El Dorado County Climate Assessment Survey Preliminary Results

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Objectives

- **Review Respectful Workplace Project directives**
- **Summarize preliminary survey results**
- **Review Planned Next Phase**
- **Discuss Board Directed Next Phase**

Workplace Culture
2 part- Improvement Approach

Participant Expectations

- **Anonymity**
- **No retaliation**
- **Continued progress in County culture**
- **Positive Outcomes**

Project Overview

Completed:

- Preliminary Climate Assessment Summary Report
- Climate Assessment Summaries by Department
- Remediation efforts underway for specific departments

Planned Next Steps:

- Continued remediation efforts and consultant recommendations – MRG
- Climate Assessment Summary of Witness Interviews by Theme – VM Law
- Plan of Action

Survey Participants

- **63%** participation rate
  - **1,934** sent - **1,228** received
- **60** interviews to date

Survey Results - Positive

60% generally satisfied w/ EDC employment:

Desirable Aspects:

- 365 **people**
- 285 **work environment**
- 270 **work**
- 193 **compensation**
- 133 **location**

Survey Results - Positive

- **93%** Have access to Supervisor
- **92%** Communicate w/Supervisor weekly +
- **78%** "Clear" about work expectations
- **74%** Dept. works collegially/productively
- **71%** Feel Department Head *approachable*
- **62%** Believe Respect Policy is good idea

Survey Results - Positive

- 88% Say supervisors communicate respectfully / professionally
- 87% Believe department provides *high level* of service
- 91% Think "their work makes a difference" in EDC
- 84% Receive annual evaluation

Survey Results - Positive

- 72% access training/development at least quarterly:

Needs:

- 72% Job-specific training
- 56% Computer skills
- 37% Communication skills
- 32% County policies procedures

Survey Results - Developmental

- General Dissatisfaction: 17.5% or 205 employees- Challenges:

378	Management of EDC challenging
197	Work itself
175	Work Environment (+9 “location)
100	Resource limitations
69	Training limitations
59	Compensation issues
50	People in work environment
47	Harassment and bullying

Survey Results
Frequent Comments

- Retaliation
- Harassment, discrimination, hostile work environment
- Bullying and mistreatment
- Lack of civility and respect
- Nepotism
- Culture of blame
- Pay issues
- Safety regulations
- Micro-management and management style
- Elected and appointed department head conduct

Complying with County Personnel Rules

Lack of consistency in holding employees accountable for non-EEO violations related to conduct which violates Personnel Rules & other County policies:

- Retaliation
- Harassment, discrimination, hostile work environment
- Bullying and mistreatment
- Lack of civility and respect
- Nepotism
- Elected and appointed department head conduct

Survey Results - *Mixed*

	Positive	Negative
DEPT HAS BEHAVIOR STANDARDS?	65% yes	25% no
GET RECOGNITION, RESPECT?	64% yes	29% no
IDEAS WELCOMED?	60% yes	25% no
GET CLEAR FREQUENT FEEDBACK?	59% yes	n/a
ACCESS TO PROMOTIONAL OPPORTUNITIES?	46% yes	40% no

Survey Results - Retention

- **28% or 332 employees actively planning to leave EDC**

51%	Pay/Benefits issues
47%	Culture/Climate poor
36%	Career Growth
15%	Flexible work schedule
7%	Want career change
6%	Commute/Location
8%	Feel unsupported
9%	Work environment
11%	Retirement

Survey Results
Harassment and Discrimination Policy

- 33% Policy understood /adhered to
- 26% Policy actively/consistently enforced
- 25% Not actively / consistently enforced
- 10% Policy not understood
- 7% Have not read Policy

What's Next:

- Finish Interviews – finalize themes:
- Detailed analysis of results
- "Fix-it" plan for Board consideration
- Take EDC from *good* to *great*

Questions

Direction To Staff

CAO will return to Board for direction as to whether or not action is required or desired to investigate past non-EEO violations and discuss appropriate next steps.