

# 2023 County of Humboldt Employee Engagement Survey

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and Crystal Henson

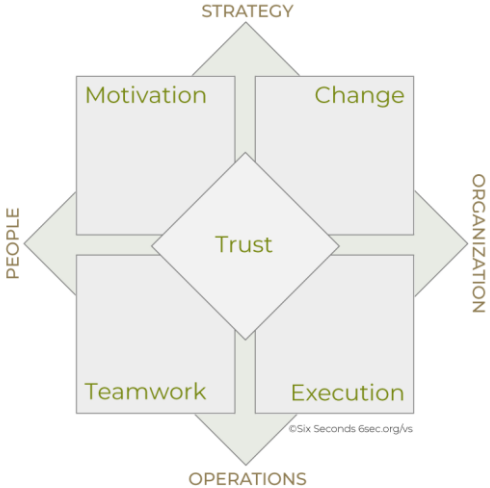
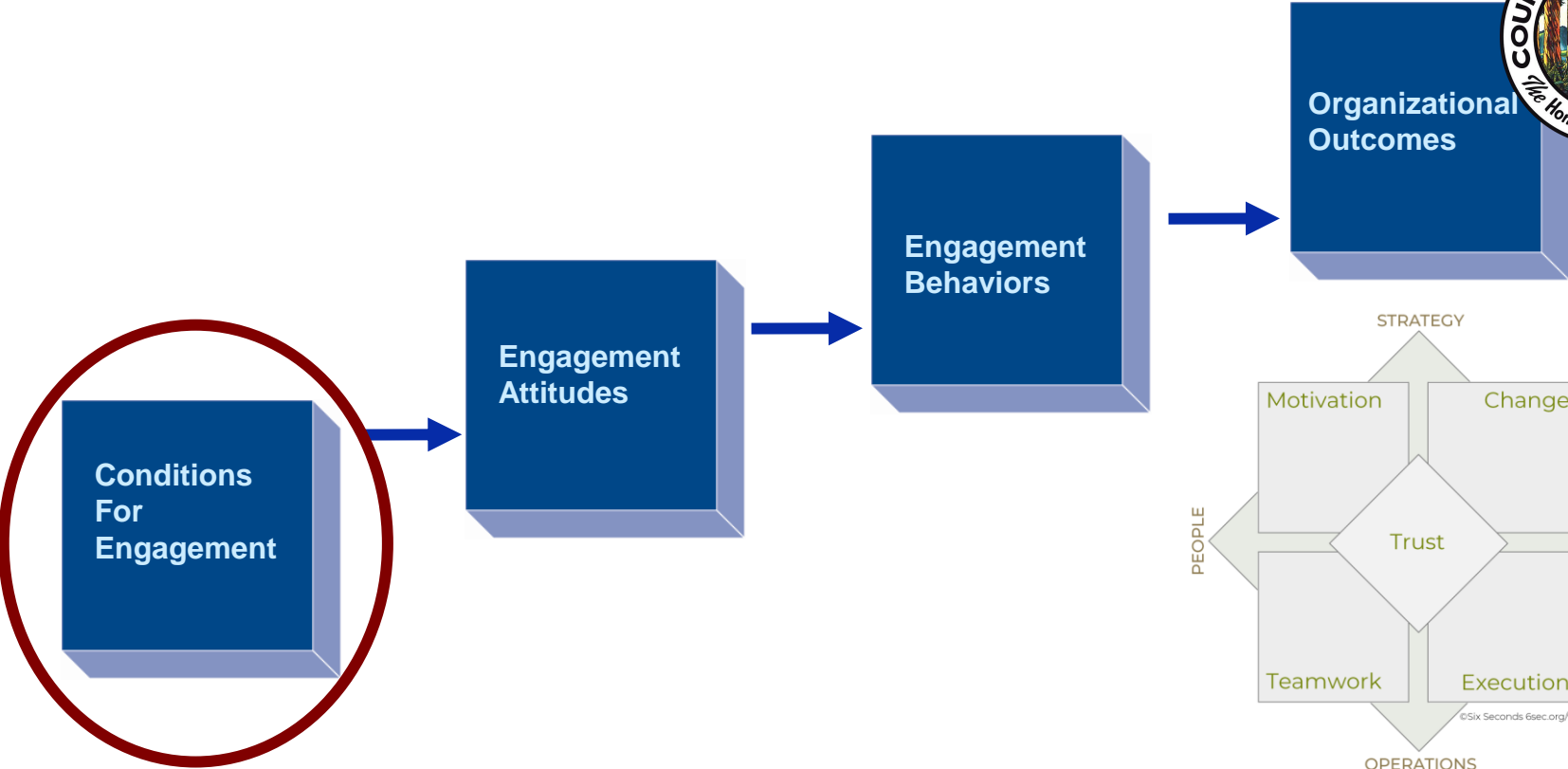


**EMPOWER**

Action  
Changes  
Things

# Engagement Model

# EMPOWER



# 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

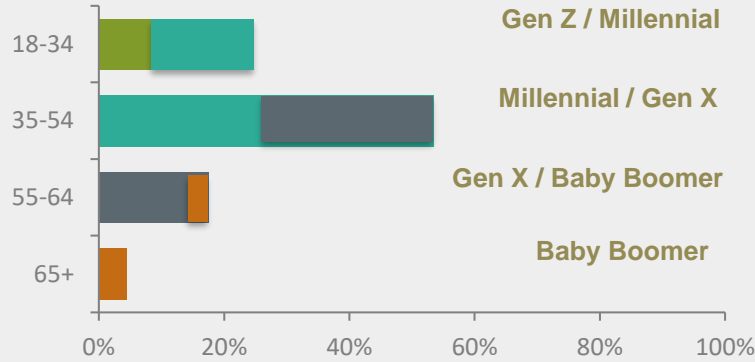
**55**  
TOTAL  
QUESTIONS

**93%**  
COMPLETION  
RATE

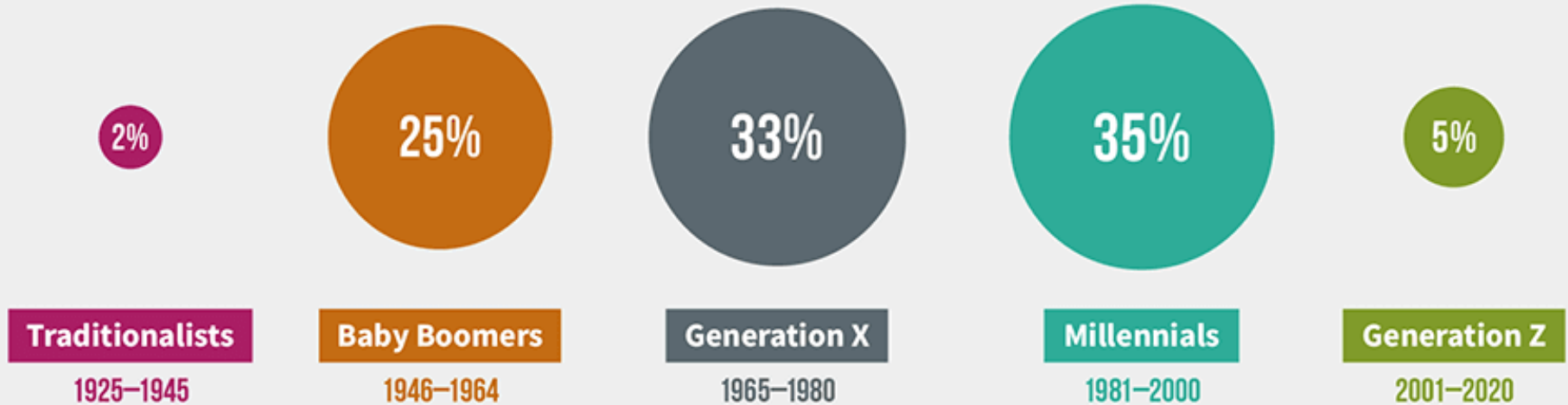


**8.5**  
MINUTES  
AVG. TIME TO  
COMPLETE

# Survey: Q4: What is your age range?



## County Workforce As Whole



# Career Development

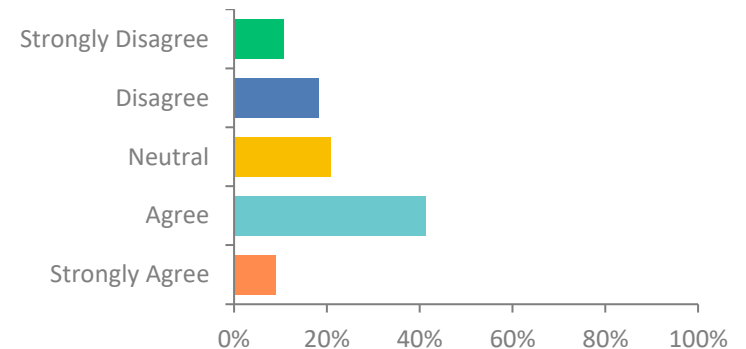
# EMPOWER

## 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.**

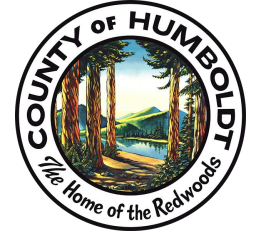


# Work Engagement

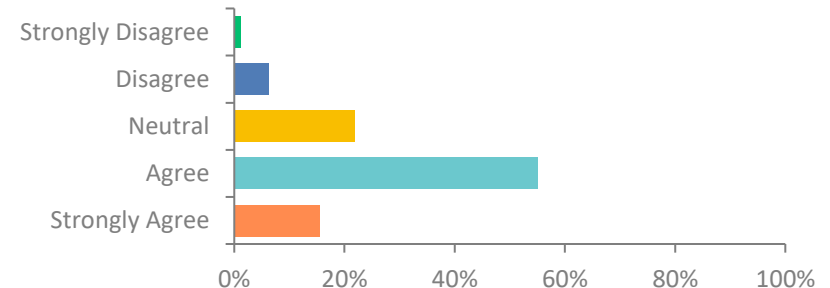
# EMPOWER

## 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

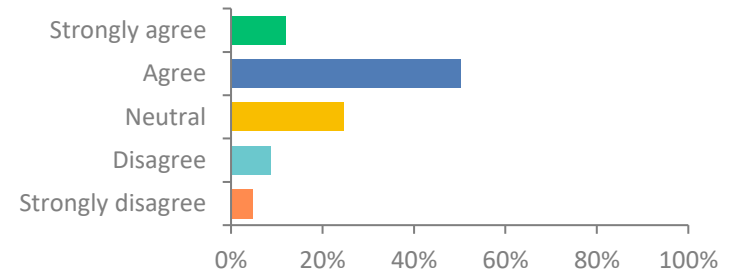
# EMPOWER

## Key Takeaways:

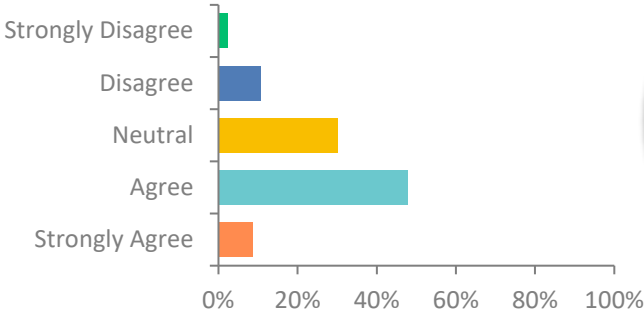
- Supervisor commitment to DEI remains strong
- Staff feel that they can bring their whole-selves to work
- Staff feel that they belong
- County is dedicated to diversity, equity, and inclusion (DEI)
- Our work is resonating!



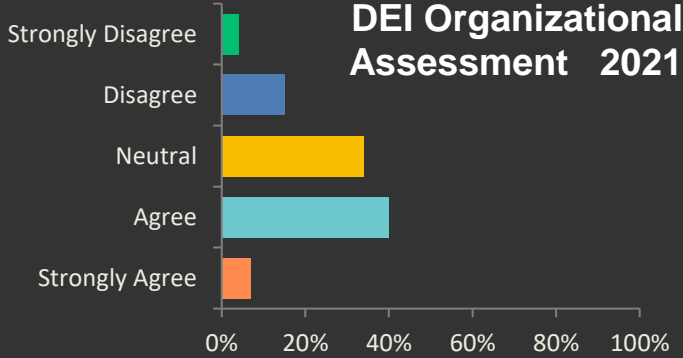
**Q33: I feel like I belong here.**



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

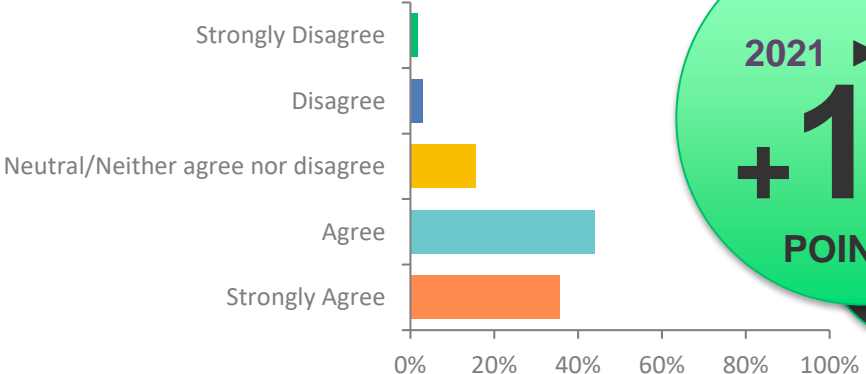


2021 ▶ 2023  
**+10**  
 POINTS

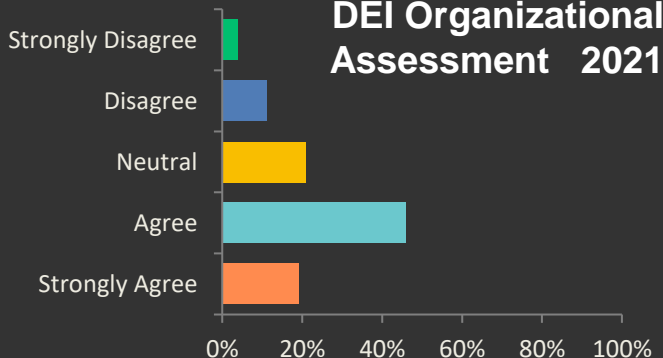


**DEI Organizational Assessment 2021**

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



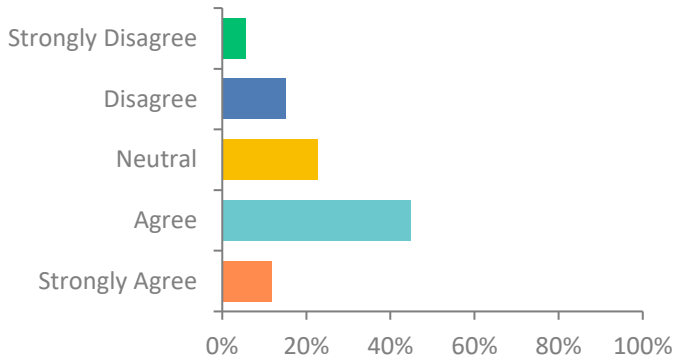
2021 ▶ 2023  
**+15**  
 POINTS



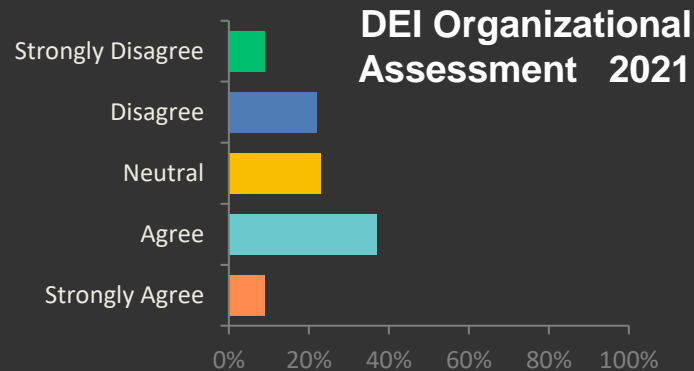
**DEI Organizational Assessment 2021**



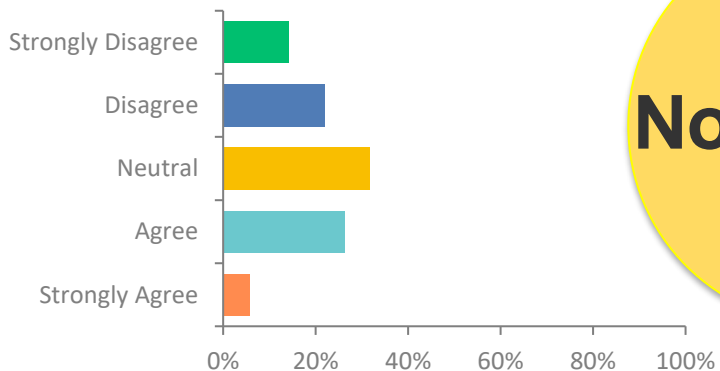
**Q29: The county fosters a workplace that allows employees to be themselves at work without fear.**



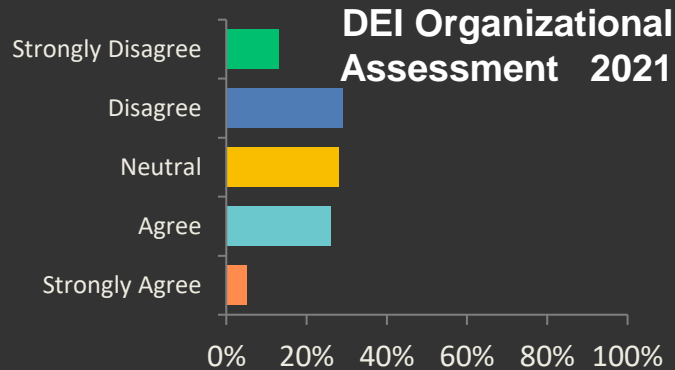
2021 ▶ 2023  
**+11**  
POINTS



**Q31: Leadership of the county treats all employees fairly.**



2021 ▶ 2023  
**No Change**  
POINTS



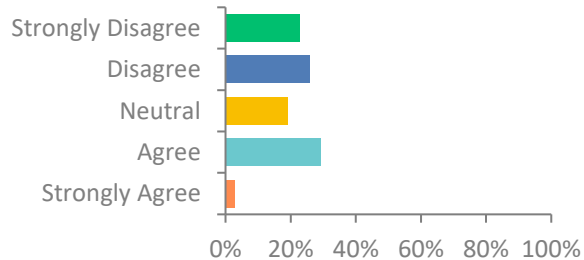
# Compensation



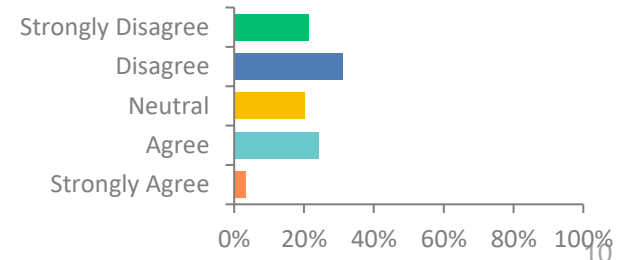
## Key Takeaways:

- 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.**

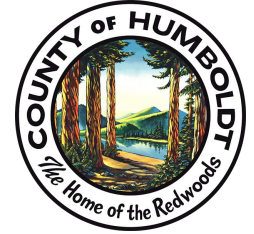


# Relationship Management

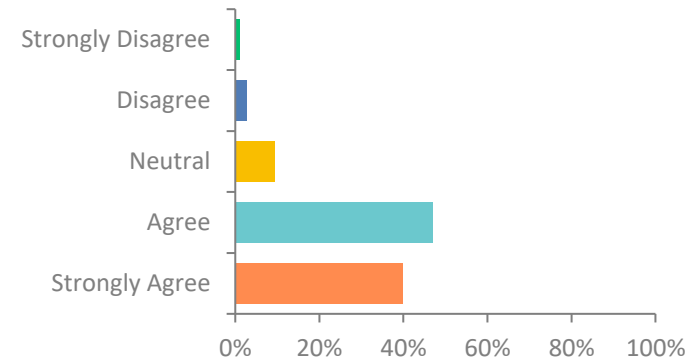
# EMPOWER

## 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

# EMPOWER

## Key Takeaways:

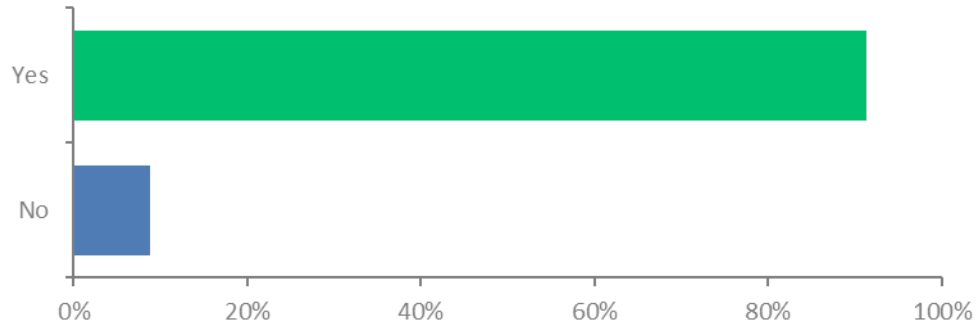
- Opportunities exist to better communicate/reframe the benefits conversation
  - Staff pleased with amount of leave
  - Satisfied with workplace flexibility
- 



# Intent to Stay



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





Questions?