



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legislation Details (With Board Report)

File #: 19-0047 **Name:** County's Engagement Survey
Type: General Agenda Item **Status:** Scheduled PM
File created: 2/5/2019 **In control:** Board of Supervisors
On agenda: 3/12/2019 **Final action:** 3/12/2019

Title: a. Receive an Oral Report from the Human Resources Department on the County Engagement Survey Results and Website.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. HR BOS Committee Employee Engagement Presentation - Final, 3. No. 31 Completed Board Order

Date	Ver.	Action By	Action	Result
3/12/2019	1	Board of Supervisors	received	

a. Receive an Oral Report from the Human Resources Department on the County Engagement Survey Results and Website.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Receive an Oral Report from the Human Resources Department on the County Engagement Survey Results and Website.

SUMMARY:

In May of 2018, Monterey County administered its first Employee Engagement Survey to assess employee morale, satisfaction and engagement in the workplace, with the intention of conducting this survey annually moving forward. The first survey consisted of 42 Questions with nine themes including: Career Development, Work Engagement, Compensation, Your Team, Your Supervisor, Your Department's Management, Benefits, Work Environment, and Job Satisfaction. Overall, 1,272 employees responded to the survey for an overall response rate of 32.45%. Additionally, the County had a medium employee engagement score of 3.58 out of 5.

DISCUSSION:

The Human Resources Department in collaboration with the Information Technology Department has developed an Employee Engagement Website. The purpose of the Monterey County Employee Engagement Website is to share survey results, action plan success stories, and employee engagement resources with employees. Additionally, the website will be the main platform used to communicate when the next survey will launch.

The internal website was presented to the Board of Supervisor Human Resources Committee on February 13, 2019. The Committee requested that the item be presented to the full Board of Supervisors.

The website will be active to employees via the County's INFONET effective Monday, March 11, 2019.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office, and all County Departments have worked in support of the Employee Engagement Survey.

FINANCING:

There is no associated cost.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The level of employee engagement by Monterey County employees affects all the Board of Supervisor Strategic Initiatives. Employees with higher levels of engagement have higher levels of job performance in terms of both quantity and quality, and lower levels of absenteeism and worker compensation claims.

Mark a check to the related Board of Supervisors Strategic Initiatives

☒ Economic Development
☒ Administration
☒ Health & Human Services
☒ Infrastructure
☒ Public Safety

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Attachments:

Board Report