

HUMAN RESOURCES DEPARTMENT 2022 SURVEYS

Presentation by :

Catherine Crusade, Employee Engagement Manager



County of Monterey
HUMAN RESOURCES DEPARTMENT
The Right Career, Right Here

In 2022, the Human Resources Department conducted the following surveys:

- Human Resources Department survey questions focused on “Intent to Stay” as part of the *2022 Countywide Employee Wellness Program and Employee Engagement Survey*
- *New Hire and Onboarding Survey*
- *Former Employees who Retired or Resigned Survey*

	<i>Intent to Stay Survey Questions</i>	<i>New Hire and Onboarding Survey</i>	<i>Former Employees Who Retired or Resigned Survey</i>
Time period that survey was open	March 21 st , 2022, to April 4 th , 2022	April 14 th , 2022, to May 2 nd , 2022	April 20 th , 2022, to May 2 nd , 2022
Number of potential participants	5,176 employees Does not include employees who were on a leave of absence between 3/21/2022 and 4/4/2022	477 permanent full and part-time employees from all departments who were hired from 1/4/2021 to 3/28/2022 received an email invitation to respond to the survey.	355 former County of Monterey employees who voluntarily resigned or retired from January 1 st , 2020, to December 31 st , 2021, received an email invitation to respond to the survey.
Number of respondents	2,979	168	154
Participation rate	58%	35%	45%
Department participation	All departments including Natividad	All departments including Natividad	All departments except for Natividad

Intent to Stay Survey

What motivates you to continue working here?

(Top 5 responses out of 20 potential options)

- 1. I enjoy the work that I do
- 2. Post-retirement benefits
- 3. My coworkers and team
- 4. I am currently provided the opportunity to work from home
- 5. Career/ promotional opportunities within my department and/or the County

What could the County improve upon that would motivate you to stay?

(Top 5 responses out of 19 potential options)

- 1. Compensation
- 2. Benefits (medical, dental, vision)
- 3. The opportunity for me to work from home on a part-time or full-time basis if my job duties can be carried out from a remote location
- 4. Career development and promotional opportunities
- 5. More balanced workplace

New Hire and Onboarding Survey

Former Employees Who Retired or Resigned Survey

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New Hire and Onboarding Survey

“What motivated you to join the County of Monterey workforce?”
(Top 5 responses out of 15 potential responses)

1. Benefits (health, vision, dental)
2. The opportunity to work for an organization that serves the community
3. My current position is a good fit for my skills
4. Post-retirement benefits
5. I heard good things about working for the County of Monterey

What can the County of Monterey do to recruit and retain talented employees?
(Top responses out of 8 potential responses)

1. Compensation
2. Benefits (health, vision, dental)
3. Post-retirement benefits
4. The opportunity to grow one’s career with an organizations that is comprised with over 20 departments that offer very diverse services
5. The opportunity for a flexible work schedule (different start and end time)

Former Employees Who Retired or Resigned Survey

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Former Employees Who Retired or Resigned Survey

What motivated you to end your employment with the County of Monterey?
(Top 5 out of 18 potential responses)

1. I did not feel valued/low morale
2. Other, please specify
3. The management style of my supervisor was not compatible with my working style
4. Stress/burn out
5. My personal life changed

Other, please specify topics:

- COVID-19 related
- Manager, Supervisor, Leadership
- Stress/Burn Out
- Work Hours
- Workload
- Work/Life Balance
- Personal Life Changes
- Relocation
- Culture
- Lack of Professional Growth and Promotional Opportunities
- Remote Work Related
- Compensation
- Team Member Behavior
- Childcare or Eldercare

What would motivate you to consider returning to the County of Monterey?
(Top themes and topics provided in response to the open-ended questions)

- Compensation/cost of living
- Promotional opportunities and rewarding work
- Management
- Culture
- Benefits
- Remote work
- Work hours
- Workload
- If former team members need assistance
- Nothing would motivate me to return

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Current and Upcoming Initiatives

Career Development/Promotional Opportunities

Currently Offered Countywide:

- Learning Management System
- Leadership Learning Exchange/Career Development
- Better-Up Coaching
- National Association of Counties Leadership Program

Currently Offered and Department Specific:

- Trainee Program (Dept)
- Working Out of Class Opportunities (Dept)

Upcoming Offerings:

- Stay Interview Toolkit
- Tuition Assistance Pilot Program
- Performance Management Module

Remote Work and Flexible/Alternative Work Schedule

- County Telework Program: Telework Policy, Administrative Procedure and Telework Agreement
- Mandated Online Telework Training Courses in the Learning Management System
- Evaluate and Refine Flexible and/or Alternative Work Schedule Policies
- Partial Service Retirement (upcoming)

Compensation and Benefits

- Compensation Philosophy
- Classification and Base Wage Studies

Employee Incentive Programs

- Employment Bonus for difficult to recruit positions
- Employee Referral Bonus for difficult to recruit positions
- Employee relocation/moving allowance

Employee Benefits

- Deferred compensation: 457(B) and 401(A)
- Employee Assistance Program (FEI)
- Flexible Spending Account
- Dependent Care Assistance Program
- MetLife legal services
- Pet insurance
- Public Service Loan Forgiveness
- Golden State Finance Authority (GSFA) Assist-to-Own program