

2023 County of Humboldt Employee Engagement Survey

Presented by Dr. Jeremy Michael Clark
and Crystal Henson

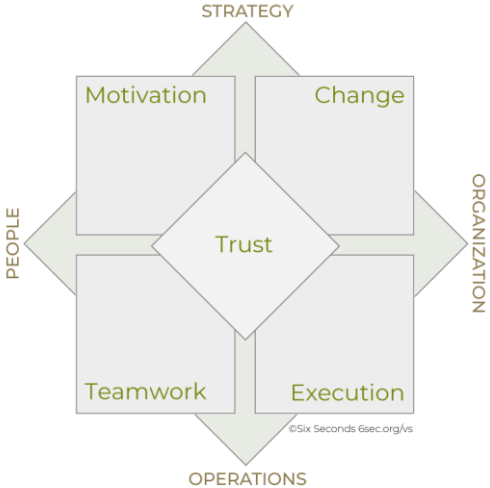
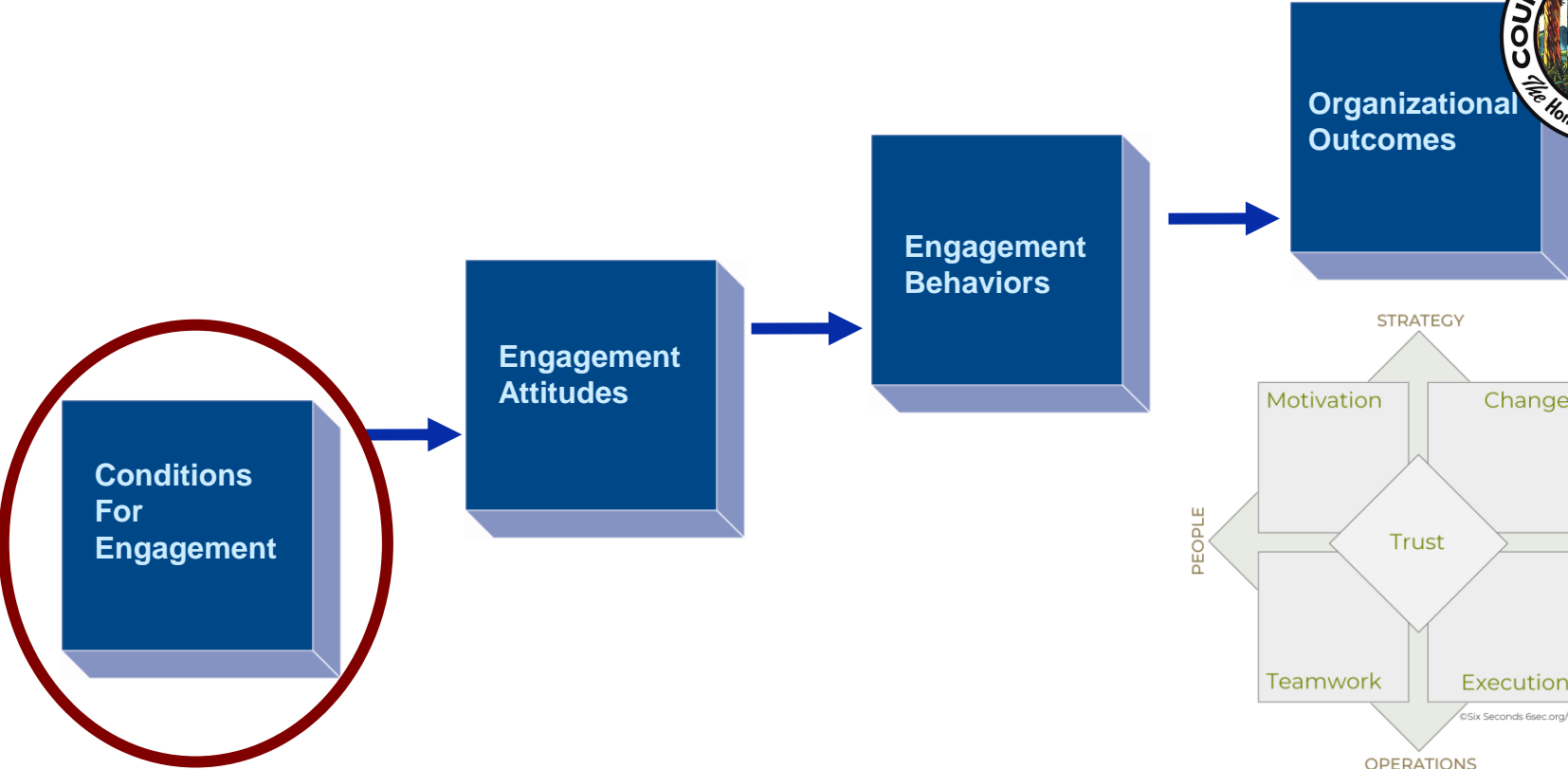


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Action
Changes
Things

Engagement Model

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At-A-Glance Takeaways



Survey Respondents

5% Military Service
15% Identify as 2S/LGBTQIA+
68% County Tenure 1-10 Years
60% Female
70% Non-Supervisory Status
23% Minority
90% Plan To Stay At County Next Year



927
RESPONSES

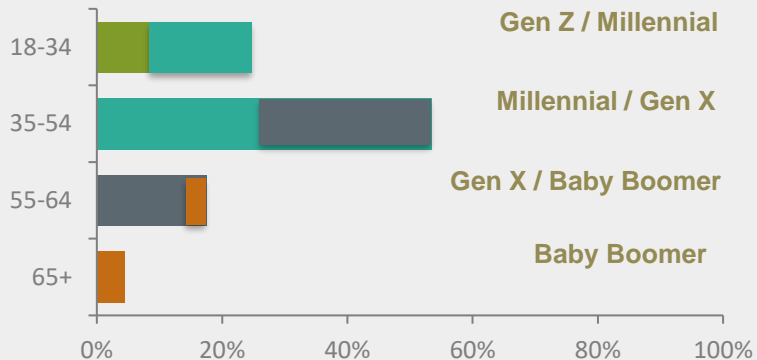
55
TOTAL QUESTIONS

93%
COMPLETION RATE

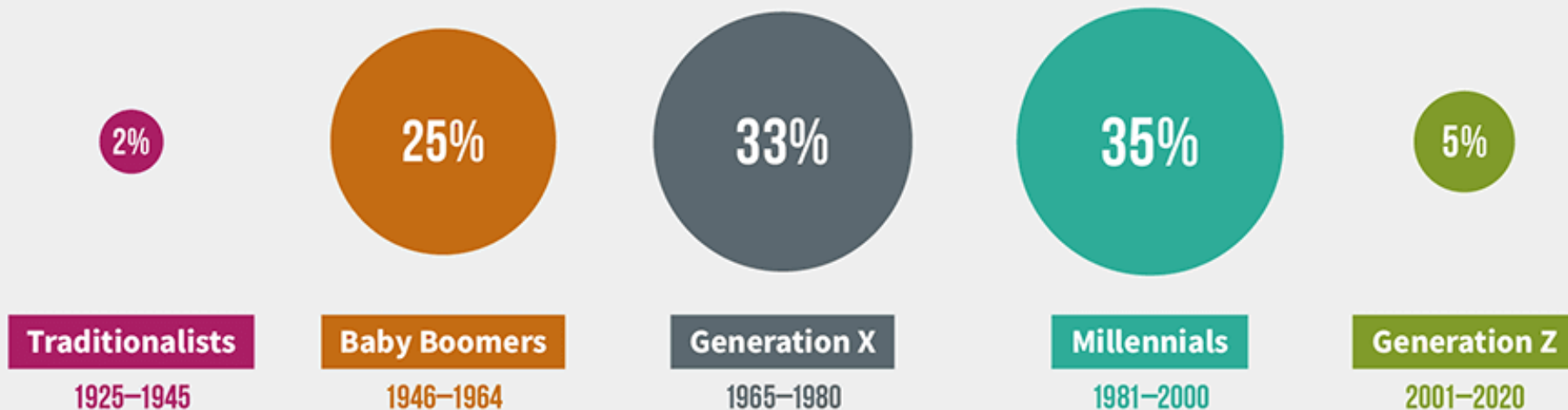


8.5
MINUTES
AVG. TIME TO COMPLETE

Survey: Q4: What is your age range?



County Workforce As Whole



Career Development

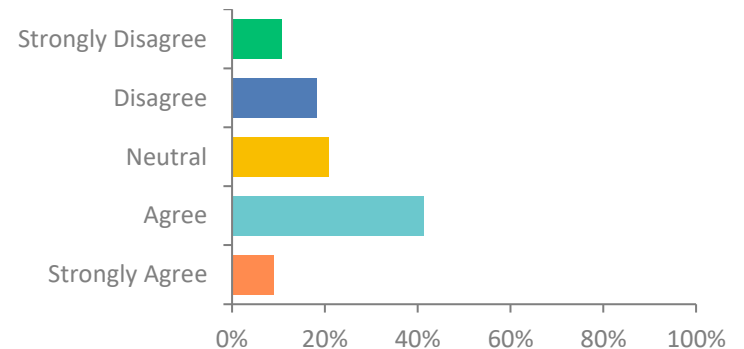
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Key Takeaways:

- Staff feel they have opportunities to apply their expertise
- Staff would like more training and professional development opportunities
- Staff commitment levels are high
- Despite the challenges of the environment, staff are still inspired to meet their work goals



Q10: I have opportunities for advancement or promotion.



Work Engagement

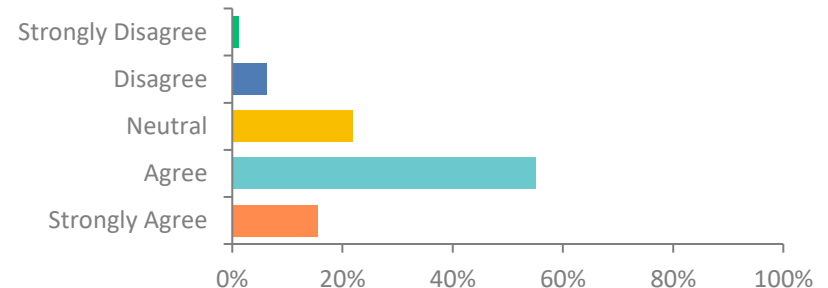
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Key Takeaways:

- Staff remain highly engaged in their work
- Opportunities to increase excitement if we are to become a High Performing Organization (HPO)
- Staff feel a strong sense of teamwork and support and work-life balance



Q20: When at work, I am completely focused on my job duties.



Diversity, Equity, Inclusion

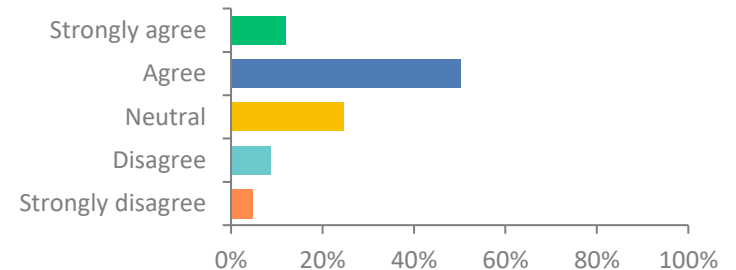
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Key Takeaways:

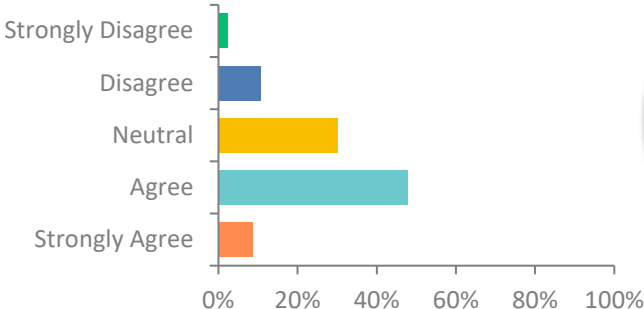
- Supervisor commitment to DEI remains strong
- Staff feel that they can bring their whole-selves to work
- Staff feel that they belong
- County is dedicated to diversity, equity, and inclusion (DEI)
- Our work is resonating!



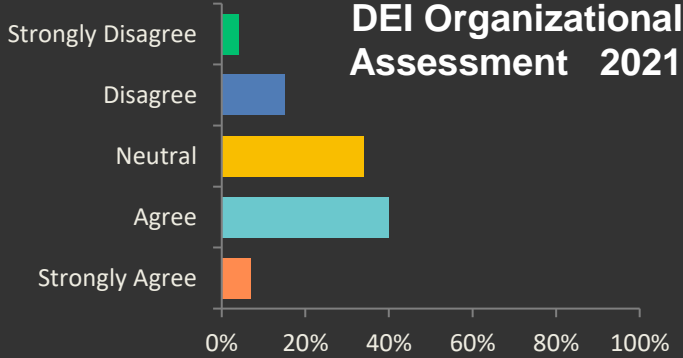
Q33: I feel like I belong here.



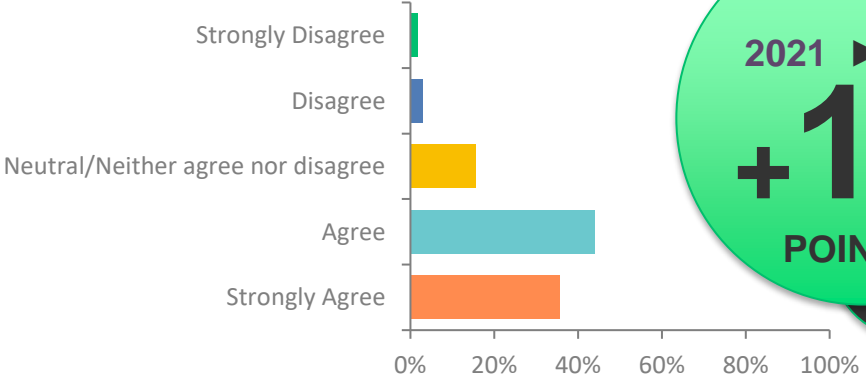
Q27: At the county, employees appreciate others whose backgrounds, beliefs, and experiences are different from their own.



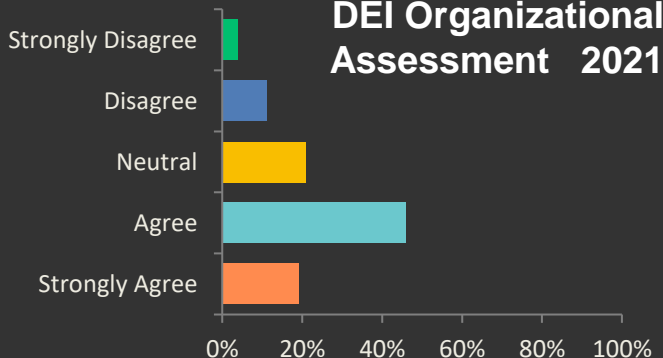
2021 ▶ 2023
+10
 POINTS



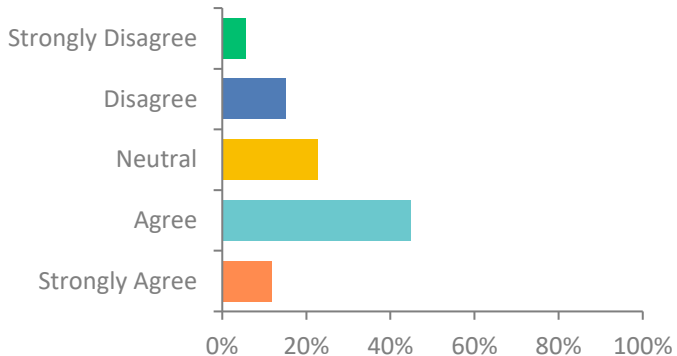
Q28: My supervisor is committed to, and supports, diversity, equity, and inclusion.



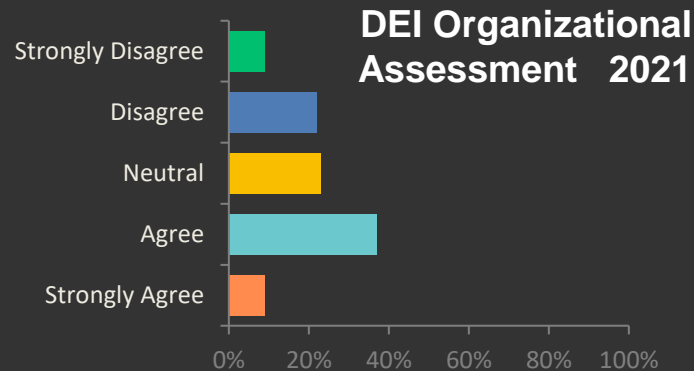
2021 ▶ 2023
+15
 POINTS



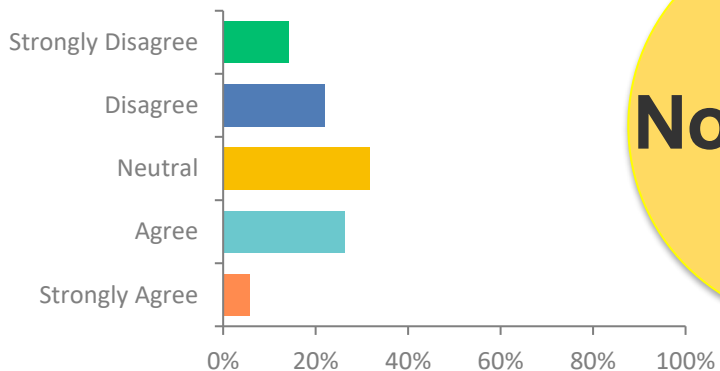
Q29: The county fosters a workplace that allows employees to be themselves at work without fear.



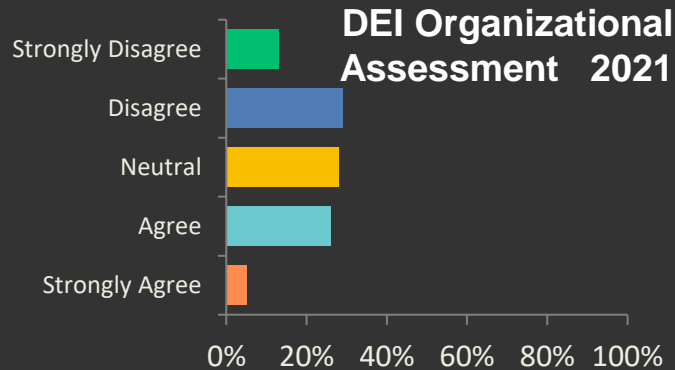
2021 ▶ 2023
+11
POINTS



Q31: Leadership of the county treats all employees fairly.



2021 ▶ 2023
No Change
POINTS



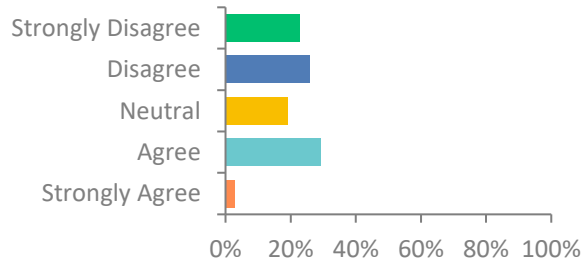
Compensation



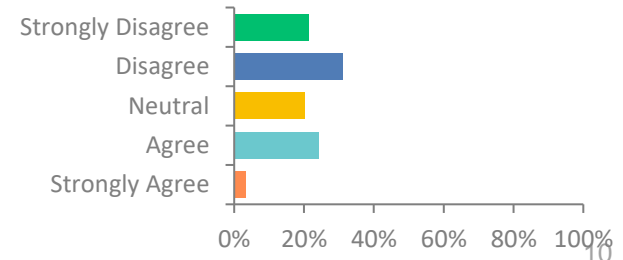
Key Takeaways:

- Staff feel undercompensated
- Even when a total compensation lens is applied, staff feel undercompensated

Q35: I am compensated fairly relative to my local market.



Q36: I am satisfied with my total compensation (salary, healthcare, retirement, and benefits) package.



Relationship Management

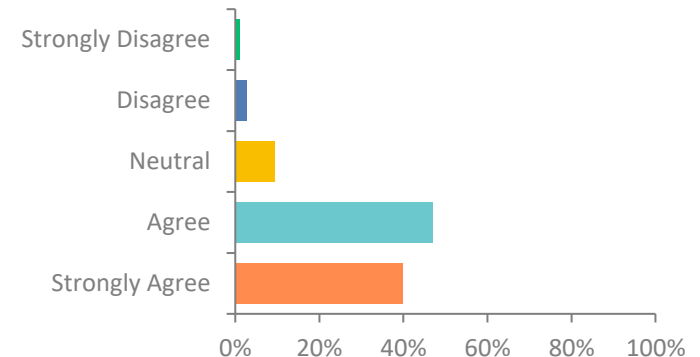
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Key Takeaways:

- Strong relationships exist with supervisors and co-workers
- Opportunities exist for senior leadership around
 - Cultivating trust
 - Communication
 - Recognition



Q40: My supervisor and I have a good working relationship.



Benefits

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Key Takeaways:

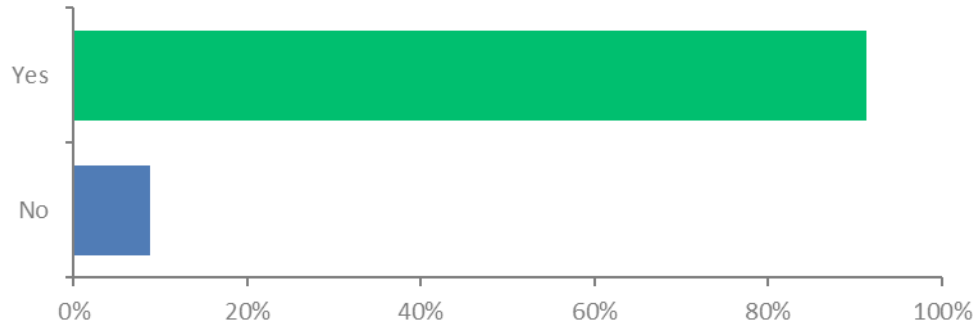
- Opportunities exist to better communicate/reframe the benefits conversation
 - Staff pleased with amount of leave
 - Satisfied with workplace flexibility
-



Intent to Stay



Q54: I intend to stay with the county for the next 12 months.





Questions?