



COUNTY OF HUMBOLDT

For the meeting of: 8/26/2025

File #: 25-956

To: Board of Supervisors

From: Human Resources

Agenda Section: Departmental

Vote Requirement: Majority

SUBJECT:

Review of Preliminary 2025 Employee Engagement Survey Results

RECOMMENDATION(S):

That the Board of Supervisors:

1. Receive the report.

STRATEGIC PLAN:

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3001 - Support a well-trained workforce

DISCUSSION:

Employee engagement (EE), the degree to which employees are cognitively and emotionally committed their job and to an organization, is critical to the achievement of organization goals. Complexities associated with the current operating environment present an ideal opportunity to measure staff engagement levels across the County of Humboldt. The purpose of the current EE campaign is to assess staff engagement levels across the county and its departments to learn what the county can do to maintain and/or improve engagement levels. While analysis of survey results is ongoing, the Office of Human Resources (HR) is pleased to share the preliminary results of its 2025 Employee Engagement campaign and share strategic interventions intended to respond to staff needs to provide an optimized workplace experience.

One result staff can share is that it is clear through the survey and other ongoing engagement efforts that employees are expressing a need to connect with others in the workplace around common skills, assignments, roles and more in an effort to further their development as public servants. Human Resources has already taken steps to connect staff in protected classes and will broaden this framework to meet employees needs as expressed above: the effort is being called "Workplace Connection Groups." In support of this effort, we ask the Board of Supervisors to accept HR's oversight of these groups, through the Organization Development & Effectiveness division, to ensure alignment with organizational goals. HR staff will discuss more during its presentation.

SOURCE OF FUNDING:

3520

FINANCIAL IMPACT:

There is no financial impact to receiving this report.

Narrative Explanation of Financial Impact:
None.

STAFFING IMPACT:

None

Narrative Explanation of Staffing Impact:
None.

OTHER AGENCY INVOLVEMENT:

None.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion.

ATTACHMENTS:

None.

PREVIOUS ACTION/REFERRAL:

Meeting of: None.

File No.: None.