



## Council Meeting Staff Report

March 9, 2021

<b>Agenda No.:</b>	A.
<b>Indexes (Council Goals):</b>	* 2021 Council Goal - Enhancing Communication
<b>Presenters:</b>	Jennifer Dorian; Valerie Park
<b>Legislative File:</b>	13756-21

### Title

Presentation of 2020 Employee Survey Results

### Body

During last year's budget hearings, Council approved a budget item to conduct an employee survey utilizing a contracted firm. The last employee survey had been conducted over 10 years ago. HR sole sourced the employee survey to Polco/National Research Center (NRC) and began conversations with NRC in the fall of 2020 to discuss the survey requirements. In October, both NRC and HR sent out communication pieces to employees which included flyers and emails. The employee survey was open for employees to participate online from October 26th to November 13th, 2020.

The employee survey captured employees opinions on these six aspects:

- \* Job Satisfaction
- \* Supervisor and Work Groups
- \* Executive Leadership
- \* Workplace
- \* External Customers
- \* Support Services

On January 22, 2021, HR received the final report from NRC. The results of this survey were then discussed with our Personnel Board during their most recent meeting. Overall, the results provided to Las Alamos County showed a favorable response from employees, yet it also identified certain areas for improvement. Out of the 677 employees eligible to participate in the survey, 274 employees responded (40% response rate). Our contractor felt that we had good employee sample size and that it was comparable to other local governments/organizations of similar size. Almost all of employees who responded recommended working for the County and 9 out of 10 felt that the County was a good employer. In many areas of the survey, the County received a higher rating than the national average and other local government entities. The attachments provide an executive summary and also data tabulations and findings from the employee survey.

The purpose of this item is to present the Employee Survey to Council. Our goal going forward is to have the employee survey administered every 2 years. Doing so would allow the County to then compare results from the employee surveys to see if the County is trending in a particular direction and to create action items that promote employee morale and engagement.

### Attachments

- A - Workplace Report
- B - Demographic Cross Tabulations
- C - Employment Cross Tabulations
- D - Technical Appendices

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E - Open Ended Questions  
F - Employee Survey Presentation