

Demographic Data

El Dorado County is conducting this survey to better understand what is working and what areas could be improved. Your thoughtful input is very important to us. All survey responses are confidential. The results will be blended together and comments paraphrased in a summary report.

1. My County office is located in:

- South Lake Tahoe
 Placerville
 Other, please specify

2. The County Department that I work in:

- | | | |
|---|--|---|
| <input type="radio"/> Ag Department | <input type="radio"/> County Counsel | <input type="radio"/> Probation - Corrections |
| <input type="radio"/> Air Quality Management District | <input type="radio"/> District Attorney | <input type="radio"/> Public Defender |
| <input type="radio"/> Assessor's Office | <input type="radio"/> Elections | <input type="radio"/> Recorder-Clerk |
| <input type="radio"/> Auditor - Controller's Office | <input type="radio"/> Health and Human Services Agency | <input type="radio"/> Risk Management |
| <input type="radio"/> Board of Supervisors | <input type="radio"/> Human Resources | <input type="radio"/> Sheriff's Office |
| <input type="radio"/> Chief Administrator's Office | <input type="radio"/> Information Technologies | <input type="radio"/> Surveyor |
| <input type="radio"/> Child Support Services/Revenue Recovery | <input type="radio"/> Library | <input type="radio"/> Treasurer/Tax Collector |
| <input type="radio"/> Community Development Agency | <input type="radio"/> Probation - Field | <input type="radio"/> Veterans Affairs |
| <input type="radio"/> Other | | |

3. I am a member of the following bargaining unit

- | | | |
|--|---|---|
| <input type="checkbox"/> Management | <input type="checkbox"/> DSA | <input type="checkbox"/> County Counsel Association |
| <input type="checkbox"/> Local 1 | <input type="checkbox"/> LEMA | <input type="checkbox"/> Unrepresented Management |
| <input type="checkbox"/> Trades & Crafts | <input type="checkbox"/> Probation | |
| <input type="checkbox"/> Corrections | <input type="checkbox"/> Criminal Attorneys | |

Other (please specify)

4. I have worked for El Dorado County for:

- 0-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 20+ years

5. I am:

- Male
- Female

6. I have no foreseeable plans to voluntarily leave my employment at El Dorado County:

- True
- False

7. If you answered "false" to the previous question, please indicate the reason(s) that you would leave El Dorado County (you may select more than one reason).

- Better career growth opportunities
- Salary and benefits
- Flexible work schedule
- Desire career change
- Commute or work location
- Challenges with culture or climate of Department
- Other (please specify)

8. What would you consider your greatest workplace challenges or difficulties?

9. What would you consider to be the most desirable aspects in your workplace?

10. What concerns do you have about the workplace? (you may select more than one)

- Supervision challenges
- Lack of management oversight
- Compensation and benefit issues
- Lack of training and development
- Inconsistent policies and practices
- Stressful work environment
- Other (please specify)

11. I believe the County's Respectful Workplace Policy:

- Is a good idea
- Is unnecessary
- Will not be adhered to
- Will not be applied consistently
- Other (please specify)

12. I have read the County's Policy Prohibiting Discrimination, Harassment and Retaliation and Reporting and Complaint Procedure. I believe the policy:

- Is actively and consistently enforced by the County.
- Is not actively and consistently enforced by the County.
- Is understood and adhered to by employees and supervisors in my department.
- Is not understood and adhered to by employees and supervisors in my department.

Other (please specify)

Supervisory/Management Support

13. My work expectations are clear:

No opinion/don't know Strongly disagree Disagree Agree Strongly agree

14. I have access to my direct supervisor as needed:

No opinion/don't know Strongly disagree Disagree Agree Strongly agree

15. My supervisor communicates with me...

Daily Weekly Monthly Quarterly Annually Less than annually

16. My supervisor gives me clear and helpful spoken or written feedback about my work...

Daily Weekly Monthly Quarterly Annually Less than annually

17. When my co-workers are not getting along my supervisor addresses it quickly:

No opinion/don't know Strongly disagree Disagree Agree Strongly agree

18. Our Department has clear standards of behavior:

No opinion/don't know Strongly disagree Disagree Agree Strongly agree

19. My Department Head is approachable.

No opinion/don't know Strongly disagree Disagree Agree Strongly agree

20. My supervisor communicates with me in a professional and respectful manner

- No opinion/don't know
- Strongly disagree
- Disagree
- Agree
- Strongly agree

Recognition

21. I feel recognized for my work contributions:

No opinion/don't know

Strongly disagree

Disagree

Agree

Strongly agree

22. If you disagreed with the previous question, what would make you feel recognized for your work contributions (you may select more than one)

- A County-wide employee recognition program
- Constructive feedback
- Praise from a supervisor
- Additional professional development and training opportunities
- Other (please specify)

23. My work makes a difference in El Dorado County:

No opinion/don't know

Strongly disagree

Disagree

Agree

Strongly agree

24. I feel my ideas for workplace or workflow improvement are welcomed and considered:

No opinion/don't know

Strongly disagree

Disagree

Agree

Strongly agree

25. The County workforce contributes as a team to resolve challenges:

No opinion/don't know

Strongly disagree

Disagree

Agree

Strongly agree

Training and Development

26. I receive a written performance evaluation at least once per year:

No opinion/don't know

Strongly disagree

Disagree

Agree

Strongly agree

27. I have access to training and development to maintain my skills:

No opinion/don't know

Strongly disagree

Disagree

Agree

Strongly agree

28. I receive training or development...

Daily

Weekly

Monthly

Quarterly

Annually

Less than annually

29. There are promotional opportunities available to me within the County:

No opinion/don't know

Strongly disagree

Disagree

Agree

Strongly agree

30. I would be interested in access to training in the following area(s): (you may choose more than one)

Computer/Software

Technical training specific to my particular job

County Policies and Procedures

Communication skills

Optional Interactive Interview Questions

31. Is there anything that was not included in your responses that you would like to add with respect to workplace culture?

32. In order to facilitate follow up communication, Van Dermyden Maddux will have staff available to take phone calls from County employees wishing to add more information on Thursday, March 13 and Friday, March 14 (8am-5pm) and Thursday, March 20 and Friday, March 21 (8am-5pm). Call (916) 779-2402 Van Dermyden Maddux Law Firm.

33. You may also contact Sue Ann Van Dermyden directly at sav@vmlawcorp.com. Please provide any general topic area you would like to discuss such as: EEO issues, culture, workplace civility, etc:

DRAFT