

THE NESTM

The National Employee SurveyTM

Los Alamos County, NM

Open-ended Questions: Verbatim Comments

2020



2955 Valmont Road Suite 300
Boulder, Colorado 80301
n-r-c.com • 303-444-7863



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777 North Capitol Street NE Suite 500
Washington, DC 20002
icma.org • 800-745-8780

Los Alamos County
Employee Survey 2020

What is our GREATEST strength as an organization?

- 1 LAC is a healthy work place.
- 2 We have great people with great attitudes
- 3 Our People!
- 4 personal respect and appreciation
- 5 That we have very talented people at every level of the organization.
- 6 Integrity
- 7 Unity
- 8 Leadership, working relationships and employee support.
- 9 available funding for projects
- 10 Well funded for our size of community
- 11 community service
- 12 In general, we are integrated into our community as best we can be.
- 13 Community based
- 14 resources - people and funding
- 15 stability
- 16 Community Service outreach
- 17 the unity of our employees
- 18 employee team work.
- 19 the acceptingness
- 20 Benefits and employee support and engagement
- 21 money
- 22 Have a good team that is knowledgeable with good years of experience.
- 23 Highest pay
- 24 Professionalism
- 25 training and resources
- 26 Communication
- 27 Pride in our work for Los Alamos County
- 28 vision of excellence. The Leadership believes in their vision.
- 29 Great workers
- 30 Overall keeping if Los Alamos county.
- 31 People
- 32 Customer service
- 33 Employees are very important and it is relayed in various ways.
- 34 Great benefits for employees
- 35 Manipulation of employees.
- 36 The production over the years, each department growing and making it more available for the County of Los Alamos.
- 37 Unity of purpose and execution
- 38 Most timely communication.
- 39 Team players
- 40 Communication
- 41 positive work environment
- 42 Customer Service, Communication and Trust
- 43 Dedicated, knowledgeable staff willing to serve.
- 44 Majority of the employees are will to help each other
- 45 The library. The community loves it.

Los Alamos County
Employee Survey 2020

What is our GREATEST strength as an organization?

- 46 excellent benefits
- 47 team work
- 48 I have been blessed to work here, I have had many training opportunities and opportunities for advancement. We have many resources and ethical employees.
- 49 getting the job done
- 50 Communication
- 51 PERA
- 52 Really intelligent people work for this organization
- 53 our diversity of people and skills
- 54 Customer service
- 55 Communication and continuous improvement
- 56 Great funding
- 57 Hard working employees
- 58 The employees
- 59 We have some really great employees.
- 60 Regulatory compliance
- 61 Budget
- 62 Flexibility
- 63 The workers
- 64 Numbers
- 65 motivation to increase my knowledge
- 66 Dedicated Employees
- 67 Years of experience with in the staff.
- 68 benefits and good place to work
- 69 The employees them selves
- 70 dedication of work force
- 71 Team environment
- 72 Excellent sense of teamwork
- 73 team work
- 74 Benefit package
- 75 teamwork
- 76 Treatment of employees
- 77 Improving as we move forward
- 78 encouraging employees to grow
- 79 You have a good police department and fire department that are really involved with the community. You have a good community services department that's really involved with the community. And the crews that are out on a daily basis are very good with the citizens. And your office and senior office specialist employees are really good at dealing with the public. Management end of your management depends on the department some are really wonderful and good with their employees and the citizens and someone just downright rude and not nice to anybody, least of all their employees.
- 80 Benefits
- 81 The excellent employees
- 82 Working Environment
- 83 Reliability
- 84 employees

Los Alamos County
Employee Survey 2020

What is our GREATEST strength as an organization?

- 85 I think there's a strong sense of teamwork. If I need help from another department, they are usually quick to provide such help, even though we are not in the same department.
- 86 The employees coming together and making their own directions and goals.
- 87 Skilled committed staff
- 88 I think we have amazing benefits and a strong XXXXXX YYYYYYY.
- 89 Front line staff and workers
- 90 Listening to community
- 91 Employee recognition
LAC promotes employees to be ethical, provide trainings online (some videos could use improvement), salaries are good-although some offices have a small staff making the workload extremely heavy for the the staff, this hurts morale of the staff. These employees experience a more frustrated Director when it comes to performance because the expectation is high but staff does not have the man power and also experience time limitations to complete the required tasks, additional tasks and vision/goals of the Director.
- 92 Employees
- 93 Staff willing to do a good job and the right thing.
- 94 Ideals in action! Aspirations match expectations match behavior-this creates strong teams and a great workplace.
- 95 Great workers who are knowledgeable about their job. Relaxed atmosphere.
- 96 The overall environment is welcoming; there is room for growth.
- 97 The People
- 98 communication
Our XXXXXX YYYYYYY knows every employee by name and makes each individual feel important and part of the team. He asks questions and respects professional opinions on the matter. Our greatest strength as
- 100 an organization is it feels like you can count on any employee to help achieve a common goal and help each other regardless of the area you work in. Information is conveyed in both directions on a regular basis and makes everyone feel included.
- 101 the organization will respect the opinion of subject matter experts
It has high standards which i like a lot. Compared to other counties, you just really can't. This county is an
- 102 excellent place to work. I am very grateful and thankful to work for the Los Alamos County Detention Facility.
- 103 The front line workers.
- 104 Caring for the well being of employee
- 105 .
- 106 personnel
- 107 Our leader - XXXXXX YYYYYY demonstrates a high level of professionalism and integrity.
- 108 leadership
- 109 Resources
- 110 Our Benefits
We all understand how people working at the labs see us, and we are a tight and understanding group for the community workers. We see one another as an equal.
- 111 Service to the citizens of Los Alamos
- 112 Supervisor
- 113 Employee skills and knowledge.
- 114 Having an enormous budget for the size of the community comparable to other similar size communities, due to LANL.
- 115

Los Alamos County
Employee Survey 2020

What is our GREATEST strength as an organization?

- 116 Providing quality services to our customers, the citizens.
- 117 The happiest environment I have ever worked in.
- 118 our People
- 119 ***** over workers.
- 120 Our employees
- 121 customer service to employees
- 122 Dedicated employees
- 123 Our employees. They go above and beyond many times. I also want to thank the County for continuing to look out for the employees during covid. We are so fortunate.
- 124 The employees are dedicated to the community and to the county.
- 125 Benefits and Retirement Package
- 126 The field crews
- 127 Staff who are dedicated to providing quality services to County residents
- 128 Money from GRT
- 129 The individuals in the workforce.
- 130 Professionalism.
- 131 Your employees.
- 132 Selling yourself
- 133 Our service population
- 134 Employee commitment.
- 135 The staff and middle managers.
- 136 Providing great customer service to external customers
- 137 employees
- 138 Employees
- 139 Budget
The ability to perform tasks with broken equipment due to limited response from I.M./I.T. services and
- 140 low morale due to poor compensation/high PERA deductions on every check because the county will not re-negotiate a better deal for its hard working employees
- 141 The people
- 142 Job security
- 143 Level of employee moral.
- 144 Skills of the staff.
- 145 Communication
- 146 Effective communication and customer service
- 147 Overall is it a great place to work!
- 148 Brotherhood with in department
- 149 teamwork
- 150 The communication at Los Alamos has been great so far.
- 151 Benefits
- 152 Providing Resources to Complete Job Functions
- 153 It's employees.
- 154 Good people
- 155 Ethic and work standards -
- 156 Service to Community
- 157 our people
- 158 Unlimited federal dollars from the Lab

Los Alamos County
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What is our GREATEST strength as an organization?

- 159 Team work
- 160 customer service internally and externally
- 161 The retirement and benefits that are given to the Employees.
- 162 Organized - actively plans and implements as necessary instead of just reacting to a need or situation.
- 163 Communication
- 164 The Employees
- 165 Benefits and flex time
- 166 Benefits
- 167 good work enviroment
- 168 Employees
- 169 flexibility
- 170 Committed and knowledgeable employee
- 171 Everyone (almost) seems to enjoy being here and working together
- 172 The County shows appreciation to their employees!!
- 173 The ability to be a positive force for our community
- 174 High level of Quality of work. Good projects both facilities and infrastructure.
- 175 Superior employee knowledge and dedication. Employees are what keep the county excelling.
- 176 Budget, Professionalism, Expertise
- 177 That there are multiple resources to use for work or even for personal goals. Most of the time Los Alamos County is willing to work with you to help when it can and explain what you need to do for certain things.
- 178 As an overall organization--the community supports most of what the various Departments do, and therefore provides support to the County as a whole.
- 179 customer service
- 180 The focus on being a team player/part of the puzzle, and having the protections of working for a municipality.
- 181 Field employees
- 182 Customer Service
- 183 Financially stable
- 184 We have more money than most employers in New Mexico.
- 185 Timeliness
- 186 Communication
- 187 working together
- 188 Communication & concern for employees
- 189 Benefits.
- 190 Coworkers are friends and most value the quality of their work.
- 191 The high morale which fosters teamwork.
- 192 The county is involved in all aspects of life in Los Alamos, the organization has a far reach and therefore can impact the community positively.
- 193 We are Financially sound and can afford to pay people well
- 194 Professionalism
- 195 Los Alamos is small and affluent so providing quality service is easy.
- 196 Salary, flexibility
- 197 Everyone is pleasant to deal with
- 198 Local Government
- 199 Community
- 200 Our people and their enthusiasm for and commitment to the community and each other.

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What is our GREATEST strength as an organization?

- 201 County Manager's Office
- 202 The ability to invest into employees through training and raises for great performances.
- 203 Benefits
- 204 Employees
- 205 No Comment
- 206 Communication
- 207 Competitive pay and benefits. Level of expectations is fair
- 208 Reliable Employment
- 209 Flexibility
- 210 Dedication and enthusiasm.
- 211 Our workforce skill level & talent - very unique and excellent
- 212 Team work and collaboration

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If you could change ONE THING about your job/workplace, what would it be?

- 1 leadership and more chances to become educated within the job
- 2 More Staff Members
- 3 Honestly nothing comes to mind, I love my job.
- 4 Additional staffing
- 5 Location
Expand residency requirements for executive positions, i.e. deputy/department directors, etc., to acquire a
- 6 broader and diverse applicant pool with local experience and enhance career path opportunities to help retain experienced employees. For example, residency within a 30-mile radius of Los Alamos County.
- 7 More resources
- 8 Paid Paternal Leave! Better benefits compensation, better than LANL to entice people to work for us.
- 9 promoting more volunteer work
- 10 I would make the hiring process quicker.
- 11 Don't know.
- 12 More hours for casual employees
- 13 less night meetings
- 14 communication
- 15 Internal promotions and lateral transfers
- 16 I would update some of our equipment
- 17 Hiring practices of Management.They need to promote from within instead of hiring from the outside.
Also i would stop the favoritism that is going on in management.
- 18 scrapping IT
- 19 facilities doesn't fix anything++++
- 20 Private work space to not be distracted by others talking loudly or interruptions.
- 21 paying so much into pera
- 22 Get paid more
- 23 have leadership lead by example, instead of different rules for thee than me.
- 24 I am good, only on job few months
- 25 Implementation and follow through on more green policies for the workplace and for the community over all.
- 26 Working four ten's and having three day weekends
- 27 Supervisor is unclear and un helpful
- 28 Higher salary
- 29 Nothing
- 30 Consistency on delays regardless of department. This is a safety concern
Mentoring lover level employees to grow into management positions and not just hiring new management
- 31 from other places. Worked in multiple departments within the county and have noticed this both places on multiple levels.
- 32 Remove certain staff members.
- 33 I would like to see more reuniting of the public involved with the Los Alamos County Animal Shelter. With Animal Control staff increasing more office space will be needed for staff employees.
- 34 I cannot think of anything. I am very satisfied at the moment.
Would like to see remote work continue after covid-19 situation is passed. County was very reluctant to
- 35 provide flexible working arrangements prior to covid-19, and I think we have proved that it can work well for the organization.

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If you could change ONE THING about your job/workplace, what would it be?

- 36 Having 'easy' recognition options for employees, and not having to do anything 'big' to get some recognition.
I believe HR should do an exit interview with all/any employees who change positions within the County.
- 37 A lot of time it is due to frustration of nothing being done by HR to correct a know behavior regarding a supervisor to manager.
More flexible schedules to allow time to be made up later if we need to arrive or leave work other than normal times on occasion. I have seen on paper they say flexible schedules, but have not seen it work that way. I thought flexible schedules were there so people don't have to take so much leave.
- 38
- 39 We need custodial services at the WWTP
- 40 clearer expectations during COVID (but I understand this is a big ask)
- 41 Better Communication
- 42 Time allowed for health and fitness.
- 43 Sometimes it feels like Muni and PCS employees feel disconnected from each other.
- 44 Lack of progress.
- 45 leadership
- 46 better safety equipment
We could grow in interdepartmental efficiency, we sometimes lose efficiency between the separated departments. Consider attaching liaison positions to critical departments and their critical functions. For example, Full time IM positions attached to public safety departments. Encourage and invest in more collaboration amongst county departments. This is an area for growth even though this does occur.
- 47
- 48 more money
- 49 more feedback on job performance/job duties
- 50 Management
- 51 follow policies set in place
More money of course, but i would like more interdepartmental collaboration and more power given to each individual workplace. Getting to make more decisions for what works best for our library.
- 52
- 53 Have a funded wellness program.
- 54 We are about to get additional help
- 55 That supervisors promote within and push there employees to take new jobs.
For Senior Management to have more "personality diversity" (most members seems very conservative - don't rock the boat mentality) and a better "hands-on" understanding of the staff they lead.
- 56
- 57 If there was anything I would like to have more work days especially after waiting so long for the job
- 58 Leadership championing process improvement efforts
- 59 Permanent flexible schedule to include teleworking - much more productive & helpful to family
The PPA process is flawed. Exempt staff are held to undefined standards and can be given more steps easily. Exempts get more high scores than non-exempts. Non-exempts have a system which holds them accountable for things which may not apply, making it impossible to get a high score in that area. This makes it hard or impossible to reach the percentages needed for more steps. Goal setting and mid years reviews are largely non-existent.
- 60
- 61 Recognition and definition of role and services provided.
- 62 Equality of pay
- 63 Better communication
- 64 Higher rate of pay
- 65 Have humble supervisors who remember where they came from and learn how to treat their employees

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If you could change ONE THING about your job/workplace, what would it be?

- 66 Our competition for employee compensate should be LANL not surrounding agencies. Our Employees are not leaving for other state/local agencies. They are leaving for better opportunities across the bridge.
- 67 nothing
- 68 Accurate salary audits
- 69 Compensation/ Career options
- 70 Would not change situation as of now.
- 71 education opportunities
- 72 Better Communication
Change the directors job descriptions, they are outdated, not accurate to current structure, and do not allow easy movement from within. This is why almost every director comes from outside the county.
- 73 There have been internal employees who have applied for these positions, and not qualified by HR. The county demonstrates they value a BA or BS degree in administration from 20 years ago, over an internal employee with 10-15 years with the county and master degrees in other fields.
- 74 More opportunity for promotion. This is mos likely due to few people leaving the county.
- 75 N/A
- 76 communicating a little better
- 77 Leadership is needed throughout
- 78 higher pay
- 79 nothing
- 80 Being able to voice my concerns before decisions are made that affect all staff in my department.
- 81 My department director (elected official)
Make managers take classes on dealing with personalities of each of their employees and not to make assumptions about how a person is or isn't doing their job. They should sit down and ask questions before they jump to conclusions and make issues and make matters worse within their workplace. And they shouldn't be micromanagers. And they shouldn't be hateful.
- 82
- 83 Communication from Management
- 84 better work/life balance & more comp time for hours worked
- 85 Cluttered desk area with my predecessors stuff.
- 86 The general good of the community should play a bigger role in decision making than the positive/negative effect on CMO and Council reputations.
The fleet management system (I'm talking about the reservation and lockbox system) is the worst! While the reservation system communicates with the lockbox, the opposite is not true. Thus you can reserve a car on the reservation system, while the lockbox knows that it's not even here. I would say that 1 out of 3 times I use this system, there is a problem. It is very frustrating and wastes time. Also despite the fact that
- 87 there are clearly marked parking spaces for each of the check-out vehicles, people often park them elsewhere. This is especially a problem for the two hybrid vehicles, which have dedicated spaces, but people park them in the public spaces instead. And then people will also park them and the electrical vehicle without plugging them in. The all-electric car cannot run on gas, only electricity, so when people don't plug it in, they're just being morons.
- 88 The management.
- 89 Additional resources to accomplish mission or better prioritization of projects. Workload can be overwhelming.
- 90 The bullying, favoritism, and HR not supporting the employees and noone listening to employees just managers, management letting employees get away with things and others not

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If you could change ONE THING about your job/workplace, what would it be?

- 91 We need good leadership with clear goals and expectations. A leader who is a problem-solver and trusts us to do our jobs.
- 92 Covered parking
- 93 More staff
- 94 1. Increase the number of staff as needed for some departments, some have very few employees. The department has large working loads, demanding working loads and growing working loads with not enough staff. High performing employees are valuable assets but experience burnout due to shortfalls of staff. 2. With Pandemic as some departments have experienced possible exposure. Privacy is important but so is communication. If a department knows they have possible exposure they should enforce the quarantine time and also use good conscious of not going into other offices if they have a fear of a possible exposure due to what is going on in their department.
- 95 Employees doing the right thing all the time, even when no one is looking, even if it is harder or takes longer.
- 96 I might eventually need to look outside the county for full-time employment.
- 97 I don't feel there is anything I need to change about my job. It's great.
That my immediate supervisor trust my abilities and knowledge and understand that any changes I suggest to the process are meant to improve and streamline our processes in the best interest of the County and the employees we serve.
- 99 Increase Dispatcher salaries
- 100 I would like for us to create a sick leave bank for county employees.
- 101 More in house training and more staff support in procurement to expedite services.
- 102 greater clarity and financial reporting of operational and capital projects
- 103 Better career advancement paths.
It would be for staff to have the fullest respect for one another, not gossip, not make up lies about other staff members to attempt to destroy their image. And for sure this one thing or problem I see is favoritism. From my perspective and experience is just because a staff member is your personal friend you shouldn't out cast him/her and mentally diminish an individual who performs very well over another who doesn't. I have dealt with a Supervisor who is severely into hunting and just simply because a new comer staff member who I consider to be very rude befriends him over common similar ideas and goals due outside of work. They get treated with so much respect and favoritism. And also just because a Supervisor has known a fellow staff member or related to them through marriage at the work place, they receive better treatment and are favored over other staff and are not held on the same level. Thank You for giving me the opportunity to voice my opinion. I really appreciate that you care. *** Bless
- 104
- 105 The pay disparity from the front line worker to management. We pay way too much for top level employees and not nearly enough for the employees that get work done each day.
- 106 Nothing.
- 107 .
- 108 proper work enviroment
- 109 nothing
- 110 Negative coworkers

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If you could change ONE THING about your job/workplace, what would it be?

- My pay. I am thankful to have this paying job, and i love my job so much, but i have been working in the same area for 4 summers and have only been raised \$2 in a place that i am training people to do that same job making \$15+. it is just frustrating that i have to do my job, and show others to do the same job while being paid less simply because I am younger. i have gone to HR and Payroll to discuss this, along with my super visors and felt as though i was just told that there was nothing anyone could do. I'm still with the county because i love my job, but i do think that there could be a change made into that area.
- 111
- 112 Comp Time, More Training, Higher wages
- 113 How non-exempt staff are treated.
- 114 BETTER COMMUNICATION
- 115 Provide other departments divisions with better information about what we do.
- 116 Spend the enormous budget on the hard working county employees.
- 117 To have the ability and support to work from home during inclement weather and to decide when I should do so.
- 118 If procurement would keep up with demand.
- 119 Trust on my ability to do my job,
- 120 Close the pay gap between managers and actual workers.
- 121 Competitive salaries with the market
- 122 bigger budget for tools
- 123 Fairer distribution of workload
- 124 Would like to see us go back to a 3 yr schedule to replace computers in work areas.
- 125 All staff should wear masks all the time, even in their work stations until the county invests n hepa medical filters.
- 126 More consistent application of rules.
- 127 For the Boss to not bring bags from the past!!
- 128 Clearer expectations on what the roles and responsibilities are for my position
- 129 Do not know, I love my workplace.
- 130 Better equipment
- 131 Work is fairly distributed. Lazy employees are disciplined and held accountable.
- 132 Upper management
- 133 WWWWW XXXXX and YYYYYY and ZZZZZ
- 134 Be more visionary, drive harder, more ambitious
- 135 Less political chaos in County operations.
- 136 less waiting, more doing
- 137 Better compensation to compete with LANL
- 138 consistent direction
- 139 Bias on behalf of certin Supervisors.
- 140 More budget
- 141 PERA DEDUCTIONS ARE RIDICULOUS. TOO HIGH. Worst deal in the state by far.
- 142 All of the command staff.
- 143 nothing at this time.
- 144 After COVID, allow continued permanent or regular telecommuting for those positions where it makes sense. It will encourage a better work/life balance and improve loyalty and moral.
- 145 Pay and benefits
- 146 Structure
- 147 N/A

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If you could change ONE THING about your job/workplace, what would it be?

- 148 Rate paid into PERA
- 149 upgrade computers
- 150 Not having to do this survey would be nice.
- 151 Better communication to all staff. Executive Leadership is in a vacuum.
- 152 Improve Internal Customer Service.
- 153 Nothing I can think of.
- 154 A better understanding of capital projects schedule and funding support
- 155 Employee flexible schedule
- 156 More communications for us Casual Employees. Left out of things until last minute. Ability to get a raise after nearly 15 years as casual employee - don't meet the hours requirement to be considered for a raise.
- 157 Bring senior management personnel back down to earth.
- 158 benefits for casual employees
- 159 Take into consideration the impact of Covid on future telework policies.
- 160 To replace the employee that has retired instead of all the work be handed to the two that are left.
- 161 no change
- 162 That others within the department could have a better understanding of each others roles and duties.
- 163 Nothing
- 164 come in from 7 am to 3:30 am
- 165 respecting & understanding employees culture traditions, health and loss of loved ones
- 166 HR in understanding our situation with our department supervisors.
- 167 More black and white written procedures for processes; guides for new hires
- 168 flexible work time
- 169 work 4 days a week with 3 days off and match the other city's on PERA 3% employee contribution, Rio Rancho employees only pay 2.5%
- 170 option to permanently work from home
- 171 the loss of work flexibility imposed by the time clock. The fact that I have to take annual leave when a traffic incident makes me late for work, but a supervisor can make me work different hours to fit county needs, shows a level of disregard for me as an employee. It reduces my enthusiasm to go above and beyond.
- 172 Better coverage on benefits exp: Coverage for weight loss surgery
- 173 Promotion should be based on qualification and seniority, not favoritism favoring friends who are unqualified and inexperienced.
- 174 HR inflexibility in setting excessively low formulaic recruitment salaries
- 175 Having an air conditioner in our shop!
- 176 Make the hiring process more user friendly
- 177 Some males are not use to working with females as equals, especially on the construction site.
- 178 Consistent employee growth across the county, even jobs specific to a Department should have a career path delineated and available for the growth of the employee.
- 179 Silos
- 180 Trying to get everyone in a more positive mind place. Not everyone trying to get your fired mind place.
- 181 The Department would be able have control of several of the functions handled by other County Departments--its own Information Management, its own HR, etc.
- 182 having enough personnel to cover shifts
- 183 That the COVID restrictions would lift, and we could all be in the office together again.
- 184 None

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If you could change ONE THING about your job/workplace, what would it be?

- 185 To many wasteful meetings. Individuals talk about things that are not relevant and it wastes too much time. As we can see now, basic meetings can be conducted via Zoom/Skype and they are just as effective.
- 186 Improvements to the PPA Process, and employee recognition. Consistency in how all employees are treated.
- 187 Don't ask for an opinion when the decision has already been made.
- 188 Overall organization.
- 189 N/A
- 190 To be able to work in different areas and not be so limited.
- 191 H.R. Dept. is the worst dept. in the county.
- 192 Promotional opportunity
- 193 compensation/health coverage
- 194 I would like flex schedules. 9/80s or 4/10s
- 195 The architecture of the building where I work (the library), it's a maze and customers get lost very easily.
- 196 Teamwork/cooperation among departments. We are all on the SAME TEAM and need to work together better to help each other get our jobs done.
- 197 With the pandemic we have not been able to leave our shift or do shift bids where police and dispatch were allowed.
- 198 Better working relationships other departments.
- 199 More ability for job growth and mobility
- 200 I need more support in my department which is open space (more employees and more vehicles)
During the pandemic with shut downs and remote work, I am eager for the day when I have more or full
- 201 access to the office/bldg. At the same time, I'm very appreciative of how the County has handled things and prioritized health and safety/reducing risk.
- 202 Office space and lunch room
- 203 Investing in employee's health and fitness- Pay a percentage to the fitness outlet.
Have everyone work within their job descriptions, report incident to the person in charge of the task. Have
- 204 employee report to their immediate t supervisors and not make the decision for them without asking that supervisor.
- 205 Cooperation and respect between departments
- 206 Morale
- 207 No Comment
- 208 Maintenance work orders fulfilled
- 209 reduce amount of upper management positions, the county seems top heavy with their admin group.
- 210 Would like when to work to get back up
i am happy whit most aspects of my current role, i will increase some of my responsibilities when it comes
- 211 to my team, and i will increase the pay higher.
Allow more permanent flexibility (extend teleworking where able/flex scheduling) to achieve better
- 212 work/life balance - especially for those of us that work so many excess hours and lose comptime by the tens and hundreds of hours each year in an effort to do an excellent job for the County.
- 213 Better communications