

# Elected Officials, Other (Auditor, Clerk, Council, Surveyor, Treasurer)

Response Rate: 65%

## 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>Elect Other</b>	73	0%	18%	16%	53%	12%	3.60
<b>Overall</b>	2245	3%	17%	19%	49%	13%	3.53

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

<b>Elect Other</b>	71	1%	3%	15%	58%	23%	3.97
<b>Overall</b>	2237	2%	10%	15%	56%	17%	3.75

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

<b>Elect Other</b>	73	0%	0%	19%	55%	26%	4.07
<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>Elect Other</b>	69	12%	19%	13%	28%	29%	3.43
<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>Elect Other</b>	73	1%	8%	26%	44%	21%	3.74
<b>Overall</b>	2223	2%	14%	21%	45%	17%	3.60

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

<b>Elect Other</b>	70	0%	9%	16%	51%	24%	3.91
<b>Overall</b>	2206	4%	13%	20%	47%	16%	3.58

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

<b>Elect Other</b>	73	8%	29%	19%	33%	11%	3.10
<b>Overall</b>	2205	6%	21%	26%	36%	10%	3.23

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

<b>Elect Other</b>	71	10%	25%	24%	32%	8%	3.04
<b>Overall</b>	2190	6%	19%	30%	35%	9%	3.23

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

<b>Elect Other</b>	72	7%	24%	43%	22%	4%	2.93
<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>Elect Other</b>	69	0%	12%	26%	43%	19%	3.70
<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>Elect Other</b>	69	0%	17%	14%	48%	20%	3.71
<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>Elect Other</b>	71	4%	18%	23%	39%	15%	3.44
<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>Elect Other</b>	72	4%	14%	32%	36%	14%	3.42
<b>Overall</b>	2096	3%	12%	43%	34%	7%	3.32

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

<b>Elect Other</b>	69	3%	12%	36%	35%	14%	3.46
<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>Elect Other</b>	66	5%	17%	29%	29%	21%	3.45
<b>Overall</b>	2060	8%	15%	35%	28%	13%	3.25

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

<b>Elect Other</b>	70	4%	14%	17%	47%	17%	3.59
<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>Elect Other</b>	70	6%	16%	19%	46%	14%	3.47
<b>Overall</b>	2173	7%	17%	19%	43%	15%	3.43

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

<b>Elect Other</b>	69	13%	10%	17%	33%	26%	3.49
<b>Overall</b>	2162	9%	16%	22%	32%	21%	3.41

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

<b>Elect Other</b>	72	13%	26%	21%	35%	6%	2.94
<b>Overall</b>	2150	8%	20%	26%	34%	12%	3.22

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

<b>Elect Other</b>	71	0%	3%	7%	41%	49%	4.37
<b>Overall</b>	2173	1%	3%	7%	53%	36%	4.20

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

<b>Elect Other</b>	69	23%	19%	25%	23%	10%	2.78
<b>Overall</b>	2168	15%	20%	24%	30%	11%	3.01

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

<b>Elect Other</b>	69	22%	26%	30%	16%	6%	2.58
<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>Elect Other</b>	69	4%	7%	20%	28%	41%	3.93
<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>Elect Other</b>	72	53%	47%
<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>Elect Other</b>	66	12%	23%	27%	30%	8%	2.98
<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>Elect Other</b>	67	9%	25%	25%	33%	7%	3.04
<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>Elect Other</b>	69	7%	13%	30%	39%	10%	3.32
<b>Overall</b>	2131	7%	14%	22%	46%	12%	3.43

## Annual Evaluation

37. Are you formally evaluated annually?

	Number Responding	Yes	No
<b>Elect Other</b>	73	79%	21%
<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>Elect Other</b>	63	5%	13%	29%	38%	16%	3.48
<b>Overall</b>	2064	5%	13%	18%	49%	15%	3.55

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

<b>Elect Other</b>	61	7%	16%	39%	33%	5%	3.13
<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>Elect Other</b>	64	6%	11%	28%	45%	9%	3.41
<b>Overall</b>	2066	6%	11%	24%	46%	13%	3.50

## Other

	Number Responding	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)	Mean (1-5)
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41. I receive ongoing feedback on my work performance from my supervisor, outside of the formal development and evaluation process

<b>Elect Other</b>	70	10%	17%	16%	37%	20%	3.40
<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>Elect Other</b>	71	6%	14%	15%	41%	24%	3.63
<b>Overall</b>	2159	3%	10%	15%	50%	22%	3.76

43. My supervisor cares about me as an individual.

<b>Elect Other</b>	71	7%	11%	11%	39%	31%	3.76
<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>Elect Other</b>	73	10%	12%	10%	44%	25%	3.62
<b>Overall</b>	2159	5%	10%	14%	41%	30%	3.81

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

<b>Select Other</b>	71	10%	17%	10%	34%	30%	3.56
<b>Overall</b>	2163	8%	10%	12%	39%	32%	3.77

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

<b>Select Other</b>	71	11%	18%	11%	30%	30%	3.48
<b>Overall</b>	2162	8%	10%	16%	38%	29%	3.70

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

<b>Select Other</b>	67	12%	10%	18%	45%	15%	3.40
<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>Select Other</b>	71	15%	23%	20%	28%	14%	3.03
<b>Overall</b>	2156	13%	25%	22%	32%	8%	2.97

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

<b>Select Other</b>	69	10%	13%	17%	45%	14%	3.41
<b>Overall</b>	2145	11%	20%	21%	39%	10%	3.17

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

<b>Select Other</b>	71	13%	18%	27%	30%	13%	3.11
<b>Overall</b>	2144	14%	22%	27%	29%	8%	2.95

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

<b>Select Other</b>	69	14%	14%	25%	25%	22%	3.25
<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>Select Other</b>	71	8%	14%	28%	28%	21%	3.39
<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>Select Other</b>	70	4%	11%	19%	47%	19%	3.64
<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>Elect Other</b>	69	9%	10%	32%	39%	10%	3.32
<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>Elect Other</b>	70	0%	11%	14%	57%	17%	3.80
<b>Overall</b>	2159	2%	11%	11%	56%	19%	3.80

56. Policies and procedures are easy to understand.

<b>Elect Other</b>	70	0%	10%	27%	54%	9%	3.61
<b>Overall</b>	2146	3%	15%	24%	48%	10%	3.46

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

<b>Elect Other</b>	71	7%	15%	35%	32%	10%	3.23
<b>Overall</b>	2142	9%	19%	27%	38%	7%	3.15

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

<b>Elect Other</b>	70	16%	21%	26%	30%	7%	2.91
<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>Elect Other</b>	71	4%	13%	17%	49%	17%	3.62
<b>Overall</b>	2152	5%	11%	23%	50%	11%	3.52

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

<b>Elect Other</b>	71	3%	7%	7%	59%	24%	3.94
<b>Overall</b>	2156	5%	10%	16%	54%	15%	3.64

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

<b>Elect Other</b>	72	7%	10%	19%	49%	15%	3.56
<b>Overall</b>	2158	3%	11%	13%	55%	17%	3.71

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

<b>Elect Other</b>	71	6%	13%	8%	55%	18%	3.68
<b>Overall</b>	2153	2%	6%	8%	62%	22%	3.97

63. I feel comfortable reporting discrimination concerns.

<b>Elect Other</b>	70	10%	11%	24%	39%	16%	3.39
<b>Overall</b>	2093	11%	12%	19%	41%	16%	3.39

64. I feel comfortable reporting harassment concerns.

<b>Elect Other</b>	68	10%	9%	21%	43%	18%	3.49
<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>Elect Other</b>	72	4%	14%	15%	43%	24%	3.68
<b>Overall</b>	2154	3%	8%	12%	48%	28%	3.89

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

<b>Elect Other</b>	72	1%	10%	15%	40%	33%	3.94
<b>Overall</b>	2146	3%	9%	14%	46%	29%	3.88

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

<b>Elect Other</b>	73	1%	7%	23%	44%	25%	3.84
<b>Overall</b>	2124	3%	8%	27%	44%	17%	3.65

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

<b>Elect Other</b>	72	0%	3%	21%	50%	26%	4.00
<b>Overall</b>	2144	3%	9%	18%	50%	20%	3.76

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

<b>Elect Other</b>	73	8%	15%	19%	38%	19%	3.45
<b>Overall</b>	2157	9%	15%	19%	40%	17%	3.41

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

<b>Elect Other</b>	71	10%	18%	17%	37%	18%	3.35
<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>Elect Other</b>	72	11%	10%	18%	43%	18%	3.47
<b>Overall</b>	2152	9%	15%	20%	39%	17%	3.40

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

<b>Elect Other</b>	68	12%	15%	21%	32%	21%	3.35
<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>Elect Other</b>	73	5%	5%	5%	53%	30%	3.97
<b>Overall</b>	2148	3%	7%	11%	49%	30%	3.97

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

<b>Elect Other</b>	72	0%	4%	10%	51%	35%	4.17
<b>Overall</b>	2150	2%	3%	8%	50%	37%	4.17

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

<b>Elect Other</b>	73	0%	1%	11%	56%	32%	4.18
<b>Overall</b>	2136	1%	3%	11%	42%	43%	4.22

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

<b>Elect Other</b>	70	4%	10%	10%	46%	30%	3.87
<b>Overall</b>	2148	3%	6%	13%	44%	34%	4.00

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

<b>Elect Other</b>	72	6%	6%	15%	46%	28%	3.85
<b>Overall</b>	2153	3%	6%	12%	47%	33%	4.00

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

<b>Elect Other</b>	71	7%	10%	13%	35%	35%	3.82
<b>Overall</b>	2147	5%	6%	10%	41%	38%	4.02

**79. My workload is reasonable.**

<b>Elect Other</b>	73	3%	4%	18%	51%	25%	3.90
<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>Elect Other</b>	71	3%	8%	14%	49%	25%	3.86
<b>Overall</b>	2145	7%	11%	15%	46%	21%	3.66

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

<b>Elect Other</b>	71	4%	10%	13%	54%	20%	3.75
<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>Elect Other</b>	71	1%	6%	18%	49%	25%	3.92
<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>Elect Other</b>	68	26%	18%	28%	15%	13%	2.71
<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>Elect Other</b>	73	10%	19%	48%	21%	3%	2.88
<b>Overall</b>	2109	17%	25%	37%	20%	2%	2.66