

# Library, East

Response Rate: 57%

## New Hire Process (Onboarding)

There were not enough newer employees in this organization that responded to this section so results have been suppressed for questions 1-6.

## Communication

This section is about the effective and efficient means of providing information throughout the organization.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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### 8. The county is effective in keeping employees informed of the services provided in county agencies.

<b>Lib E</b>	43	5%	9%	9%	56%	21%	3.79
<b>Overall</b>	2245	3%	17%	19%	49%	13%	3.53

### 9. The method by which I receive SLCO internal communications is adequate.

<b>Lib E</b>	43	0%	14%	5%	53%	28%	3.95
<b>Overall</b>	2237	2%	10%	15%	56%	17%	3.75

### 10. The content of SLCO communications is valuable.

<b>Lib E</b>	43	0%	7%	23%	47%	23%	3.86
<b>Overall</b>	2234	1%	7%	23%	53%	16%	3.75

### 11. I am satisfied with my supervisor's efforts to keep me informed of what is going on within my agency/division.

<b>Lib E</b>	40	0%	10%	8%	48%	35%	4.08
<b>Overall</b>	2206	8%	15%	13%	35%	30%	3.64

### 12. I know how to direct others to services and resources provided by SLCO.

<b>Lib E</b>	43	5%	12%	14%	58%	12%	3.60
<b>Overall</b>	2223	2%	14%	21%	45%	17%	3.60

### 13. The SLCO intranet (eConnect) is easy to use.

<b>Lib E</b>	41	5%	22%	22%	39%	12%	3.32
<b>Overall</b>	2206	4%	13%	20%	47%	16%	3.58

### 14. It is easy to locate the contact information for divisions.

<b>Lib E</b>	42	5%	19%	24%	45%	7%	3.31
<b>Overall</b>	2205	6%	21%	26%	36%	10%	3.23

### 15. The SLCO directory is easy to navigate.

<b>Lib E</b>	40	8%	20%	18%	48%	8%	3.28
<b>Overall</b>	2190	6%	19%	30%	35%	9%	3.23

### 16. The SLCO directory is up to date.

<b>Lib E</b>	40	0%	10%	38%	40%	13%	3.55
<b>Overall</b>	2140	6%	16%	43%	28%	7%	3.12

## Training and Education

This section is about the opportunity to acquire the skills and abilities to perform on the job and further development of my career.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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### 18. The information I receive in training applies to my current position.

<b>Lib E</b>	43	2%	2%	9%	58%	28%	4.07
<b>Overall</b>	2175	4%	11%	20%	50%	16%	3.64

### 19. I have received enough training to know how to do my job.

<b>Lib E</b>	41	0%	2%	7%	46%	44%	4.32
<b>Overall</b>	2173	3%	11%	14%	48%	24%	3.78

### 20. I am satisfied with the training I receive about how to manage and/or supervise employees.

There were not enough employees in this organization that responded to this section so results have been suppressed for this item.

### 21. Employees' University classes are well promoted and advertised.

<b>Lib E</b>	41	5%	27%	24%	37%	7%	3.15
<b>Overall</b>	2135	5%	19%	31%	36%	9%	3.26

### 22. I am satisfied with the frequency of the courses offered at the Employees' University.

<b>Lib E</b>	40	3%	8%	35%	50%	5%	3.48
<b>Overall</b>	2096	3%	12%	43%	34%	7%	3.32

### 23. I am encouraged to further my education using the Employees' University

<b>Lib E</b>	43	7%	14%	28%	42%	9%	3.33
<b>Overall</b>	2123	9%	23%	32%	26%	9%	3.03

### 24. I am supported in furthering my education at institutions outside of SLCO.

<b>Lib E</b>	42	2%	7%	33%	36%	21%	3.67
<b>Overall</b>	2060	8%	15%	35%	28%	13%	3.25

### 25. I am familiar with the County's tuition reimbursement policy.

<b>Lib E</b>	43	0%	19%	23%	35%	23%	3.63
<b>Overall</b>	2125	5%	17%	20%	41%	17%	3.48

## Professional Development

This section addresses the opportunity for personal growth and/or advancement as an employee of SLCO.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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### 26. I have the opportunity to develop new job skills and abilities.

<b>Lib E</b>	44	7%	5%	16%	36%	36%	3.91
<b>Overall</b>	2173	7%	17%	19%	43%	15%	3.43

**27. My supervisor actively encourages my career development.**

<b>Lib E</b>	43	0%	12%	21%	28%	40%	3.95
<b>Overall</b>	2162	9%	16%	22%	32%	21%	3.41

**28. I feel I have opportunities to develop mentoring relationships.**

<b>Lib E</b>	43	5%	7%	23%	40%	26%	3.74
<b>Overall</b>	2150	8%	20%	26%	34%	12%	3.22

**29. I know where to access SLCO job postings.**

<b>Lib E</b>	43	0%	0%	2%	42%	56%	4.53
<b>Overall</b>	2173	1%	3%	7%	53%	36%	4.20

**30. I have opportunities for advancement within SLCO.**

<b>Lib E</b>	44	9%	16%	18%	30%	27%	3.50
<b>Overall</b>	2168	15%	20%	24%	30%	11%	3.01

**31. The promotion process at SLCO is fair.**

<b>Lib E</b>	44	7%	11%	23%	41%	18%	3.52
<b>Overall</b>	2128	21%	22%	33%	19%	6%	2.67

**32. I feel that advancement at SLCO is often based in office politics (i.e. who you know or are connected to).**

<b>Lib E</b>	43	5%	14%	49%	16%	16%	3.26
<b>Overall</b>	2111	4%	8%	26%	27%	35%	3.83

## Performance and Development Plans & Annual Evaluations

This section addresses the quarterly performance development plan process as well as the annual evaluation

### Performance Development

**33. Are you meeting quarterly with your supervisor for your performance and development plan?**

	Number Responding	Yes	No
<b>Lib E</b>	42	64%	36%
<b>Overall</b>	2148	66%	34%

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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**34. The frequency of quarterly performance and development plans is appropriate.**

<b>Lib E</b>	42	2%	17%	29%	36%	17%	3.48
<b>Overall</b>	2113	8%	20%	24%	40%	8%	3.19

**35. I feel the performance and development plan process is a good use of time.**

<b>Lib E</b>	43	5%	19%	33%	30%	14%	3.30
<b>Overall</b>	2121	11%	24%	24%	33%	7%	3.01

**36. Setting individual work goals in a formal manner is a worthwhile process.**

<b>Lib E</b>	44	2%	18%	20%	41%	18%	3.55
<b>Overall</b>	2131	7%	14%	22%	46%	12%	3.43

## Annual Evaluation

37. Are you formally evaluated annually?

	Number Responding	Yes	No
<b>Lib E</b>	44	93%	7%
<b>Overall</b>	2170	92%	8%

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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38. My annual evaluation is an accurate reflection of my work.

<b>Lib E</b>	42	0%	7%	24%	48%	21%	3.83
<b>Overall</b>	2064	5%	13%	18%	49%	15%	3.55

39. My annual evaluation is an effective means to improve my work.

<b>Lib E</b>	42	2%	10%	29%	40%	19%	3.64
<b>Overall</b>	2058	7%	17%	27%	38%	10%	3.28

40. I am provided the resources necessary to meet the expectations of my annual evaluation.

<b>Lib E</b>	42	0%	2%	17%	60%	21%	4.00
<b>Overall</b>	2066	6%	11%	24%	46%	13%	3.50

## Other

41. I receive ongoing feedback on my work performance from my supervisor, outside of the formal development and evaluation process

<b>Lib E</b>	44	0%	16%	18%	43%	23%	3.73
<b>Overall</b>	2172	7%	15%	17%	42%	19%	3.50

## Management and Supervision

This section is about the individuals who control or direct resources and expenditures, and/or have oversight and direction of processes, work and those who perform the work.

**Supervisor Questions – a supervisor is the individual you directly report to.**

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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42. My supervisor sets clear expectations for my work

<b>Lib E</b>	44	0%	9%	11%	48%	32%	4.02
<b>Overall</b>	2159	3%	10%	15%	50%	22%	3.76

43. My supervisor cares about me as an individual.

<b>Lib E</b>	44	2%	0%	11%	34%	52%	4.34
<b>Overall</b>	2157	6%	7%	14%	39%	35%	3.91

44. I receive positive feedback from my supervisor when I do a good job

<b>Lib E</b>	44	0%	5%	9%	36%	50%	4.32
<b>Overall</b>	2159	5%	10%	14%	41%	30%	3.81

**45. I am comfortable sharing issues and concerns with my supervisor.**

<b>Lib E</b>	44	0%	7%	7%	41%	45%	4.25
<b>Overall</b>	2163	8%	10%	12%	39%	32%	3.77

**46. My supervisor manages employees in a fair manner.**

<b>Lib E</b>	44	0%	2%	14%	43%	41%	4.23
<b>Overall</b>	2162	8%	10%	16%	38%	29%	3.70

**47. When needed, poor performance on my team is addressed.**

<b>Lib E</b>	41	0%	10%	22%	49%	20%	3.78
<b>Overall</b>	2101	8%	13%	22%	40%	17%	3.44

**Management Questions**

Throughout the County there are different levels of management, these questions refer to all managers beyond your direct supervisor. That would include both those within your agency and those that manage across SLCO.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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**48. Management communicates effectively with employees.**

<b>Lib E</b>	44	5%	23%	11%	48%	14%	3.43
<b>Overall</b>	2156	13%	25%	22%	32%	8%	2.97

**49. Employees are given enough support by management to do their jobs.**

<b>Lib E</b>	44	5%	14%	11%	55%	16%	3.64
<b>Overall</b>	2145	11%	20%	21%	39%	10%	3.17

**50. Management works together in a coordinated manner.**

<b>Lib E</b>	44	7%	11%	32%	30%	20%	3.45
<b>Overall</b>	2144	14%	22%	27%	29%	8%	2.95

**51. Management cares about employees as individuals.**

<b>Lib E</b>	44	5%	14%	16%	45%	20%	3.64
<b>Overall</b>	2145	14%	17%	24%	32%	12%	3.11

**52. I feel that, in general, those in management are qualified for their positions.**

<b>Lib E</b>	44	7%	7%	23%	39%	25%	3.68
<b>Overall</b>	2151	10%	14%	27%	37%	12%	3.26

**Work Environment/Operational Functionality**

This section is about policies, procedures, processes, equipment, resources, assignments, schedules, transfers, and more. For the following questions the term "Assignment Changes" includes changes to work tasks, schedules, and/or transfers.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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**53. I understand why work assignment changes occur**

<b>Lib E</b>	42	5%	0%	7%	67%	21%	4.00
<b>Overall</b>	2097	3%	8%	15%	59%	14%	3.74

54. The process through which changes are made to work assignments is fair.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
<b>Lib E</b>	41	2%	5%	32%	46%	15%	3.66
<b>Overall</b>	2071	8%	16%	29%	38%	8%	3.23

**Policies and Procedures**

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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55. I know where to find policies and procedures relevant to my job

<b>Lib E</b>	43	0%	7%	5%	58%	30%	4.12
<b>Overall</b>	2159	2%	11%	11%	56%	19%	3.80

56. Policies and procedures are easy to understand.

<b>Lib E</b>	44	0%	2%	25%	57%	16%	3.86
<b>Overall</b>	2146	3%	15%	24%	48%	10%	3.46

57. Policies and procedures are enforced in a fair manner.

<b>Lib E</b>	44	0%	9%	18%	55%	18%	3.82
<b>Overall</b>	2142	9%	19%	27%	38%	7%	3.15

58. Employees have the opportunity to give input on policy/procedures

<b>Lib E</b>	44	7%	16%	23%	41%	14%	3.39
<b>Overall</b>	2139	12%	24%	30%	29%	6%	2.93

**Other (Work Environment continued)**

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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59. Employees are given opportunities to learn/adapt to new technology/systems.

<b>Lib E</b>	42	0%	2%	7%	64%	26%	4.14
<b>Overall</b>	2152	5%	11%	23%	50%	11%	3.52

60. I am provided sufficient resources to do my job.

<b>Lib E</b>	44	0%	5%	2%	61%	32%	4.20
<b>Overall</b>	2156	5%	10%	16%	54%	15%	3.64

61. I know who to contact regarding human resource related questions.

<b>Lib E</b>	44	0%	5%	2%	57%	36%	4.25
<b>Overall</b>	2158	3%	11%	13%	55%	17%	3.71

62. I know who to contact regarding payroll related questions.

<b>Lib E</b>	44	0%	7%	5%	52%	36%	4.18
<b>Overall</b>	2153	2%	6%	8%	62%	22%	3.97

63. I feel comfortable reporting discrimination concerns.

<b>Lib E</b>	43	0%	9%	19%	49%	23%	3.86
<b>Overall</b>	2093	11%	12%	19%	41%	16%	3.39

64. I feel comfortable reporting harassment concerns.

<b>Lib E</b>	41	2%	2%	17%	49%	29%	4.00
<b>Overall</b>	2093	11%	10%	19%	43%	17%	3.46

## Culture

This section is about a shared set of values and beliefs that determine patterns of behavior common to groups of people.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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### 65. The people I work with work well together.

<b>Lib E</b>	44	0%	2%	7%	50%	41%	4.30
<b>Overall</b>	2154	3%	8%	12%	48%	28%	3.89

### 66. The people I work with are committed to quality work

<b>Lib E</b>	44	0%	5%	50%	41%	5%	4.27
<b>Overall</b>	2146	3%	9%	14%	46%	29%	3.88

### 67. My agency/division collaborates well with other SLCO agencies/divisions.

<b>Lib E</b>	44	0%	5%	16%	50%	30%	4.05
<b>Overall</b>	2124	3%	8%	27%	44%	17%	3.65

### 68. Providing services efficiently is part of the culture of SLCO.

<b>Lib E</b>	44	0%	7%	5%	52%	36%	4.18
<b>Overall</b>	2144	3%	9%	18%	50%	20%	3.76

### 69. I am encouraged to voice ideas, opinions, and concerns.

<b>Lib E</b>	44	0%	11%	14%	45%	30%	3.93
<b>Overall</b>	2157	9%	15%	19%	40%	17%	3.41

### 70. I feel like employee ideas, opinions and concerns are valued.

<b>Lib E</b>	44	2%	14%	26%	33%	26%	3.65
<b>Overall</b>	2153	12%	21%	21%	32%	14%	3.13

### 71. I am encouraged to be innovative by coming up with improved ways of doing things in my role.

<b>Lib E</b>	44	5%	2%	18%	41%	34%	3.98
<b>Overall</b>	2152	9%	15%	20%	39%	17%	3.40

### 72. The leaders in my division promote a positive work culture.

<b>Lib E</b>	44	2%	9%	9%	43%	36%	4.02
<b>Overall</b>	2146	10%	14%	20%	37%	19%	3.42

## Well-Being

This section is about the satisfaction and positive feelings, supportive and enriching relationships, interest and engagement in activities, purpose, a sense of master and accomplishment, feelings of control and autonomy as well as optimism.

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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### 73. I feel safe in my work environment.

<b>Lib E</b>	44	0%	5%	7%	45%	43%	4.27
<b>Overall</b>	2148	3%	7%	11%	49%	30%	3.97

**74. I am engaged and interested in my job duties**

<b>Lib E</b>	44	2%	2%	7%	27%	61%	4.43
<b>Overall</b>	2150	2%	3%	8%	50%	37%	4.17

**75. I feel my work improves the lives of SLCO residents**

<b>Lib E</b>	44	2%	0%	2%	20%	75%	4.66
<b>Overall</b>	2136	1%	3%	11%	42%	43%	4.22

**76. I feel personally empowered to problem solve at work.**

<b>Lib E</b>	44	2%	0%	2%	30%	66%	4.57
<b>Overall</b>	2148	3%	6%	13%	44%	34%	4.00

**77. I am treated with respect by my coworkers.**

<b>Lib E</b>	44	0%	0%	9%	43%	48%	4.39
<b>Overall</b>	2153	3%	6%	12%	47%	33%	4.00

**78. I am treated with respect by my supervisor**

<b>Lib E</b>	44	0%	0%	5%	41%	55%	4.50
<b>Overall</b>	2147	5%	6%	10%	41%	38%	4.02

**79. My workload is reasonable.**

<b>Lib E</b>	44	2%	5%	7%	45%	41%	4.18
<b>Overall</b>	2152	7%	13%	13%	49%	19%	3.61

**80. My job at the county allows me to have a healthy work-life balance.**

<b>Lib E</b>	44	2%	0%	9%	39%	50%	4.34
<b>Overall</b>	2145	7%	11%	15%	46%	21%	3.66

**81. I trust my team members to do their jobs.**

<b>Lib E</b>	44	0%	2%	7%	48%	43%	4.32
<b>Overall</b>	2145	4%	10%	14%	48%	24%	3.79

**82. I would recommend SLCO to a friend or family member as a place to work.**

<b>Lib E</b>	44	0%	2%	2%	36%	59%	4.52
<b>Overall</b>	2146	7%	9%	17%	40%	27%	3.72

**83. I am considering looking for a new job outside of SLCO in the next year.**

<b>Lib E</b>	40	43%	25%	20%	8%	5%	2.08
<b>Overall</b>	2035	27%	21%	25%	15%	12%	2.66

**Other****87. I feel the results of this survey will make a difference.**

<b>Lib E</b>	44	11%	9%	39%	32%	9%	3.18
<b>Overall</b>	2109	17%	25%	37%	20%	2%	2.66