

2018 Yolo County Employee Engagement Survey

Sponsored by:

Yolo County YES Team

December 2018



Executive Summary



- 1,045 employees were surveyed in August and September 2018 to examine the results of the organization's efforts to increase employee engagement since a baseline survey was first conducted in 2016; the survey response rate was similar to the year prior at 54%. The 2016 survey surveyed 1,167 employees with a response rate of 58%.
- Employees were surveyed from the Ag, Board of Supervisors, 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 (98%) and employees feel fully engaged in their job (90%). The affirmative responses in these areas increased by 5% and 13% respectively.

Executive Summary

... continued



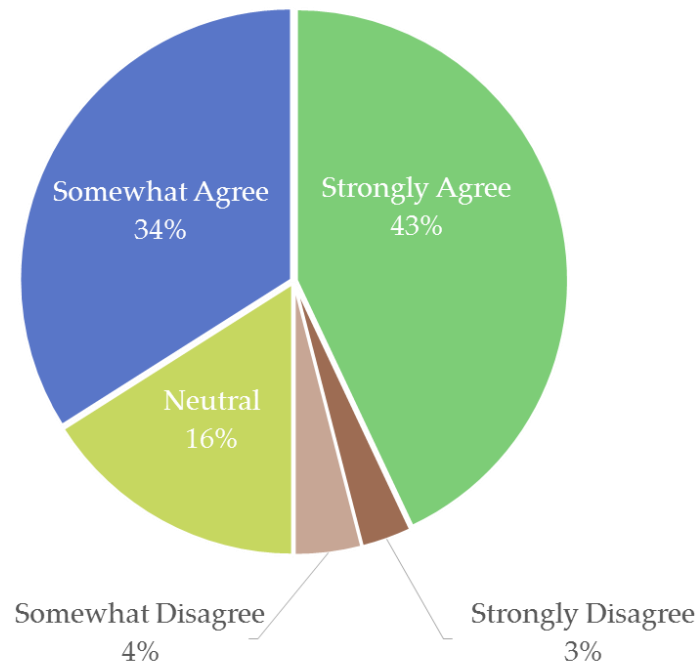
- Employees rated Supervisors and Managers as a category where the organization is doing well with scores in all categories ranging between 73% and 83%. There was an average overall increase of 14% in this category.
- The key drivers of engagement “feeling valued” (62%), and “having clearly defined goals and objectives” (74%). This amount increased by 14% and 21% respectively since 2016.
- 56% of employees said the County does not have strategies in place to maximize career development, which continues to be an area of concern. By comparison, 63% of employees identified feeling this way in 2016.

Employees Level of Engagement

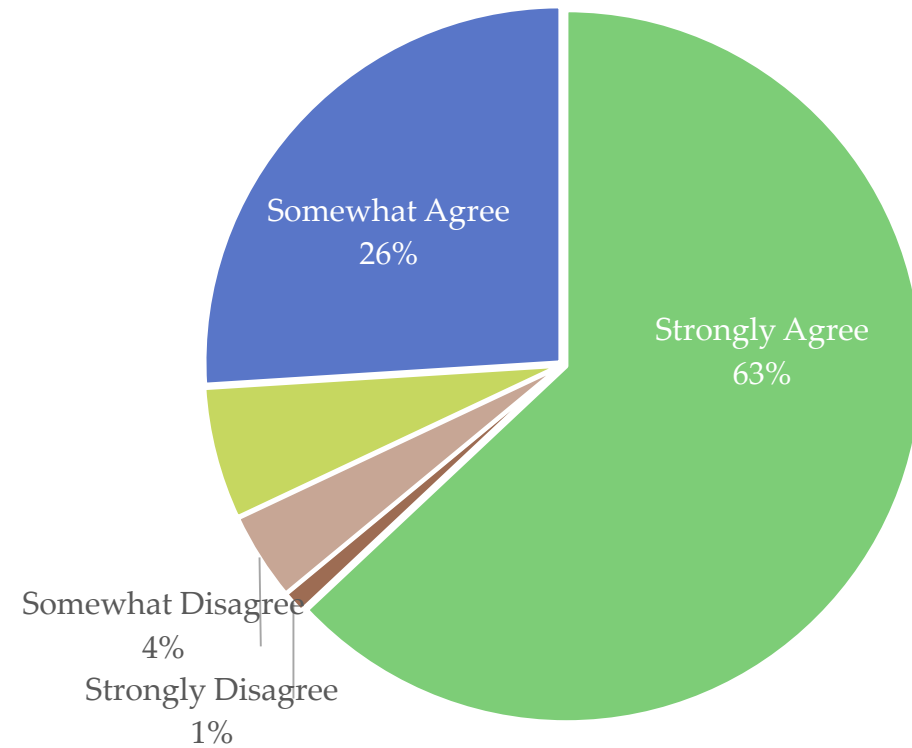


I'm fully engaged in my job.

2016 Responses
On a scale of Strongly Agree to Strongly Disagree



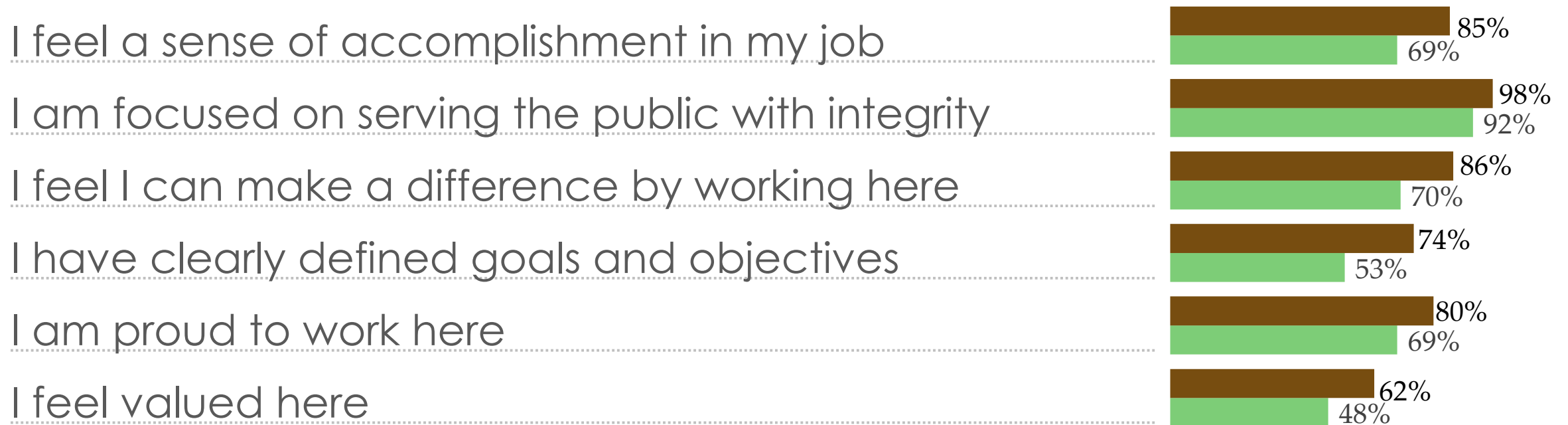
2018 Responses
On a scale of Strongly Agree to Strongly Disagree



Public Sector Drivers of Engagement



Percent who "Agree" or "Strongly Agree"

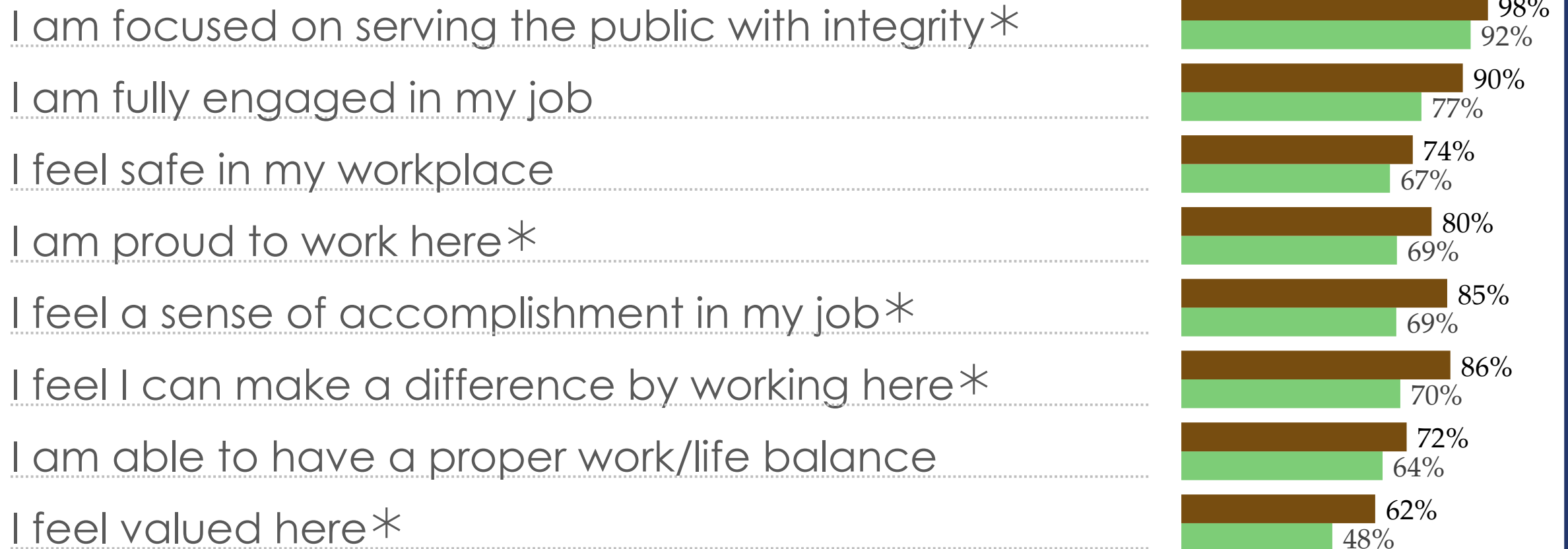


Green is 2016 responses, Brown is 2018 responses

Emotional Aspects



Percent who "Agree" or "Strongly Agree"



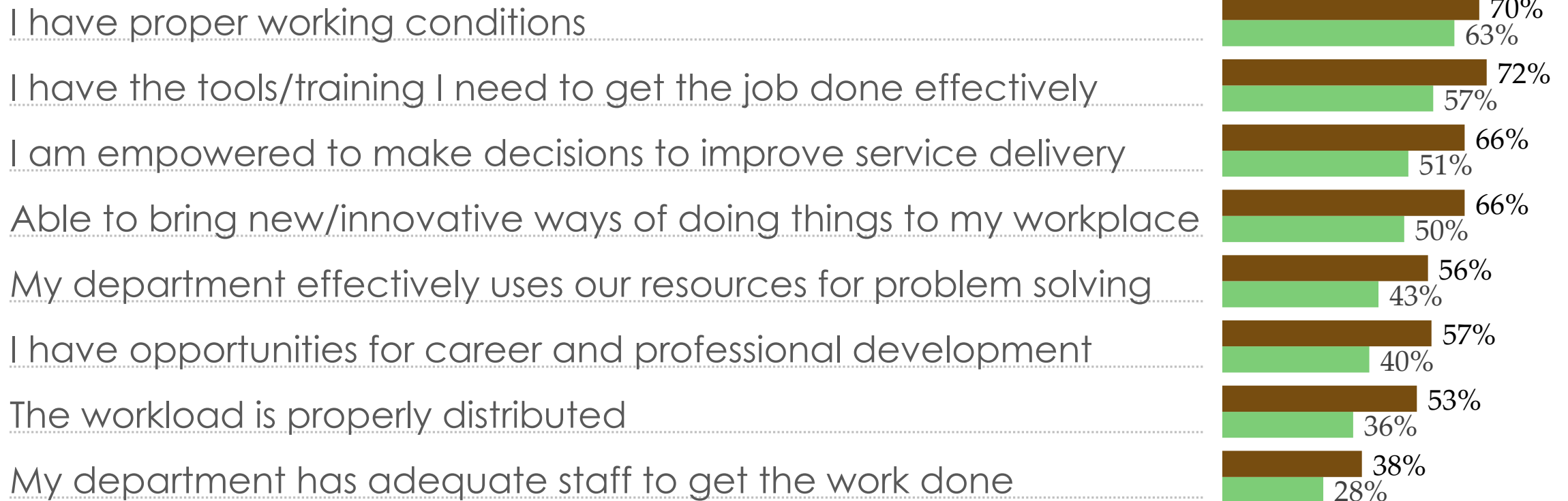
* Public Sector Drivers' of Engagement

Green is 2016 responses, Brown is 2018 responses

Working Environment/Tools



Percent who "Agree" or "Strongly Agree"



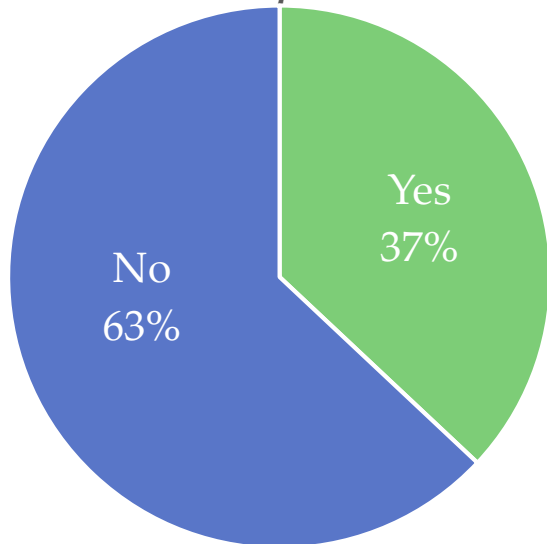
Green is 2016 responses, Brown is 2018 responses

Career Development Strategies

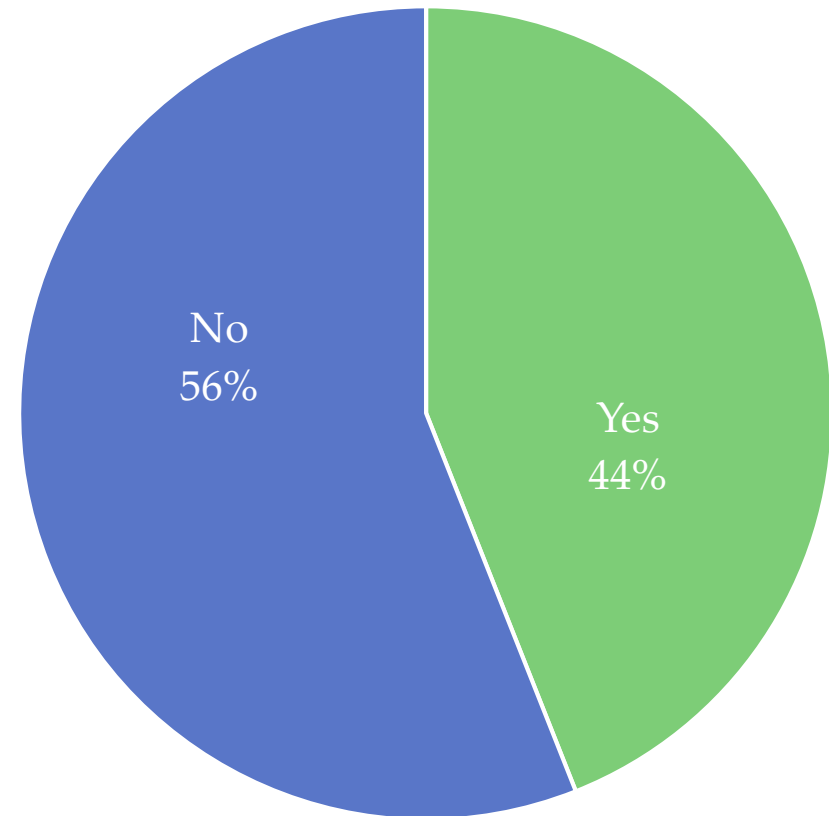


Does your organization have strategies in place to maximize employees' career development at all levels?

2016 Responses



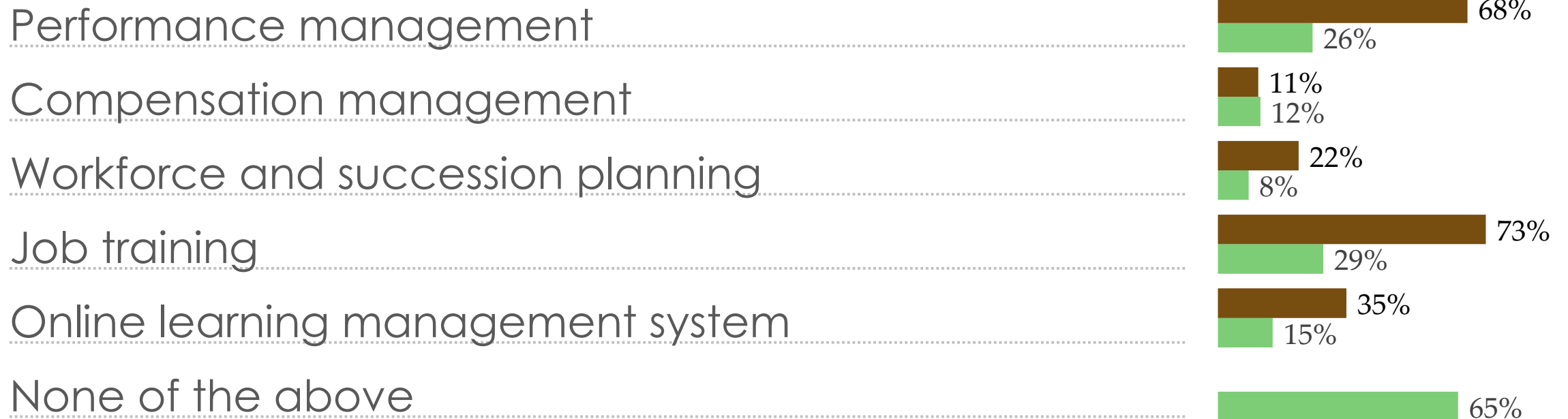
2018 Responses



Tools Used in Organization



Select all that apply



Green is 2016 responses, Brown is 2018 responses

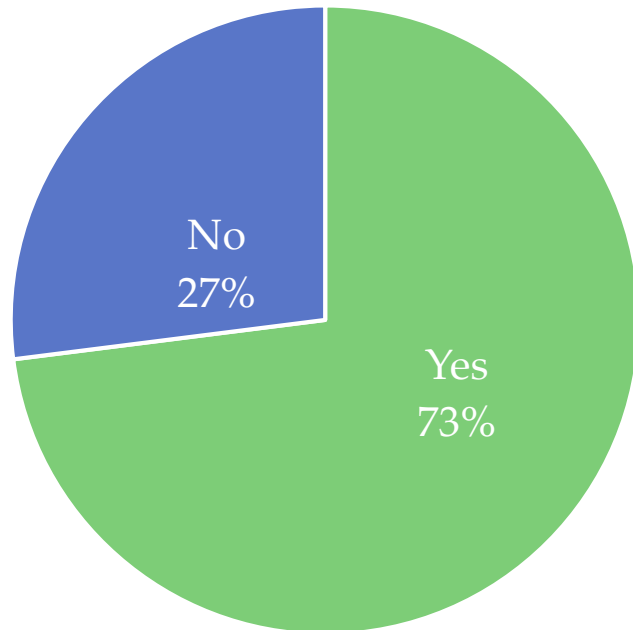
None of the above was not an option in 2018

Development Opportunities

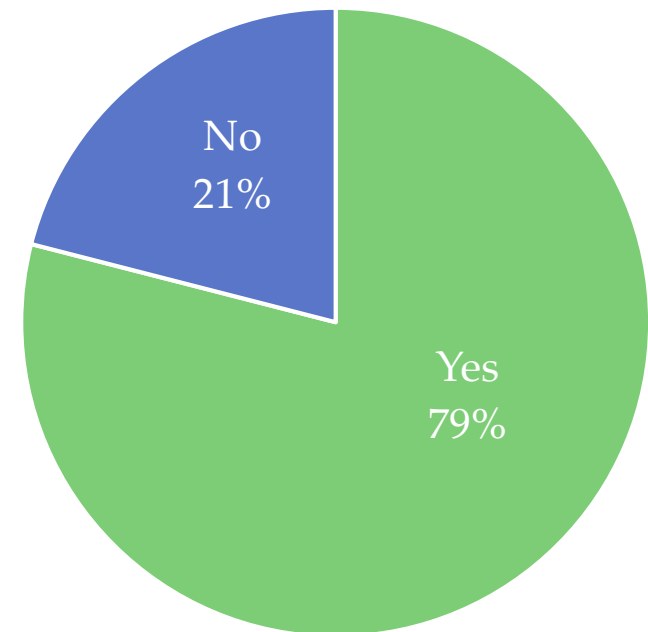


In the last twelve months, I have had opportunities at work to learn and grow

2016



2018

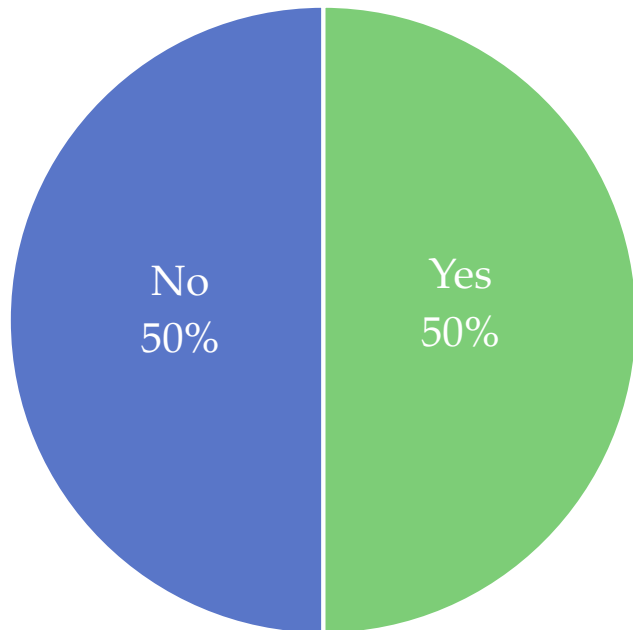


Development Opportunities

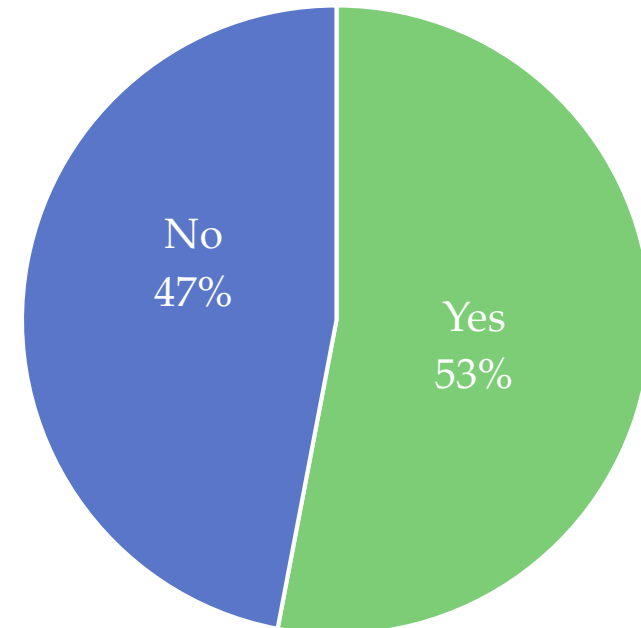


In the last twelve months, I worked on a special task force or special project

2016



2018



Communications



Percent who "Agree" or "Strongly Agree"



* *Public Sector Drivers' of Engagement*

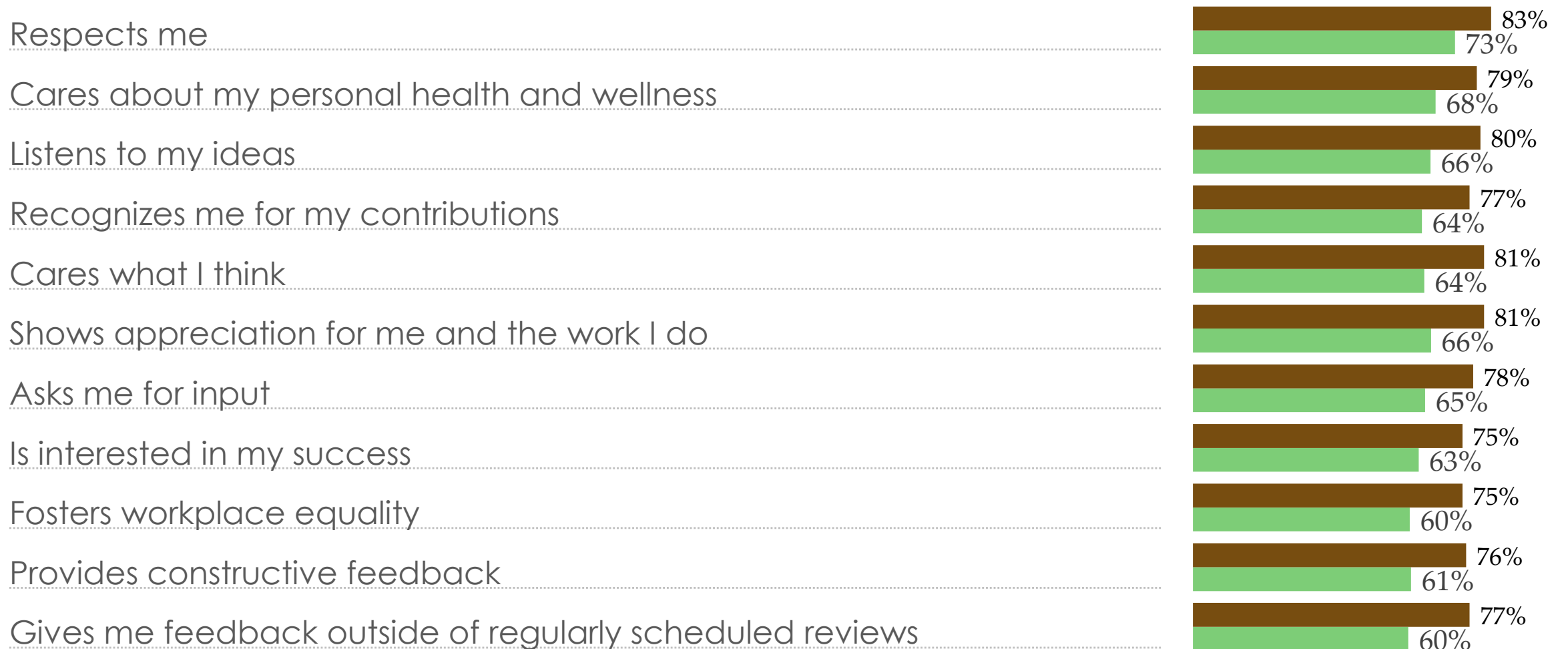
Green is 2016 responses, Brown is 2018 responses

Green is 2016 responses, Brown is 2018 responses



Manager / Supervisor

Percent who "Agree" or "Strongly Agree"

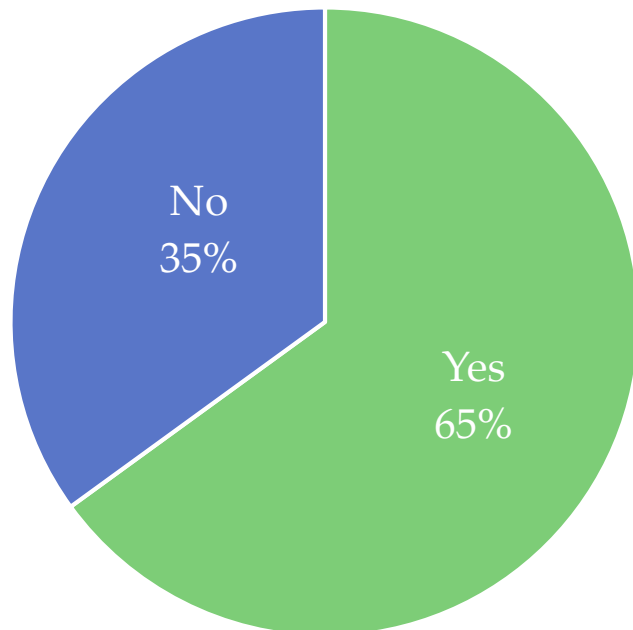


Recognition

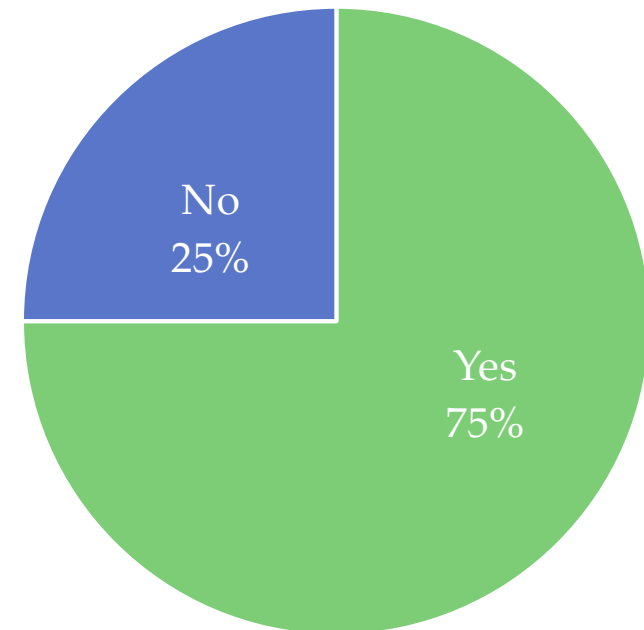


In the last month, I have received recognition or praise for doing good work

2016



2018

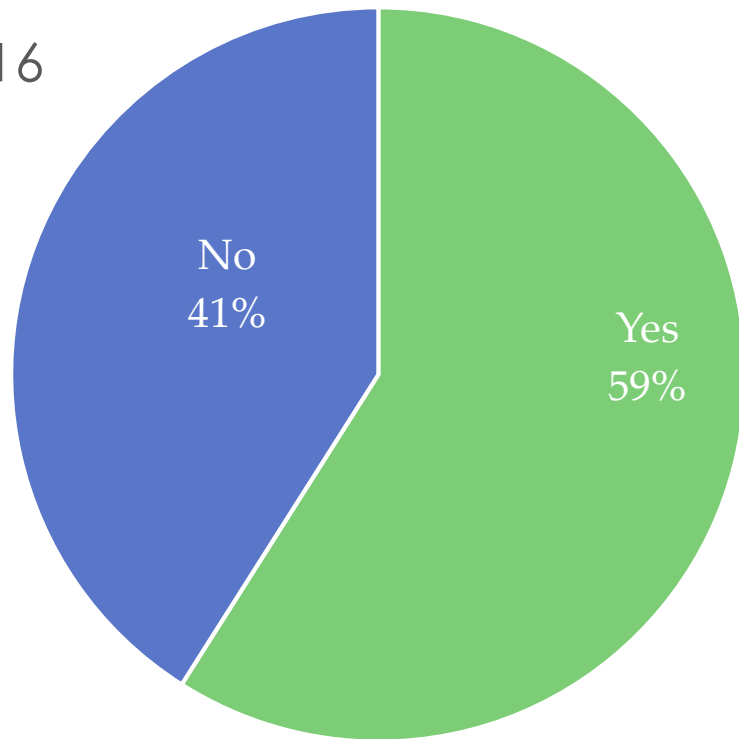


Recognition

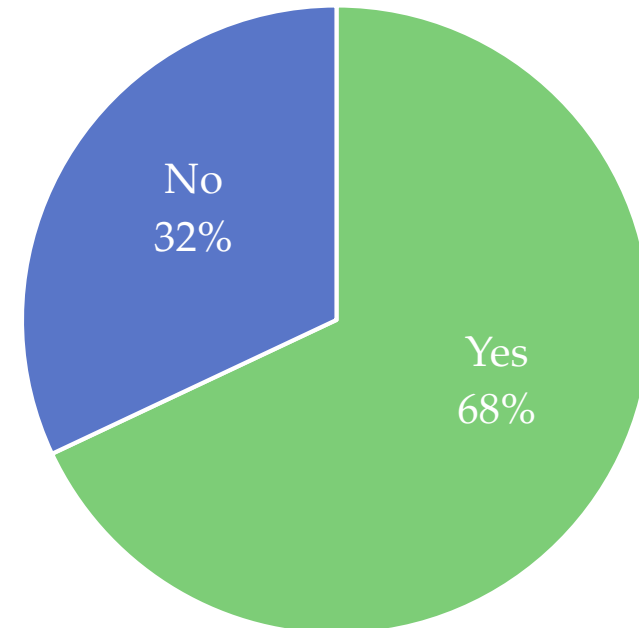


In the last six months, someone at work has talked to me about my progress

2016



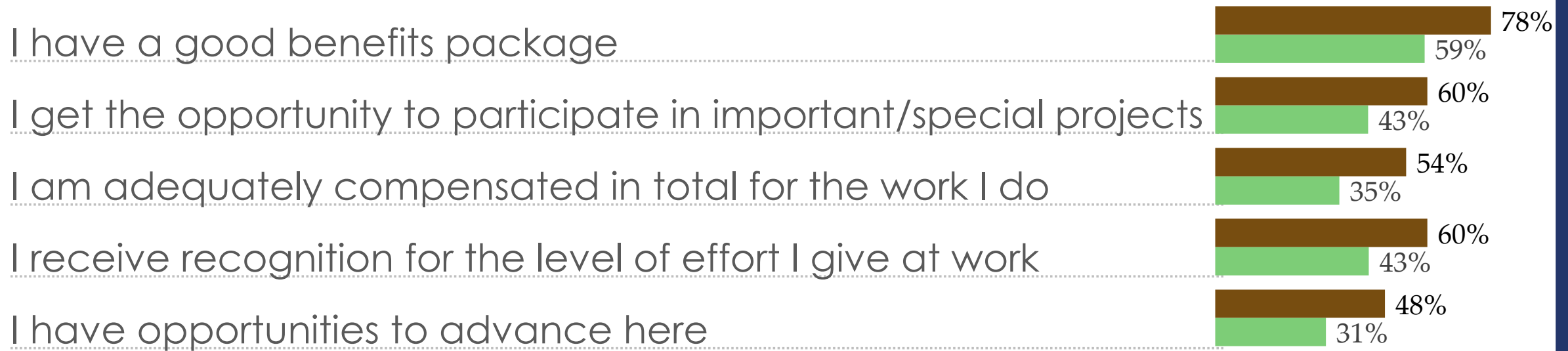
2018



Pay / Benefits



Percent who "Agree" or "Strongly Agree"



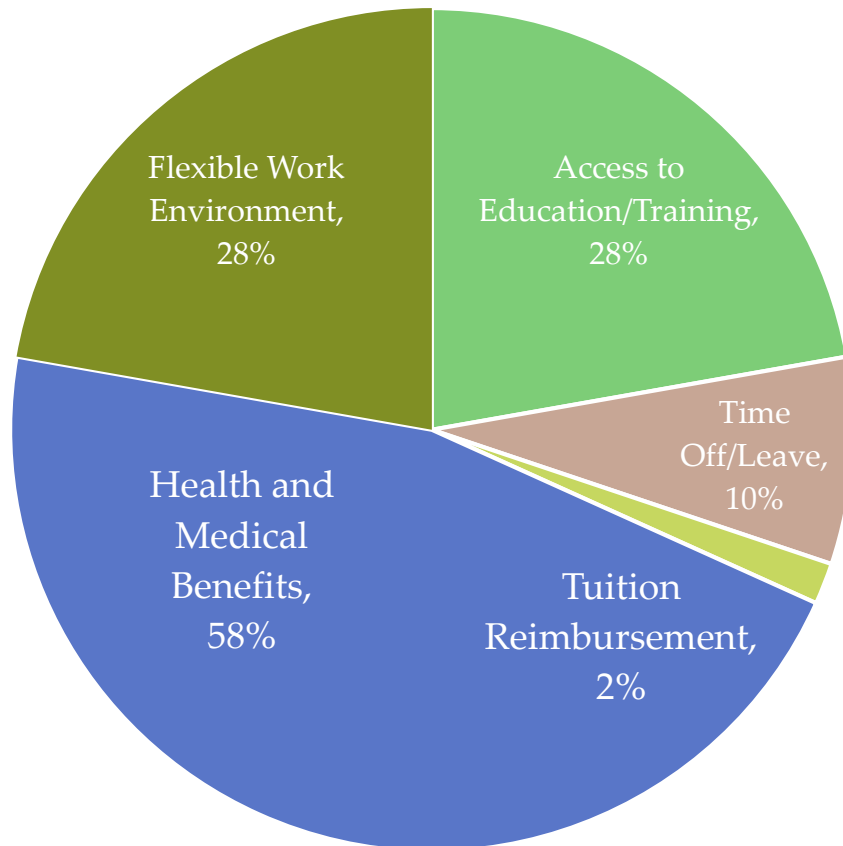
Green is 2016 responses, Brown is 2018 responses

Importance of Benefits

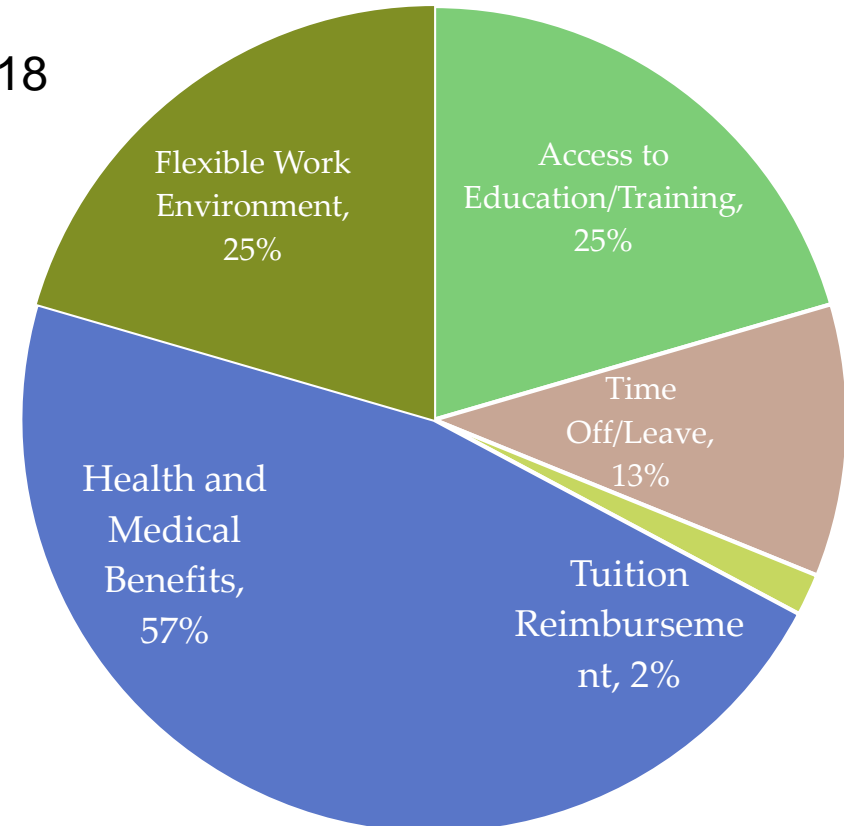


Percent who ranked benefit as most important

2016



2018

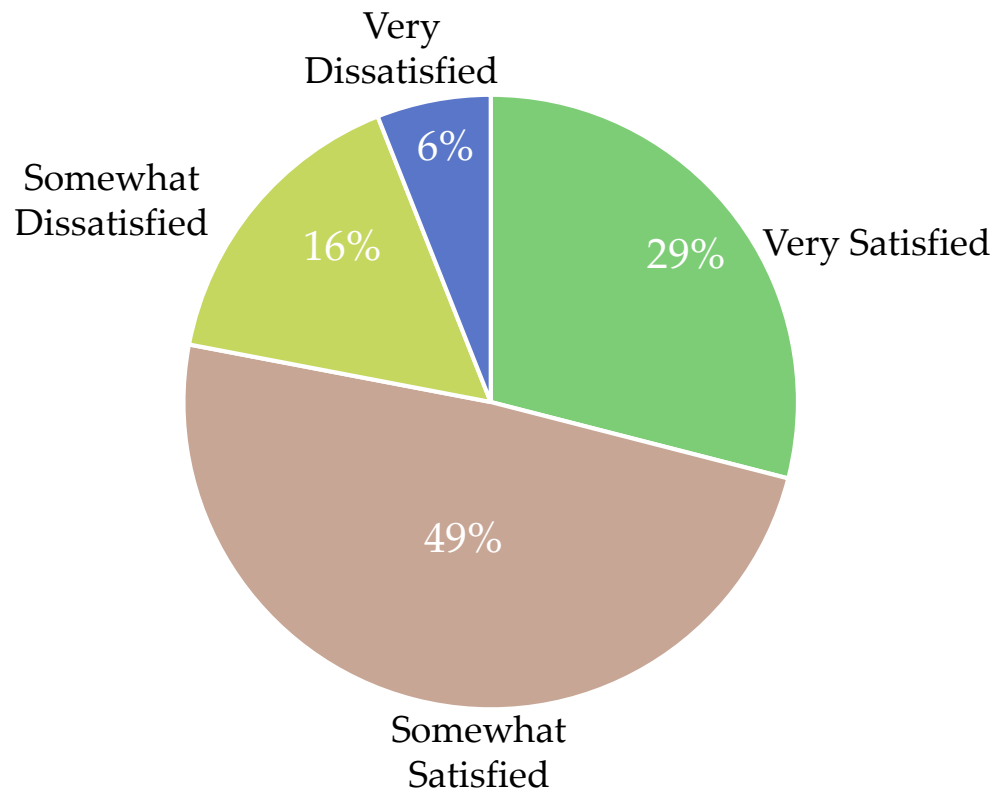


Overall Satisfaction

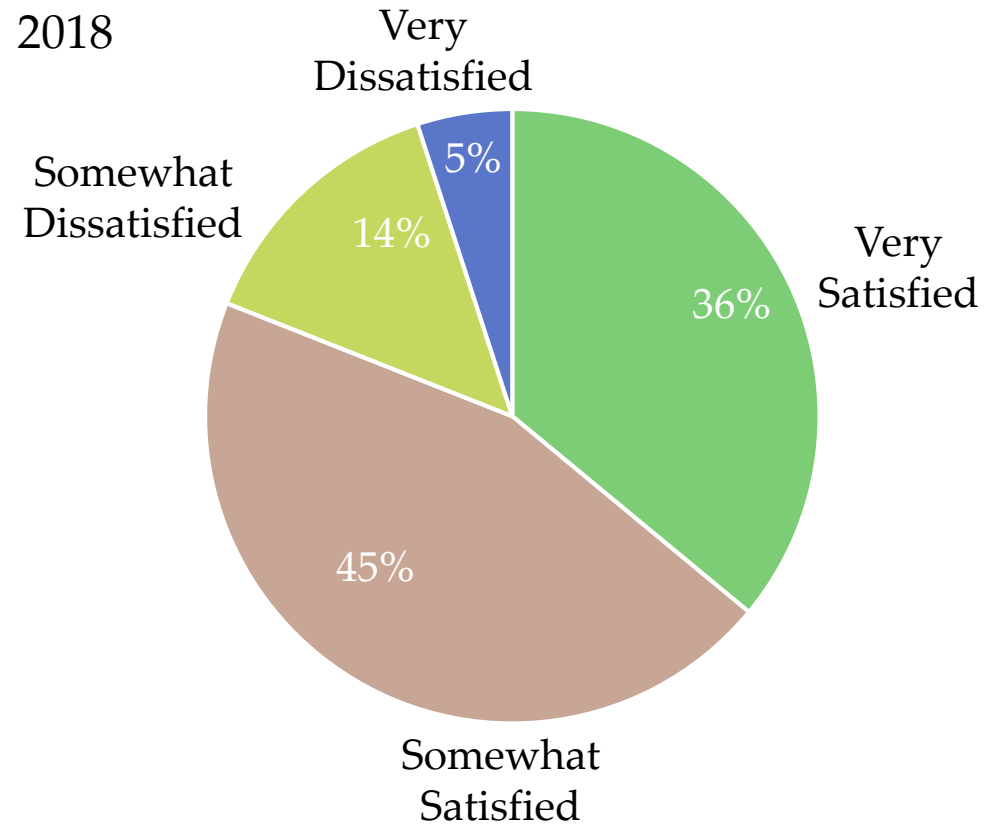


Overall, how satisfied are you with your job/working conditions?

2016



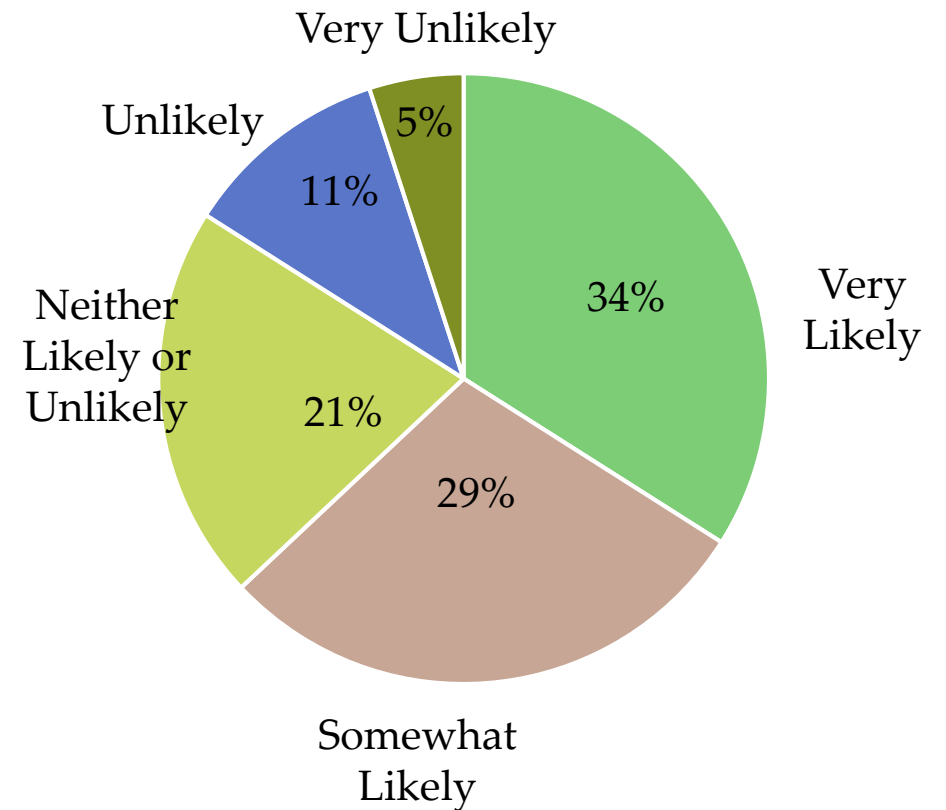
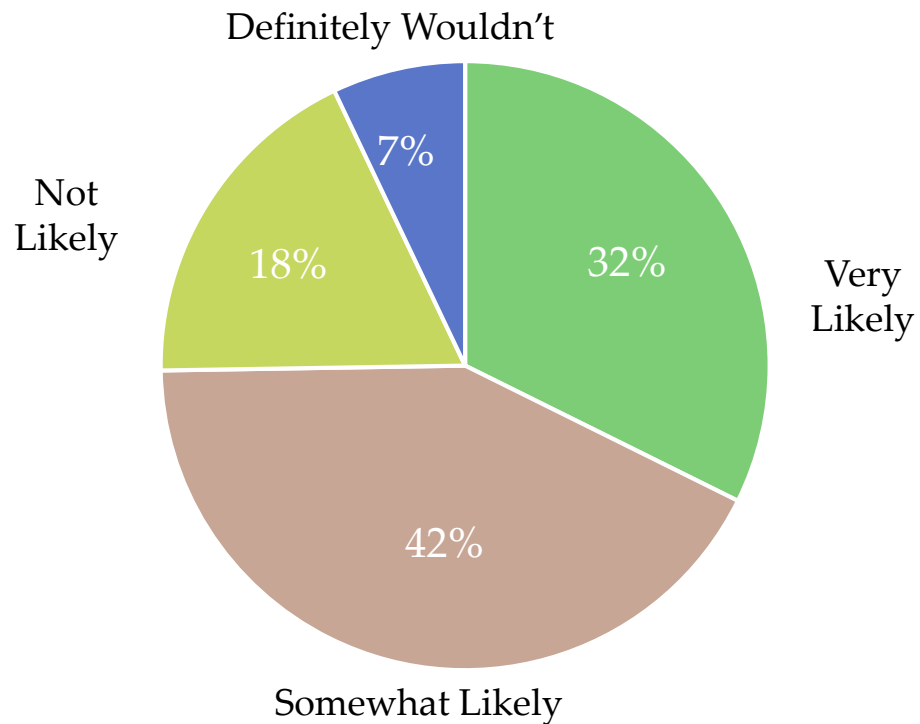
2018



Likelihood to Recommend



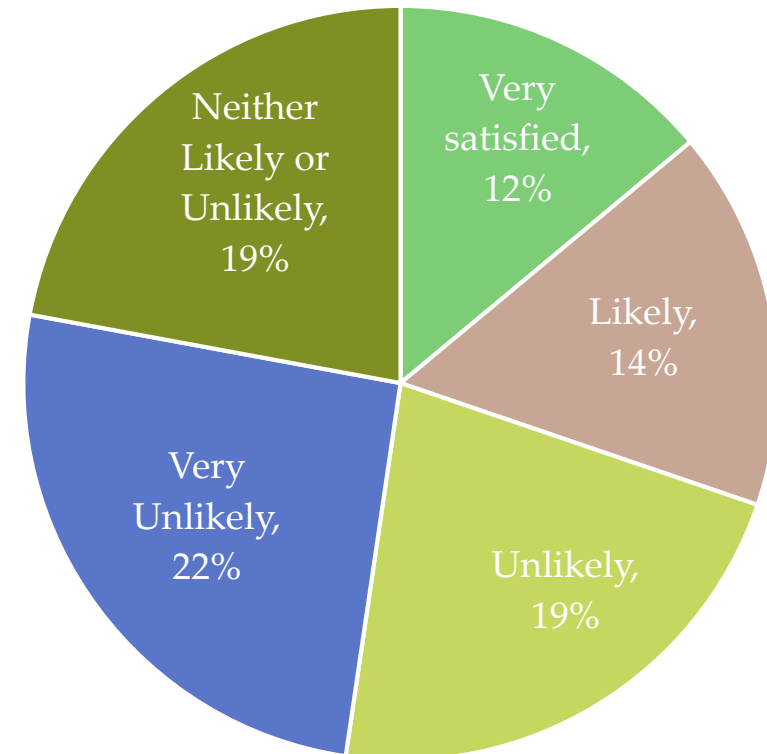
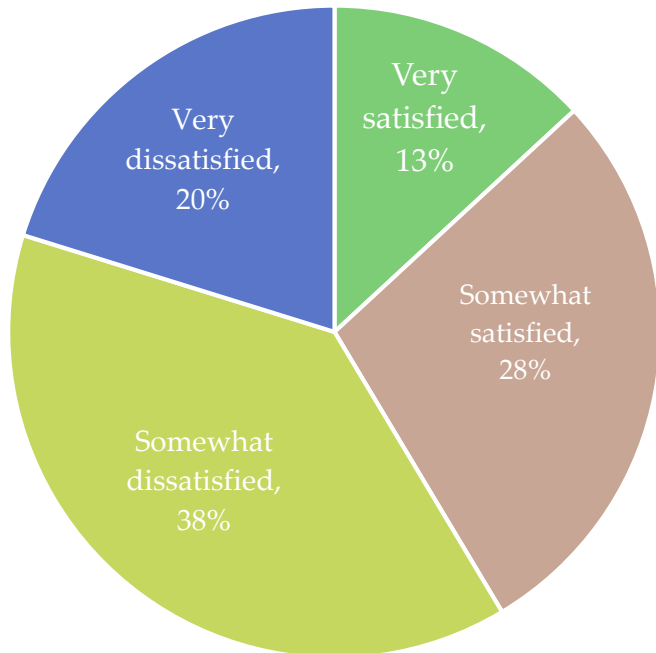
How likely are you to recommend your place of work to a friend?



Likelihood of Leaving



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



Demographics



Gender

Male	28%
Female	72%

Years of Service

0 – 1 year	17%
2 - 4 years	22%
5 - 10 years	17%
10 - 20 years	35%
20+ years	9%

Highest Level of Education

High School Diploma	16%
Associates Degree	17%
Undergraduate Degree	29%
Some Graduate School	8%
Graduate Degree or Higher	30%

Demographics

... continued



Job function

Front line Contributor	61%
First Line Supervisor	11%
Mid-level Management	8%
Sr. Exec/Sr. Mgmt	3%
Elected or Appointed	2%
Other	15%

Type of Workplace

Office	81%
Field	19%

Type of Work

HHSA	54%
Community Services	12%
Probation	7%
Public Defender	5%
Library	5%
General Services	4%
Child Support Services	4%
County Administrator	3%
Financial Services	3%
County Counsel	1%

Type of Work ... continued

Board of Supervisors	1%
Agriculture	1%