



# COUNTY OF HUMBOLDT

For the meeting of: 10/26/2021

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File #: 21-1456

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**To:** Board of Supervisors

**From:** County Administrative Office

**Agenda Section:** Special Presentation

**SUBJECT:**  
Great Workplace Culture Change Initiative - Desired Workplace Culture Statement

**RECOMMENDATION(S):**  
That the Board of Supervisors:

1. Receive the presentation by the Great Workplace Culture Change Steering Committee and Working Group

**SOURCE OF FUNDING:**  
General Fund (1100)

**DISCUSSION:**  
In January 2020, department heads from across the county decided they wanted to advance an initiative to create an even more effective, high-performance organization in which everyone is dedicated to serving internal and external customers. This effort is now known as the Great Workplace Culture Change Initiative and is organized by a steering committee of six elected officials and department heads:

- Mari Wilson, Assessor
- Cody Roggatz, Director of Aviation
- Elishia Hayes, County Administrative Officer
- Connie Beck, Director of Health and Human Services
- Linda Le, Director of Human Resources
- John Ford, Director of Planning and Building
- John Bartholomew, Treasurer-Tax Collector

In February 2021, after significant delays posed by the COVID-19 pandemic, the Steering Committee was finally able to establish the first round of cohorts and began work on Phase I, Defining our Desired Workplace Culture. Employees from across the county, in all roles, seniority and tenure, were encouraged to participate. In particular, individuals of all gender identities and sexual orientation,

people of color and those who may not typically be drawn to participate in organization-wide initiatives were specifically encouraged to participate. Three cohorts, involving approximately 60 employees and seven department heads, met over the following months, via Zoom, to discuss their experiences and share feedback on a draft culture statement. In July, a Working Group of 12 participants synthesized the feedback received during these cohort sessions into a final draft statement.

The efforts of all employees involved in this initiative signals a collective desire to improve the overall workplace culture at the county and reflects a mutual commitment from leadership and staff alike to follow through on the effort.

The final draft of the Desired Workplace Culture Statement is shared with your Board today by members of the Steering Committee and Working Group and is the culmination of Phase I, Defining our Desired Workplace Culture.

FINANCIAL IMPACT:

There is no financial impact to receiving this report, however the impact of improving workplace culture can be quantified in the areas of employee recruitment, retention, job satisfaction, and productivity levels.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by investing in county employees .

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion

ATTACHMENTS:

Desired Workplace Culture Statement

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A