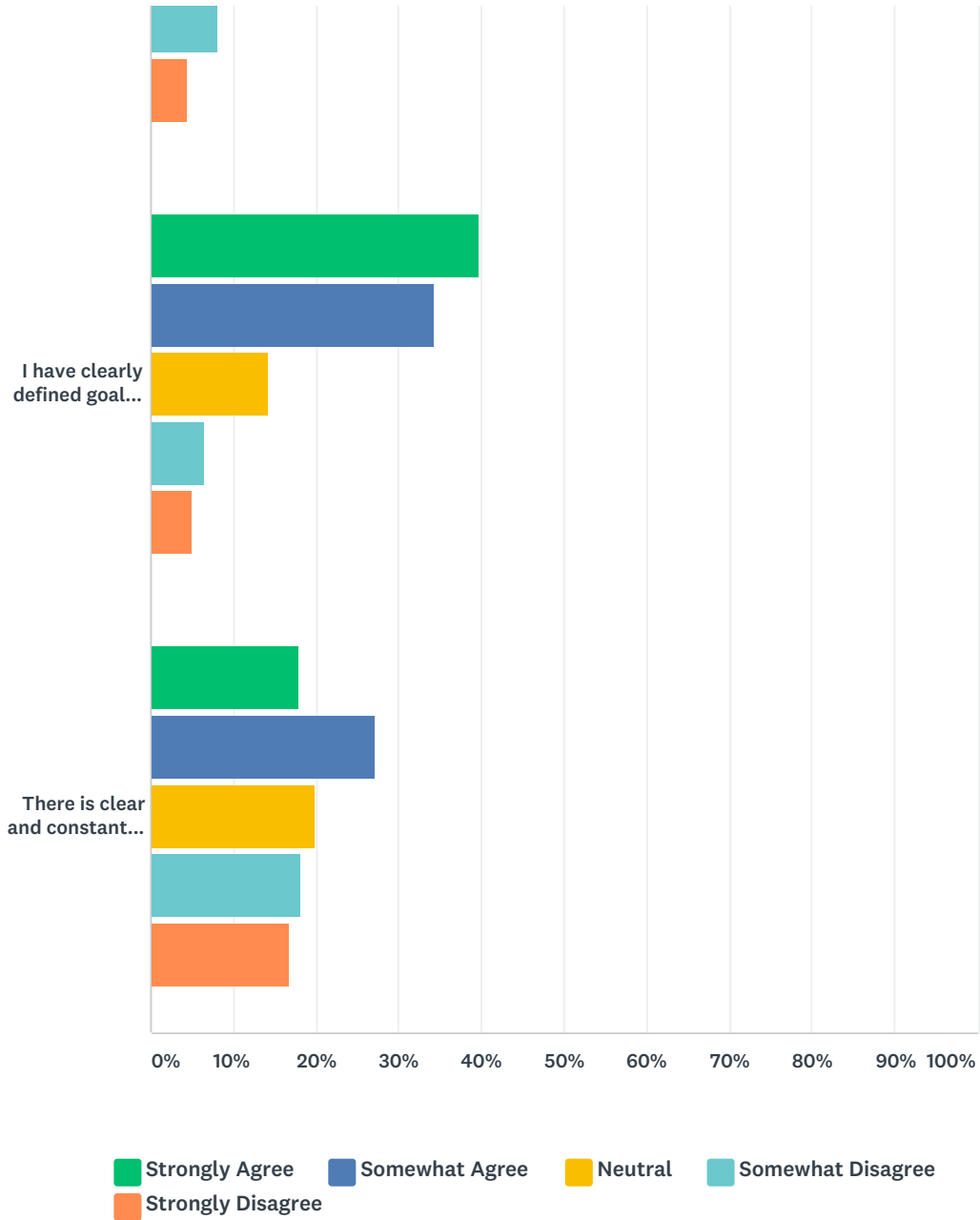
# Q11 To what extent would you agree or disagree with the following statements about your organization's communications methods?

Answered: 566 Skipped: 0





## 2018 Employee Engagement Survey



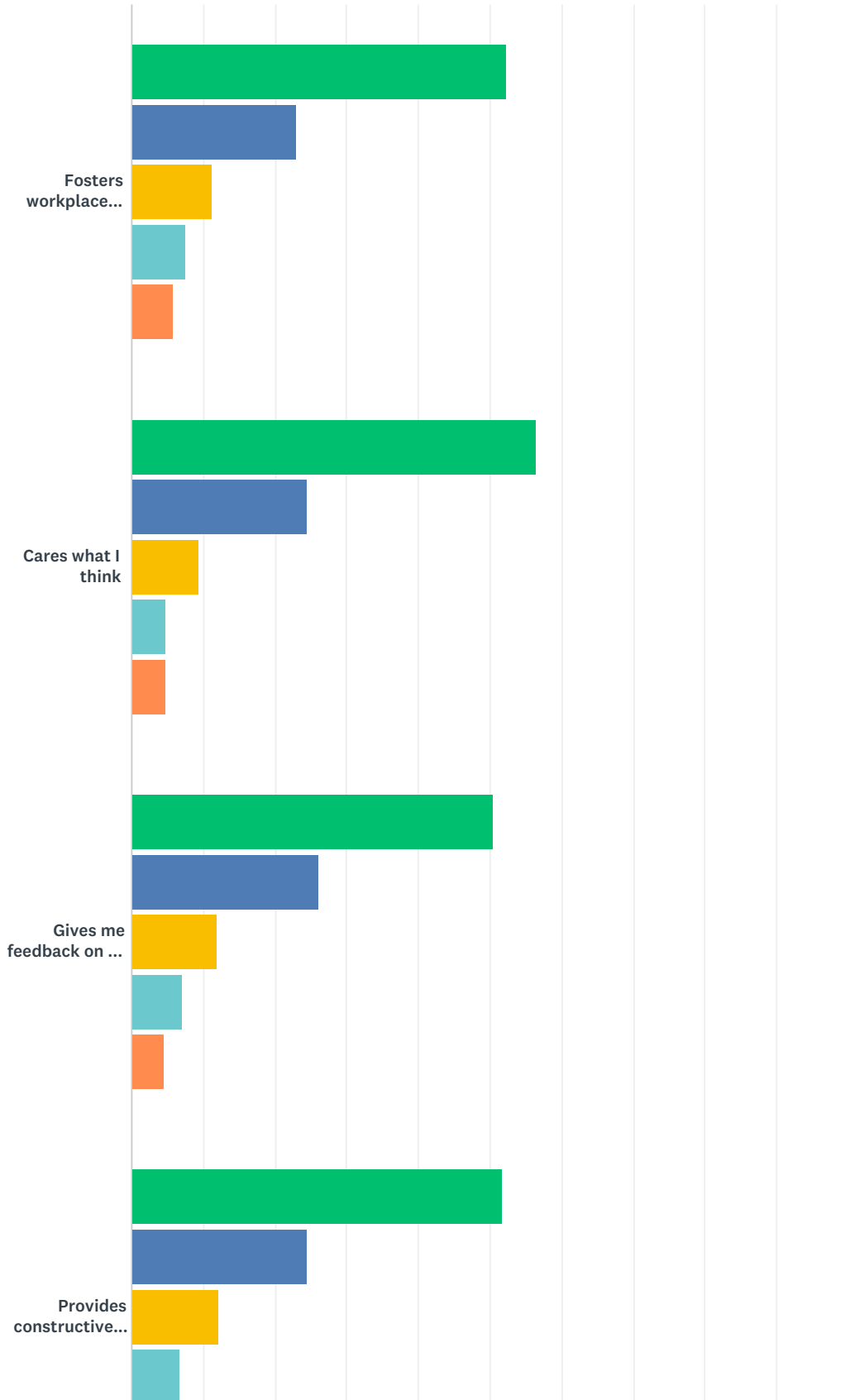
	STRONGLY AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL
I receive the right amount of information from senior management	27.03% 153	32.51% 184	14.84% 84	16.43% 93	9.19% 52	566
I know where this organization is headed	24.20% 137	33.39% 189	18.02% 102	13.60% 77	10.78% 61	566
There is cooperation between the department	23.32% 132	31.63% 179	21.73% 123	16.08% 91	7.24% 41	566
I receive the right amount of communication from my direct supervisor	50.00% 283	27.21% 154	10.25% 58	8.13% 46	4.42% 25	566
I have clearly defined goals and objectives	39.75% 225	34.28% 194	14.31% 81	6.54% 37	5.12% 29	566
There is clear and constant communication throughout the department	18.02% 102	27.21% 154	19.79% 112	18.20% 103	16.78% 95	566

**Q12 If you have additional feedback please explain below (all comments will be shared exactly as they are written):**

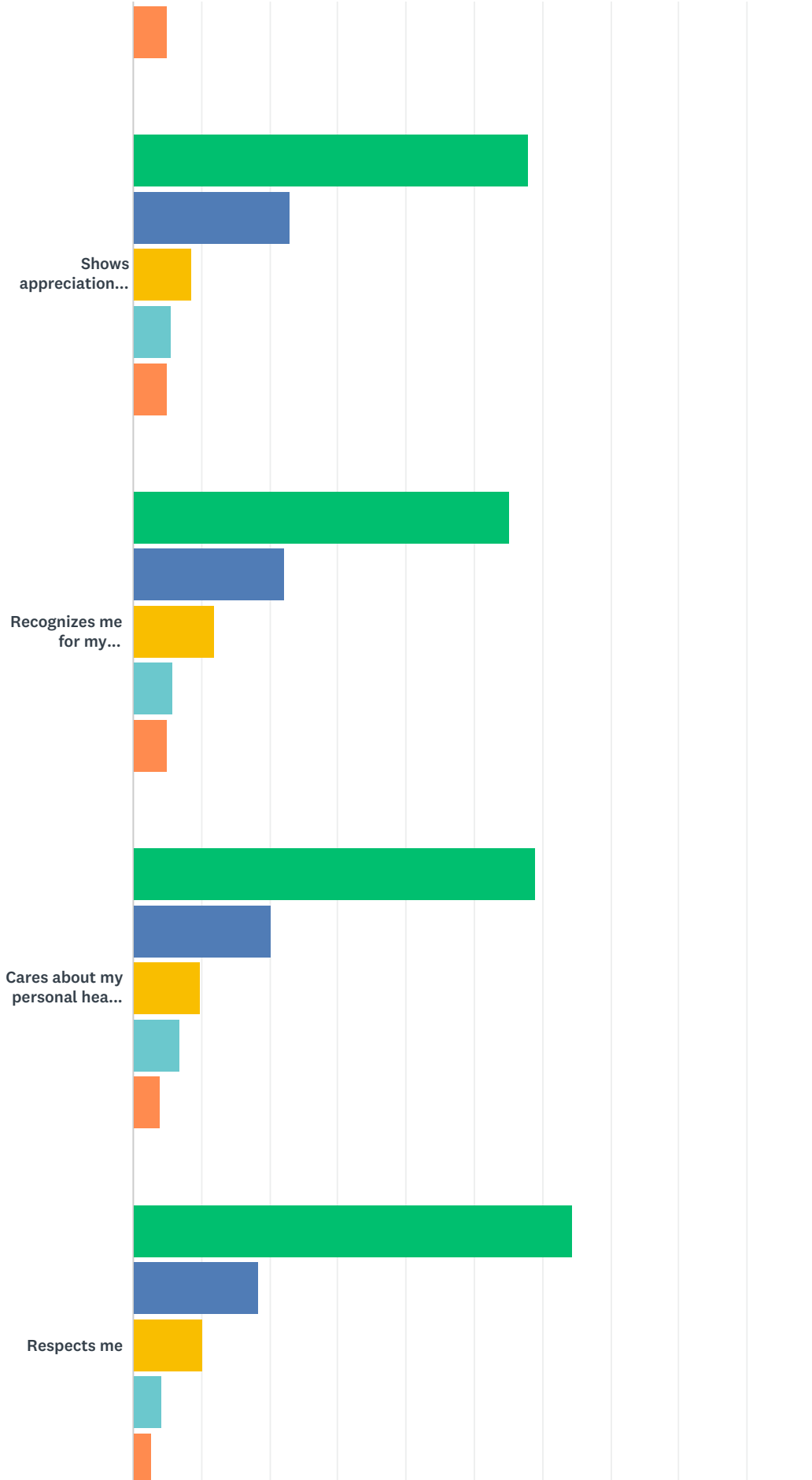
Answered: 79 Skipped: 487

### Q13 My direct supervisor.....

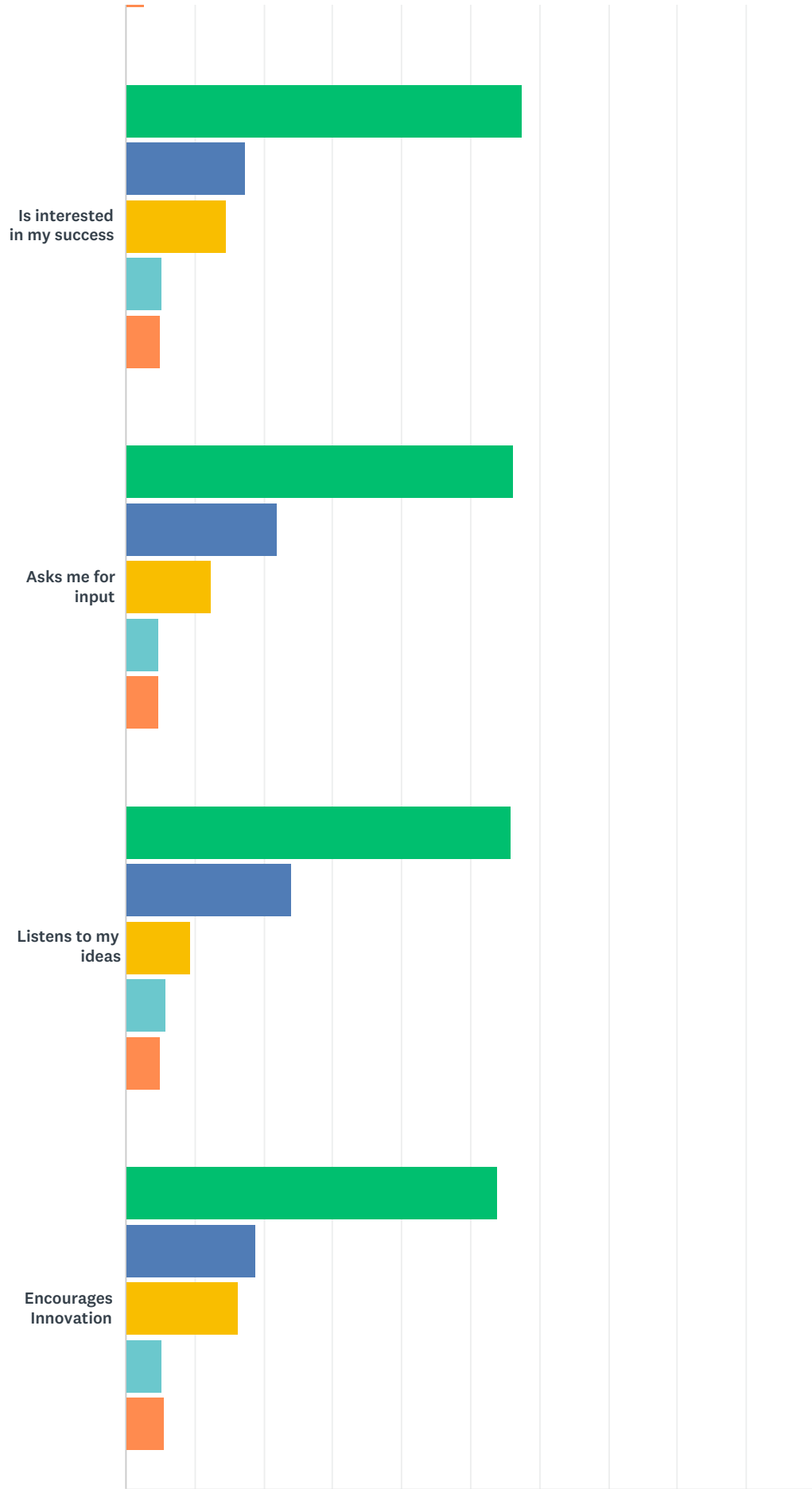
Answered: 566 Skipped: 0



# 2018 Employee Engagement Survey



# 2018 Employee Engagement Survey



## 2018 Employee Engagement Survey

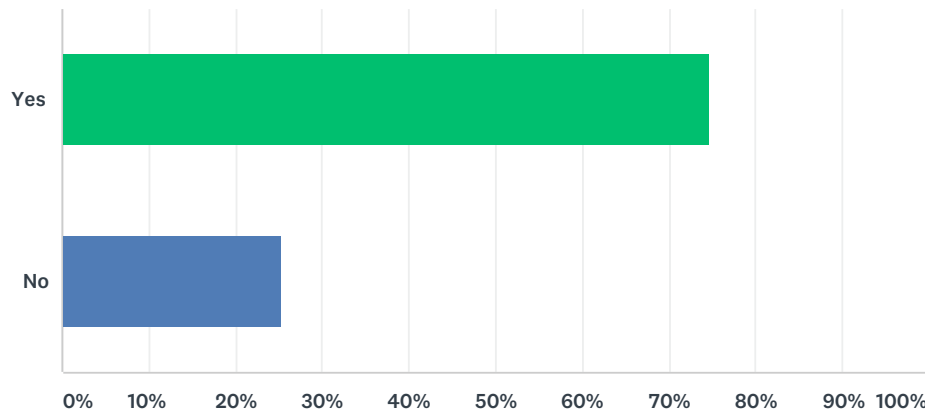
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Strongly Agree   
 ■ Somewhat Agree   
 ■ Neutral   
 ■ Somewhat Disagree  
■ Strongly Disagree

	STRONGLY AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL
Fosters workplace equality	52.30% 296	22.97% 130	11.31% 64	7.60% 43	5.83% 33	566
Cares what I think	56.54% 320	24.56% 139	9.36% 53	4.77% 27	4.77% 27	566
Gives me feedback on my performance outside of regularly scheduled reviews	50.35% 285	26.15% 148	11.84% 67	7.07% 40	4.59% 26	566
Provides constructive feedback	51.77% 293	24.38% 138	12.19% 69	6.71% 38	4.95% 28	566
Shows appreciation for me and the work I do	57.95% 328	22.97% 130	8.48% 48	5.65% 32	4.95% 28	566
Recognizes me for my contributions	55.30% 313	22.08% 125	11.84% 67	5.83% 33	4.95% 28	566
Cares about my personal health and wellness	59.01% 334	20.32% 115	9.89% 56	6.89% 39	3.89% 22	566
Respects me	64.49% 365	18.37% 104	10.25% 58	4.24% 24	2.65% 15	566
Is interested in my success	57.60% 326	17.31% 98	14.66% 83	5.30% 30	5.12% 29	566
Asks me for input	56.18% 318	21.91% 124	12.37% 70	4.77% 27	4.77% 27	566
Listens to my ideas	55.83% 316	24.03% 136	9.36% 53	5.83% 33	4.95% 28	566
Encourages Innovation	53.89% 305	18.90% 107	16.25% 92	5.30% 30	5.65% 32	566

### Q14 In the last month, I have received recognition or praise for doing good work

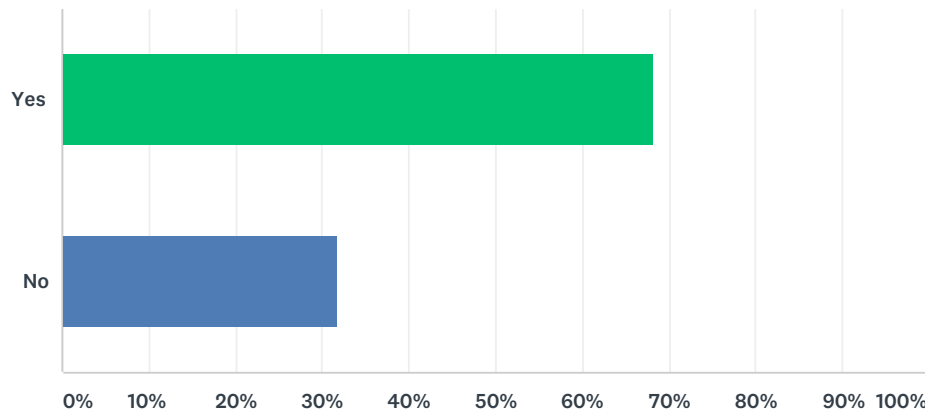
Answered: 566 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	74.73%	423
No	25.27%	143
TOTAL		566

### Q15 In the last six months, someone at work has talked to me about my progress

Answered: 566 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	68.20%	386
No	31.80%	180
TOTAL		566

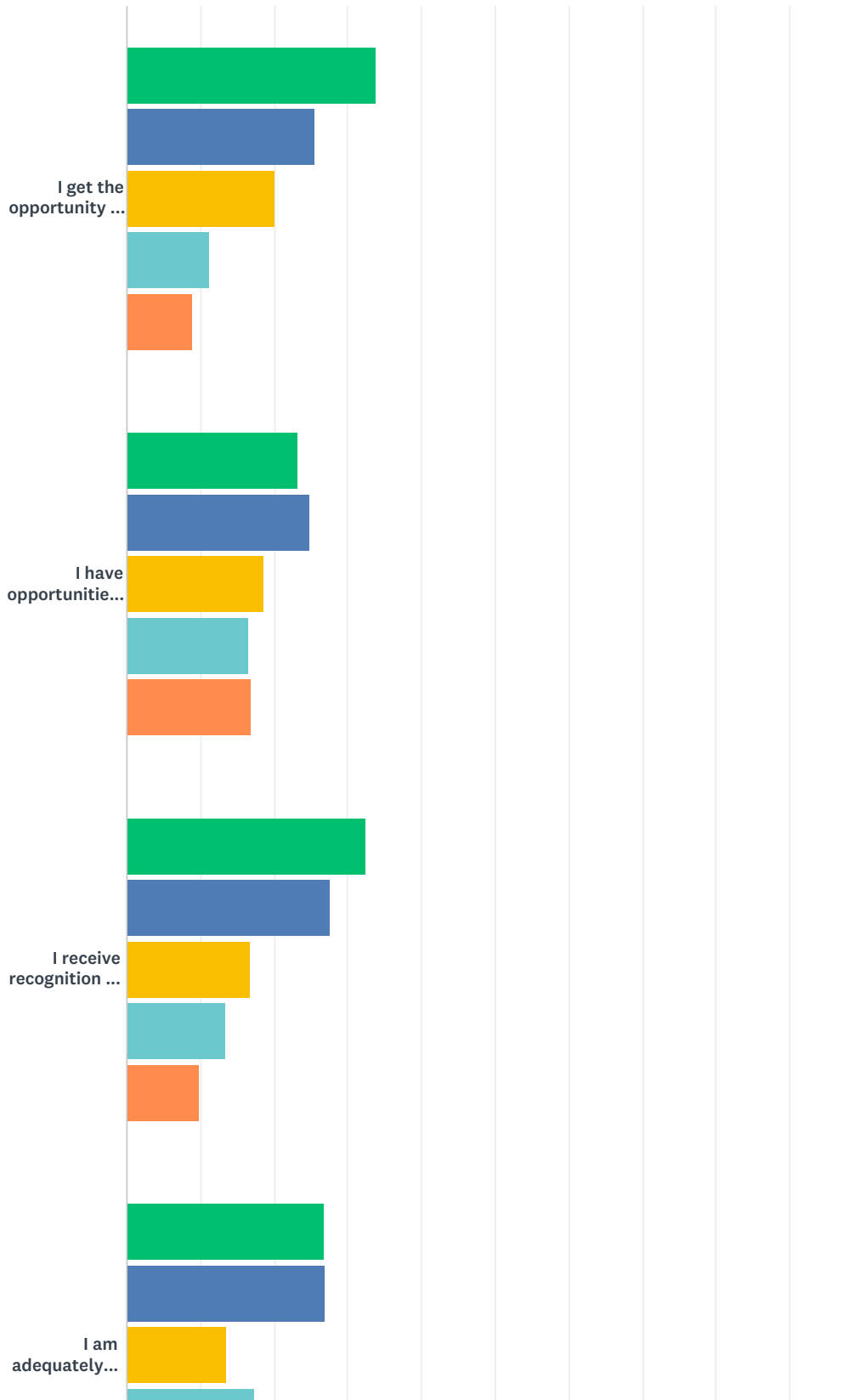


**Q16 If you have additional feedback please explain below (all comments will be shared exactly as they are written):**

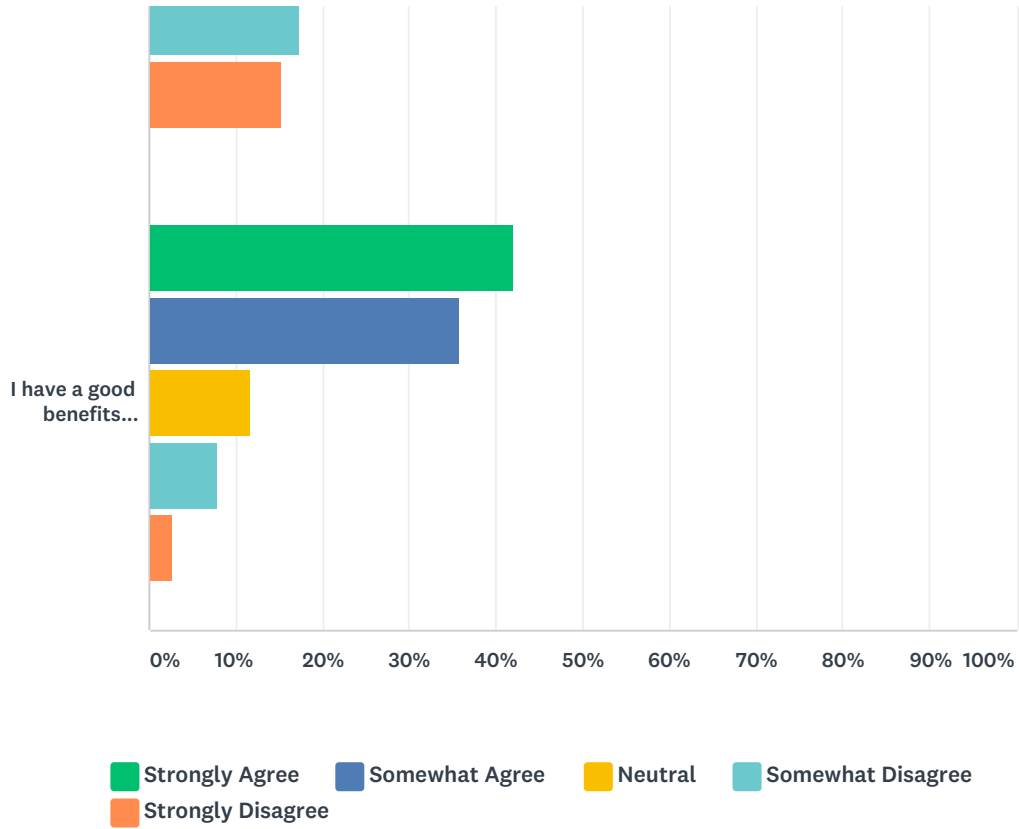
Answered: 73 Skipped: 493

### Q17 Regarding your pay and benefits, please indicate whether you agree with the following statements:

Answered: 566 Skipped: 0



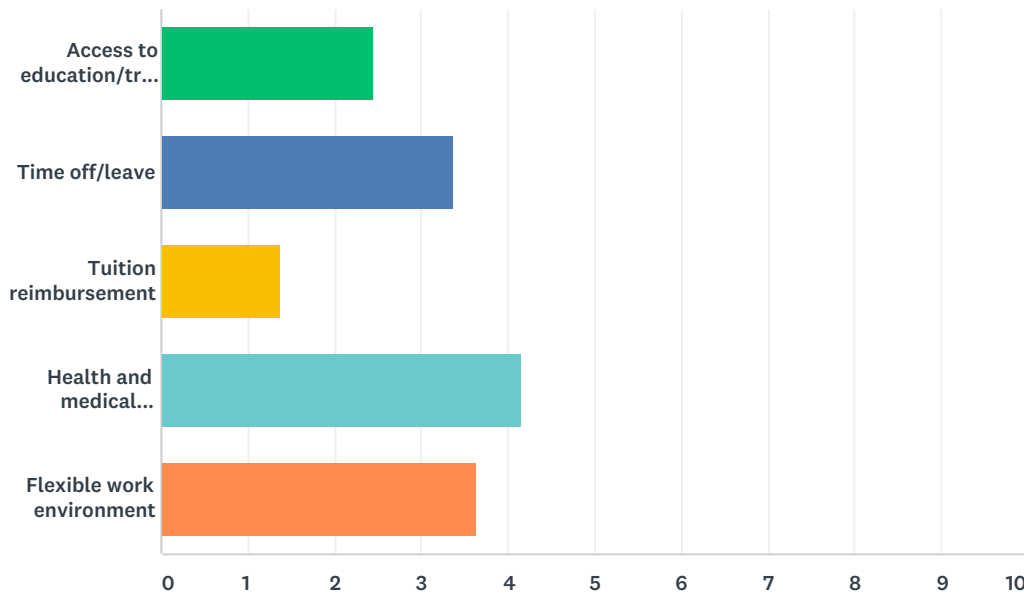
## 2018 Employee Engagement Survey



	STRONGLY AGREE	SOMEWHAT AGREE	NEUTRAL	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL
I get the opportunity to participate in important/special projects	33.92% 192	25.62% 145	20.14% 114	11.31% 64	9.01% 51	566
I have opportunities to advance here	23.14% 131	24.91% 141	18.55% 105	16.43% 93	16.96% 96	566
I receive recognition for the level of effort I give at work	32.33% 183	27.56% 156	16.78% 95	13.43% 76	9.89% 56	566
I am adequately compensated in total for the work I do	26.86% 152	27.03% 153	13.60% 77	17.31% 98	15.19% 86	566
I have a good benefits package	42.05% 238	35.69% 202	11.66% 66	7.95% 45	2.65% 15	566

Q18 Please rank the following benefits in order of importance, through rearranging the benefits listed by modifying them into the order of your preference. For example, if “health benefits” are the most important to you, this benefit should be moved so that it appears as the first one on the list, if it is not already. And if “tuition reimbursement” is the least important benefit to you, please move that benefit, so that it appears as the last one on your list, as it would be the least important to you.

Answered: 566 Skipped: 0



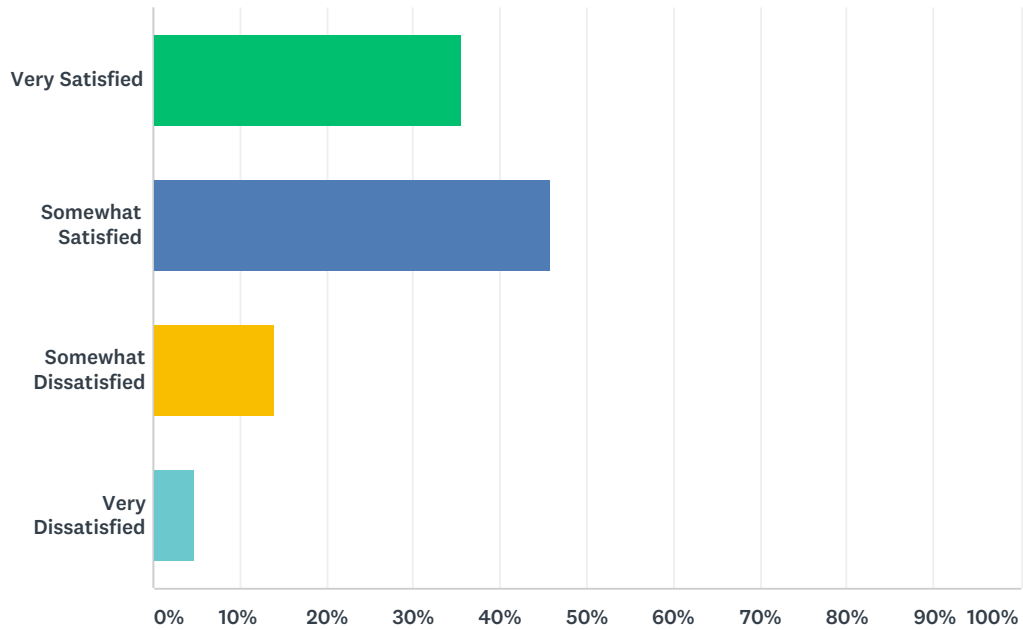
	1	2	3	4	5	TOTAL	SCORE
Access to education/training	4.24% 24	11.13% 63	20.85% 118	52.65% 298	11.13% 63	566	2.45
Time off/leave	12.54% 71	33.75% 191	35.16% 199	15.37% 87	3.18% 18	566	3.37
Tuition reimbursement	1.59% 9	3.18% 18	4.77% 27	13.43% 76	77.03% 436	566	1.39
Health and medical benefits	56.71% 321	18.73% 106	12.72% 72	7.95% 45	3.89% 22	566	4.16
Flexible work environment	24.91% 141	33.22% 188	26.50% 150	10.60% 60	4.77% 27	566	3.63

**Q19 If you have additional feedback please explain below (all comments will be shared exactly as they are written):**

Answered: 59 Skipped: 507

## Q20 Overall, how satisfied are you with your job/working conditions

Answered: 566 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Satisfied	35.51%	201
Somewhat Satisfied	45.76%	259
Somewhat Dissatisfied	13.96%	79
Very Dissatisfied	4.77%	27
<b>TOTAL</b>		<b>566</b>

**Q21 If you have additional feedback please explain below (all comments will be shared exactly as they are written) :**

Answered: 60 Skipped: 506

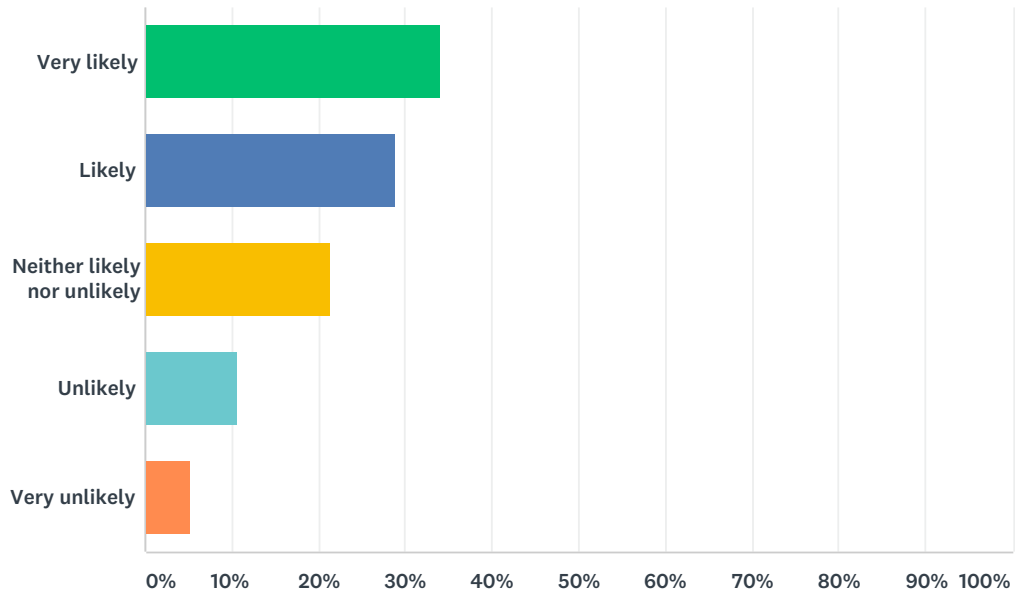
**Q22 Sometimes employees are not happy with their job/working conditions, due to certain circumstances. Could you please explain why you are not satisfied with your job/working conditions at this time? (All comments will be shared exactly as they are written)**

Answered: 273 Skipped: 293



## Q23 How likely are you to recommend your place of work to a friend?

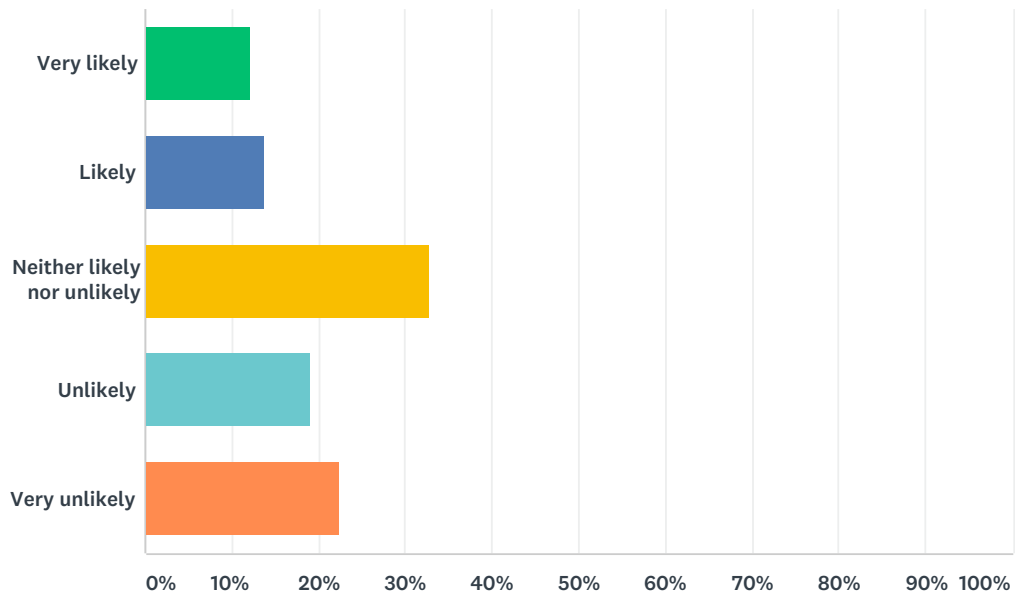
Answered: 565 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very likely	34.16%	193
Likely	28.85%	163
Neither likely nor unlikely	21.24%	120
Unlikely	10.62%	60
Very unlikely	5.13%	29
<b>TOTAL</b>		<b>565</b>

## Q24 How likely are you to leave if your job/working conditions do not improve within the next year?

Answered: 564 Skipped: 2



ANSWER CHOICES	RESPONSES	
Very likely	12.06%	68
Likely	13.83%	78
Neither likely nor unlikely	32.80%	185
Unlikely	18.97%	107
Very unlikely	22.34%	126
<b>TOTAL</b>		<b>564</b>

**Q25 Many local governments are struggling with employee and workplace issues in light of current budget constraints. Please provide an example or two of a best practice your workplace or managers have instituted to increase your satisfaction or involvement in work each day (all comments will be shared exactly as they are written):**

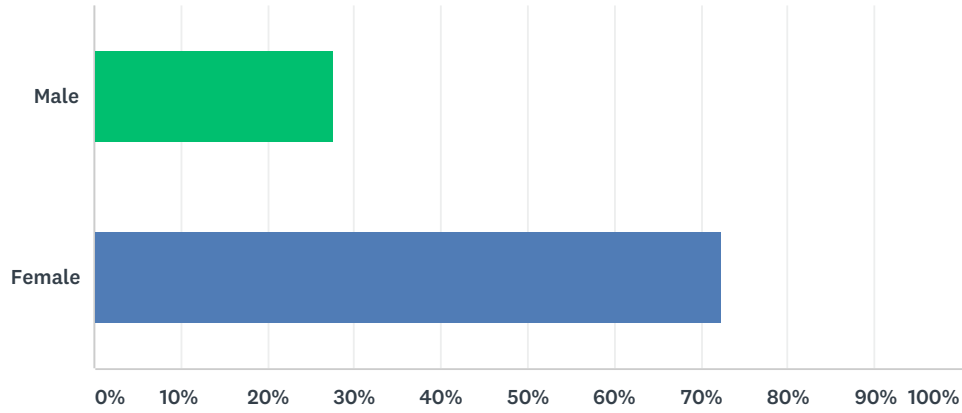
Answered: 224 Skipped: 342

**Q26 If you have additional feedback please explain below (all comments will be shared exactly as they are written):**

Answered: 37 Skipped: 529

## Q27 What is your gender

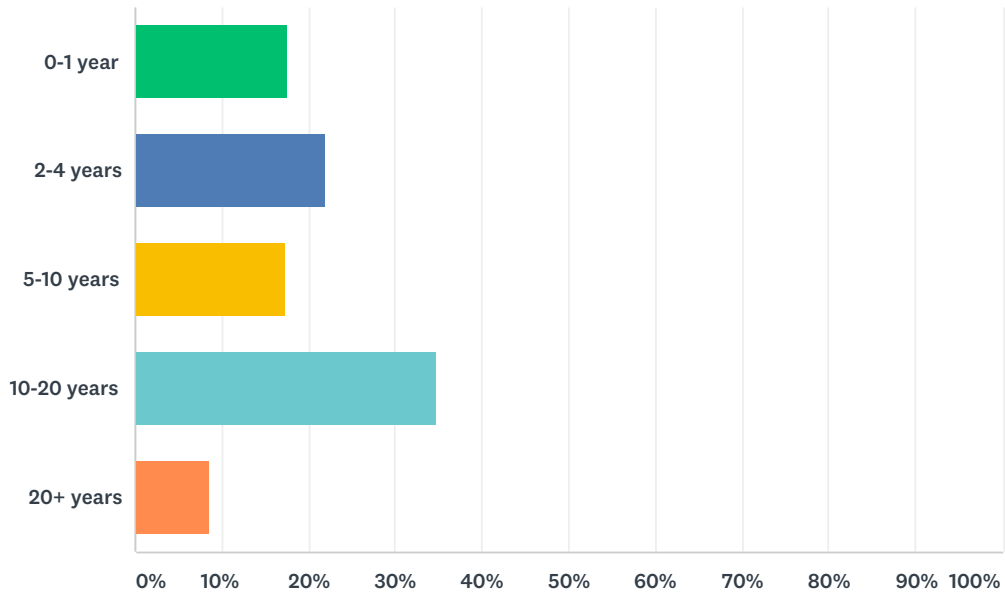
Answered: 539 Skipped: 27



ANSWER CHOICES	RESPONSES	
Male	27.64%	149
Female	72.36%	390
TOTAL		539

## Q28 How long have you been with your current organization?

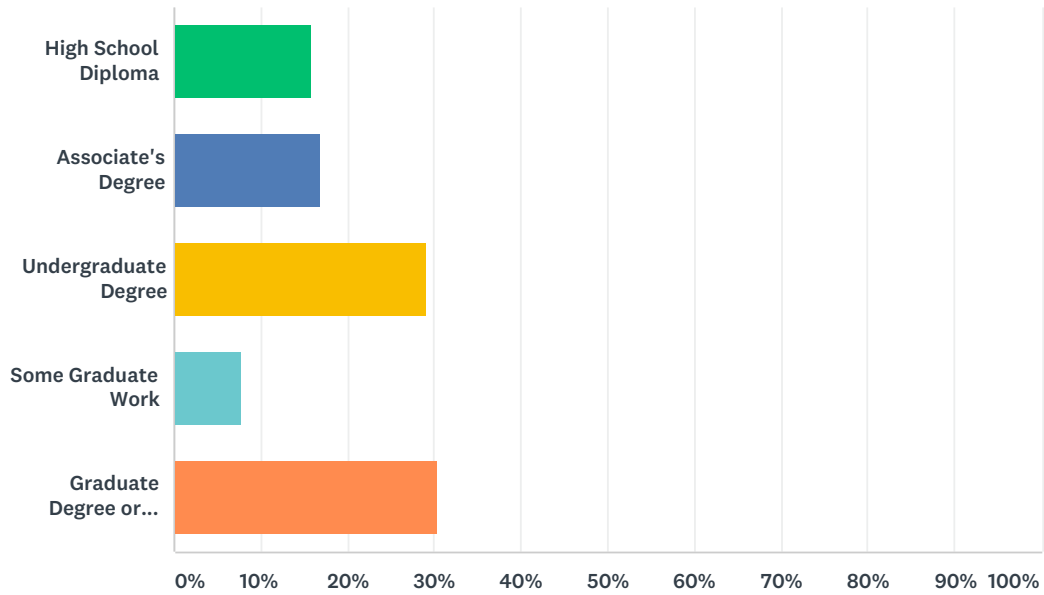
Answered: 553 Skipped: 13



ANSWER CHOICES	RESPONSES	
0-1 year	17.54%	97
2-4 years	21.88%	121
5-10 years	17.36%	96
10-20 years	34.72%	192
20+ years	8.50%	47
<b>TOTAL</b>		<b>553</b>

## Q29 What is the highest level of education that you've obtained?

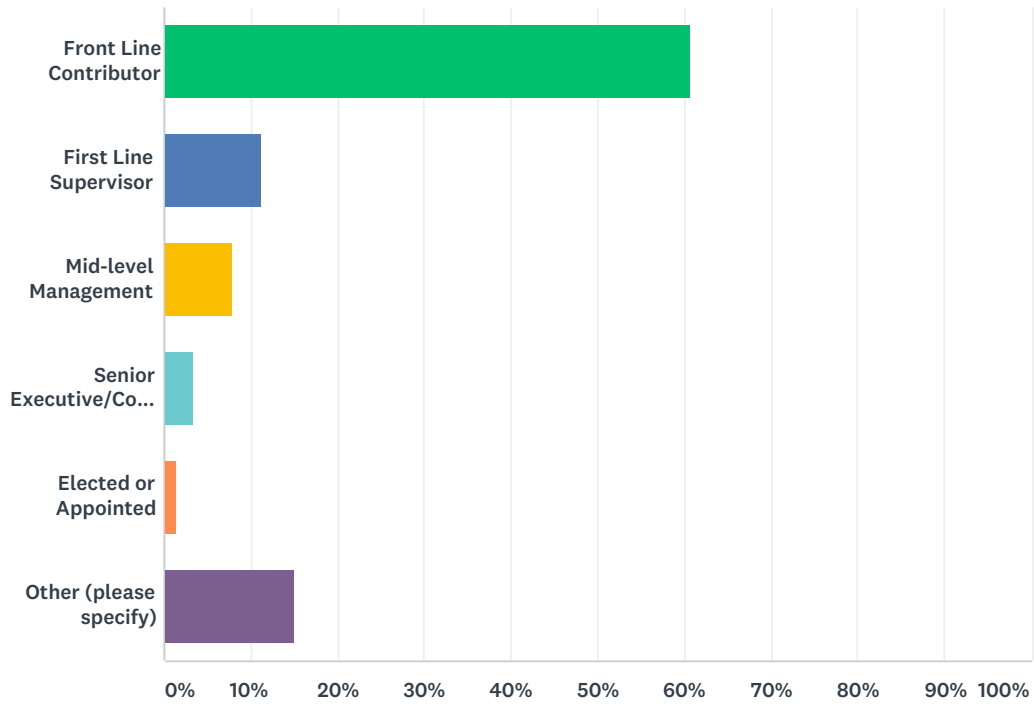
Answered: 557 Skipped: 9



ANSWER CHOICES	RESPONSES	
High School Diploma	15.98%	89
Associate's Degree	16.88%	94
Undergraduate Degree	29.08%	162
Some Graduate Work	7.72%	43
Graduate Degree or higher	30.34%	169
<b>TOTAL</b>		<b>557</b>

## Q30 Which best describes your job function in government

Answered: 535 Skipped: 31

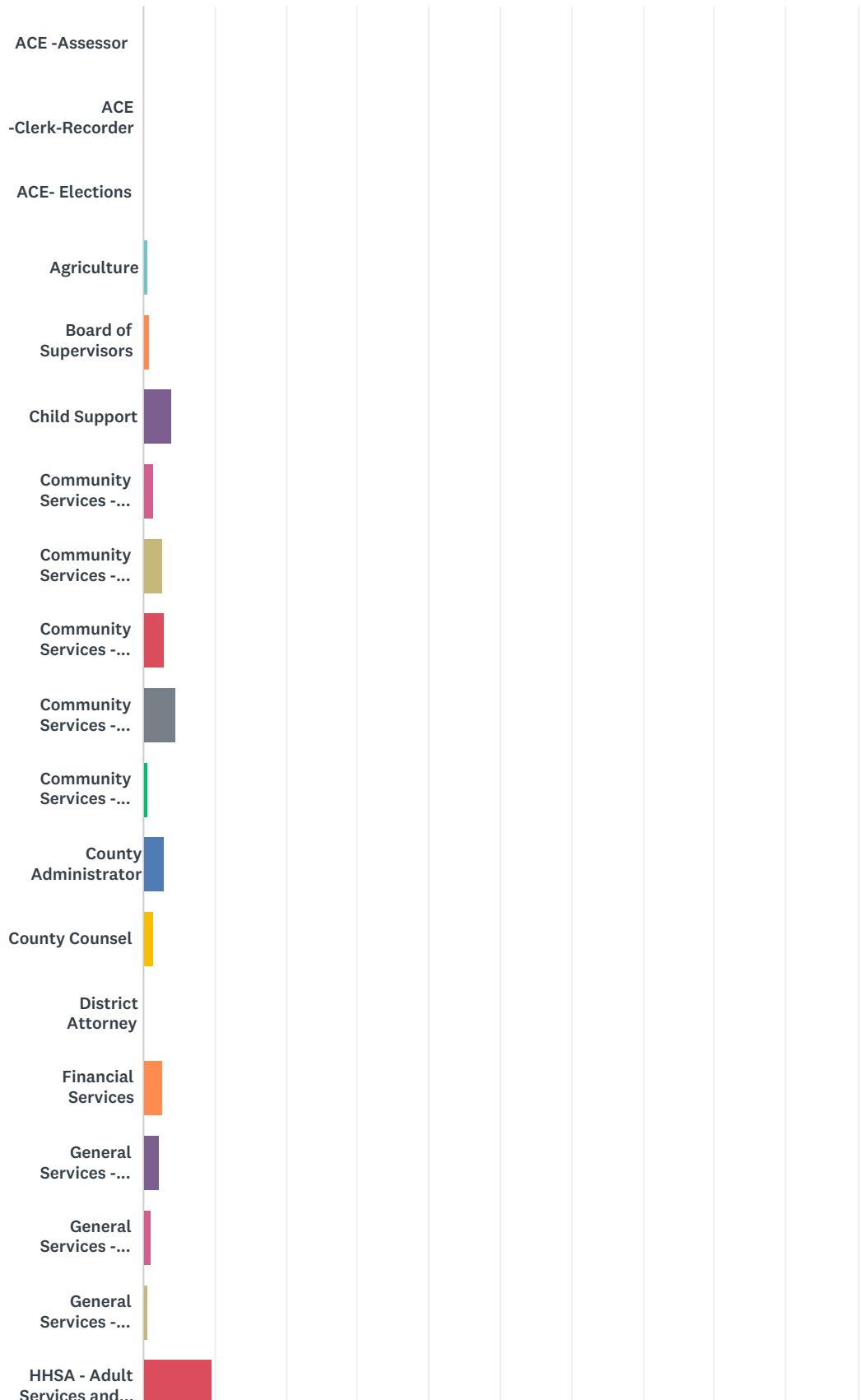


ANSWER CHOICES	RESPONSES	
Front Line Contributor	60.75%	325
First Line Supervisor	11.21%	60
Mid-level Management	8.04%	43
Senior Executive/Command/Senior Management	3.36%	18
Elected or Appointed	1.50%	8
Other (please specify)	15.14%	81
<b>TOTAL</b>		<b>535</b>

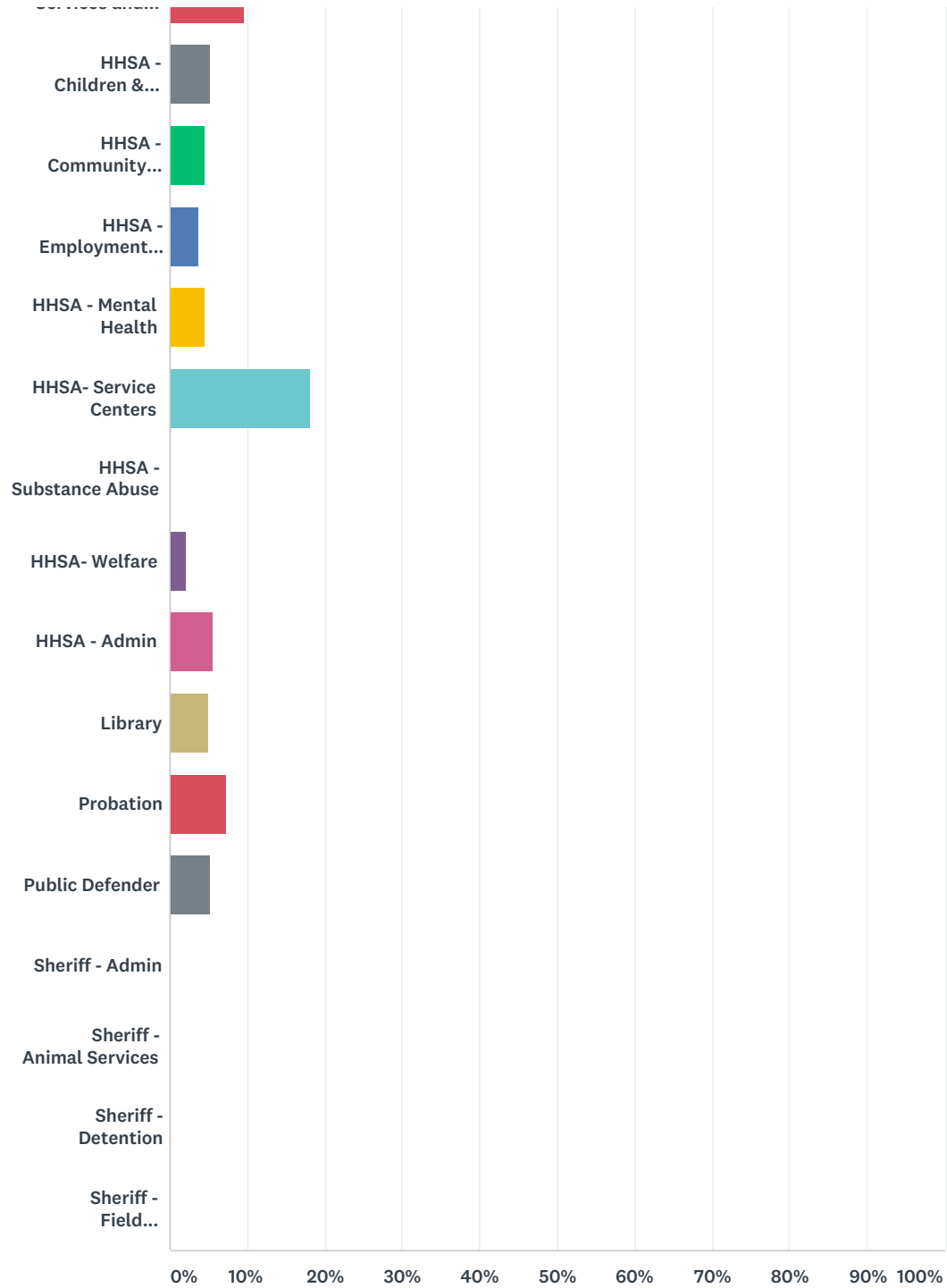


### Q31 Which department do you work for?

Answered: 566 Skipped: 0



## 2018 Employee Engagement Survey



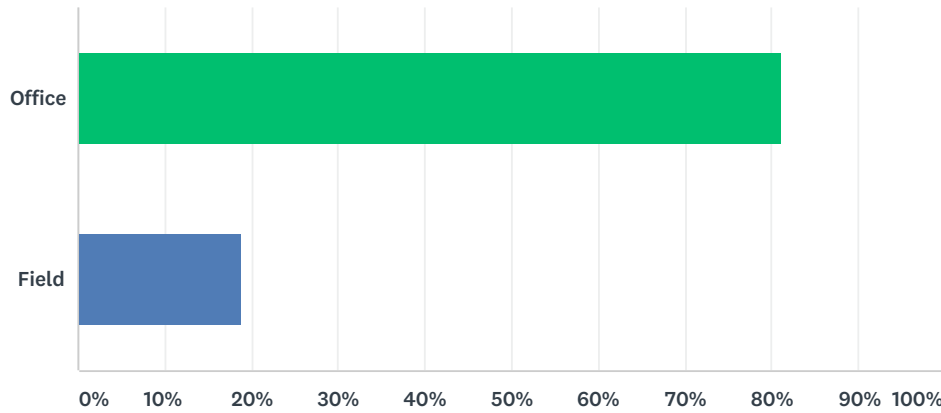
ANSWER CHOICES	RESPONSES	
ACE -Assessor	0.00%	0
ACE -Clerk-Recorder	0.00%	0
ACE- Elections	0.00%	0
Agriculture	0.53%	3
Board of Supervisors	0.88%	5
Child Support	3.89%	22

## 2018 Employee Engagement Survey

Community Services - Building / Planning / Cannabis	1.41%	8
Community Services - Environmental Health	2.65%	15
Community Services - Landfill	2.83%	16
Community Services - Public Works	4.59%	26
Community Services - Admin	0.71%	4
County Administrator	2.83%	16
County Counsel	1.41%	8
District Attorney	0.18%	1
Financial Services	2.65%	15
General Services - IT/Telcom/Help desk	2.30%	13
General Services - Building Maintenance	1.06%	6
General Services - Parks	0.71%	4
HHSA - Adult Services and Aging	9.54%	54
HHSA - Children & Youth Services	5.30%	30
HHSA - Community Health Branch	4.59%	26
HHSA - Employment Services	3.71%	21
HHSA - Mental Health	4.59%	26
HHSA- Service Centers	18.20%	103
HHSA - Substance Abuse	0.00%	0
HHSA- Welfare	2.12%	12
HHSA - Admin	5.65%	32
Library	5.12%	29
Probation	7.24%	41
Public Defender	5.30%	30
Sheriff - Admin	0.00%	0
Sheriff - Animal Services	0.00%	0
Sheriff - Detention	0.00%	0
Sheriff - Field Operations	0.00%	0
<b>TOTAL</b>		<b>566</b>

### Q32 Which of the two types of workplaces describes yours?

Answered: 550 Skipped: 16



ANSWER CHOICES	RESPONSES	
Office	81.09%	446
Field	18.91%	104
TOTAL		550