

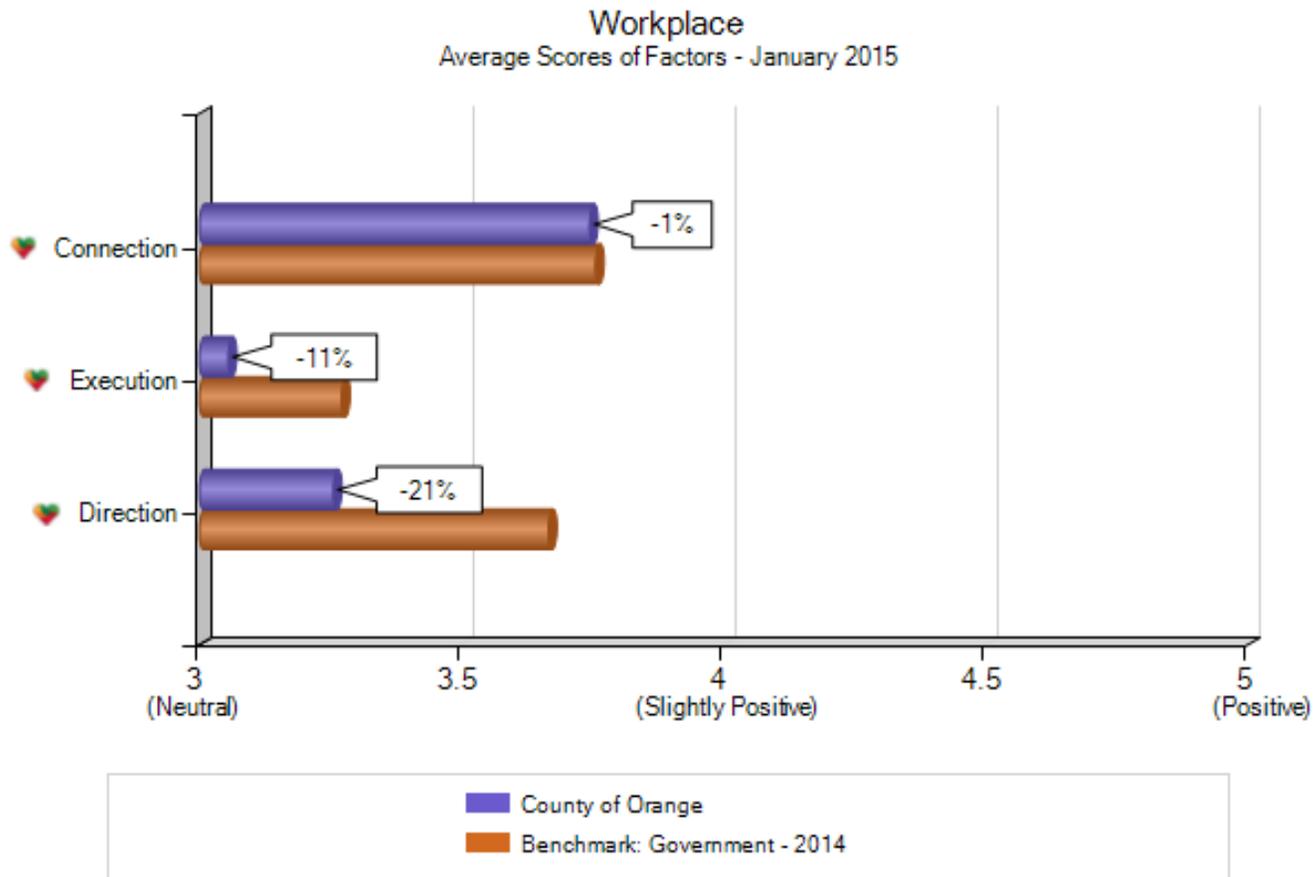
Workforce Engagement Survey Update

April 8, 2015

Overall Organizational Health:

- **Overall OrgHealth™:**
 - Evaluates whether your organization is likely to succeed in the long term: Having a clear sense of direction, executing, innovating and making employees feel valued.
 - Employees, above everything else, want to work at companies with high levels of OrgHealth™.
- **Components:**
 - Connection
 - Execution
 - Direction

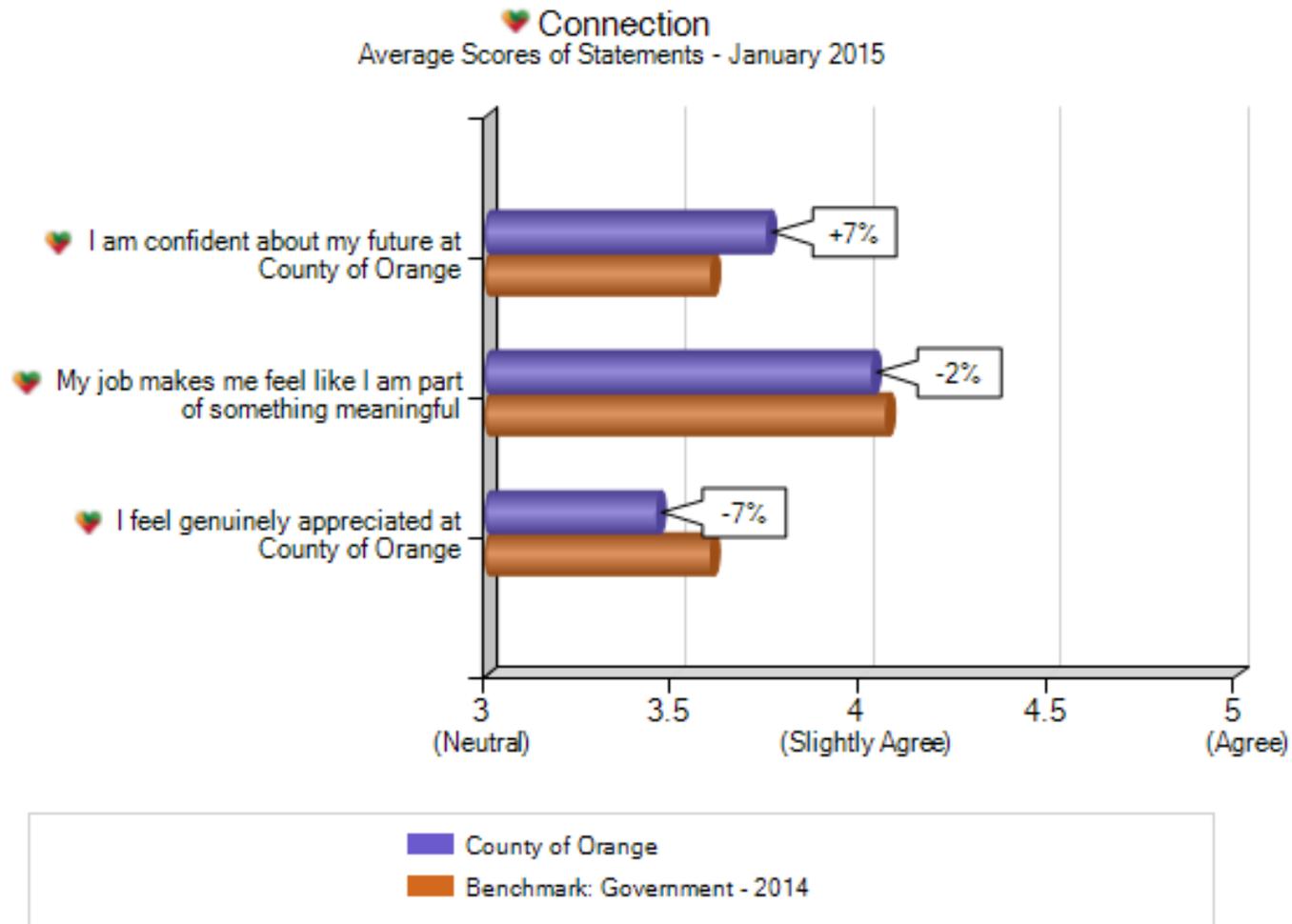
Overall County Workplace Factors: Connection, Execution, Direction



Connection Factor:

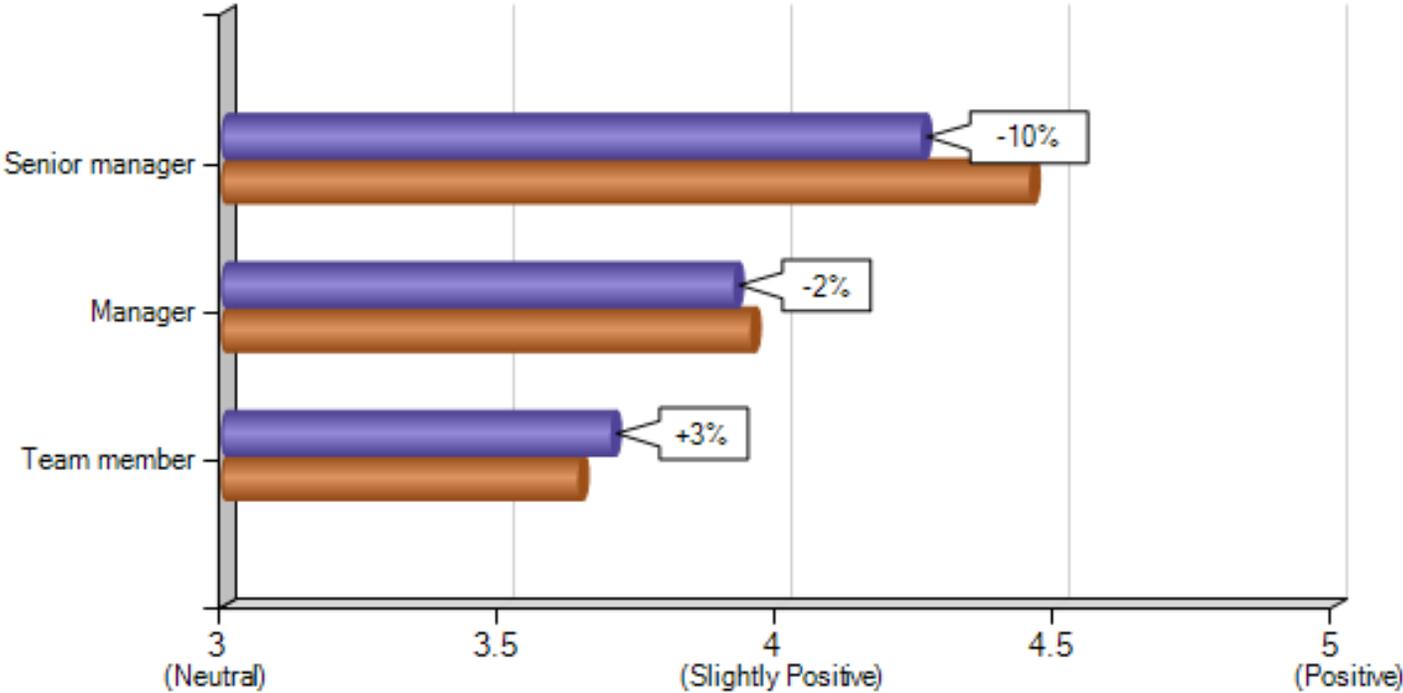
- I feel genuinely appreciated at County of Orange
- My job makes me feel like I am part of something meaningful
- I am confident about my future at County of Orange

Overall County Connection:



Overall County Connection by Job Grades:

 Connection
 Average Scores of Job Grades - January 2015

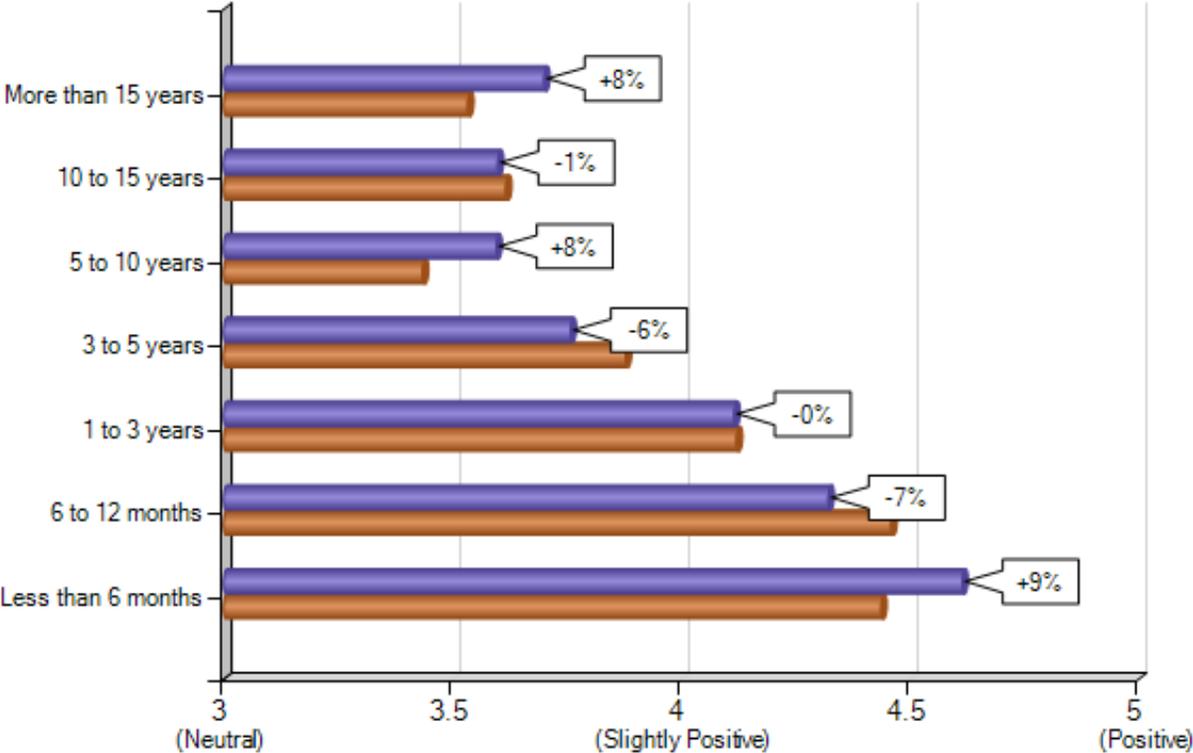


Job Grades	% of Responders
Team member	80%
Manager	13%
Senior manager	2%
Unspecified	4%



Overall County Connection by Tenure:

Connection
Average Scores of Tenure - January 2015

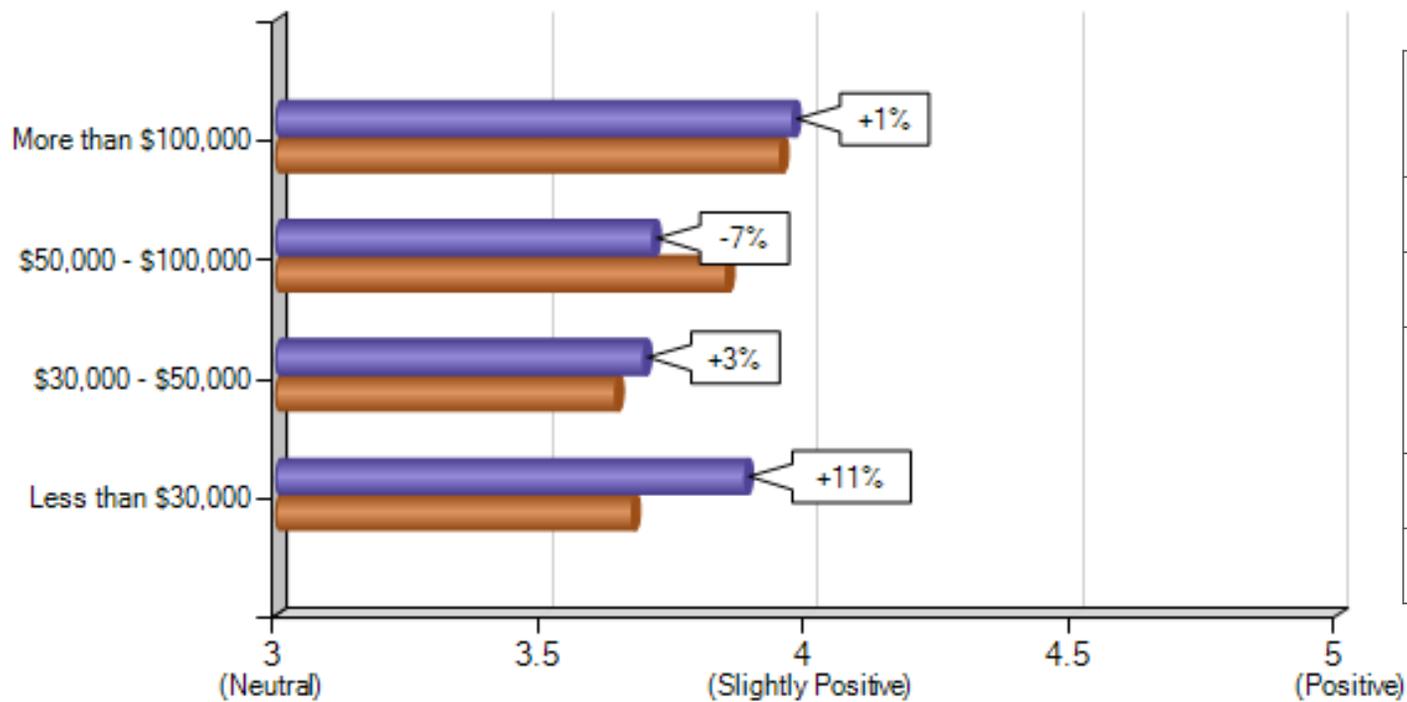


Tenure	% of Responders
More than 15 years	37%
5 to 10 years	21%
10 to 15 years	19%
1 to 3 years	11%
6 to 12 months	4%
3 to 5 years	3%
Less than 6 months	2%
Unspecified	4%

■ County of Orange
■ Benchmark: Government - 2014

Overall County Connection by Salary Bands:

 Connection
 Average Scores of Salary Bands - January 2015



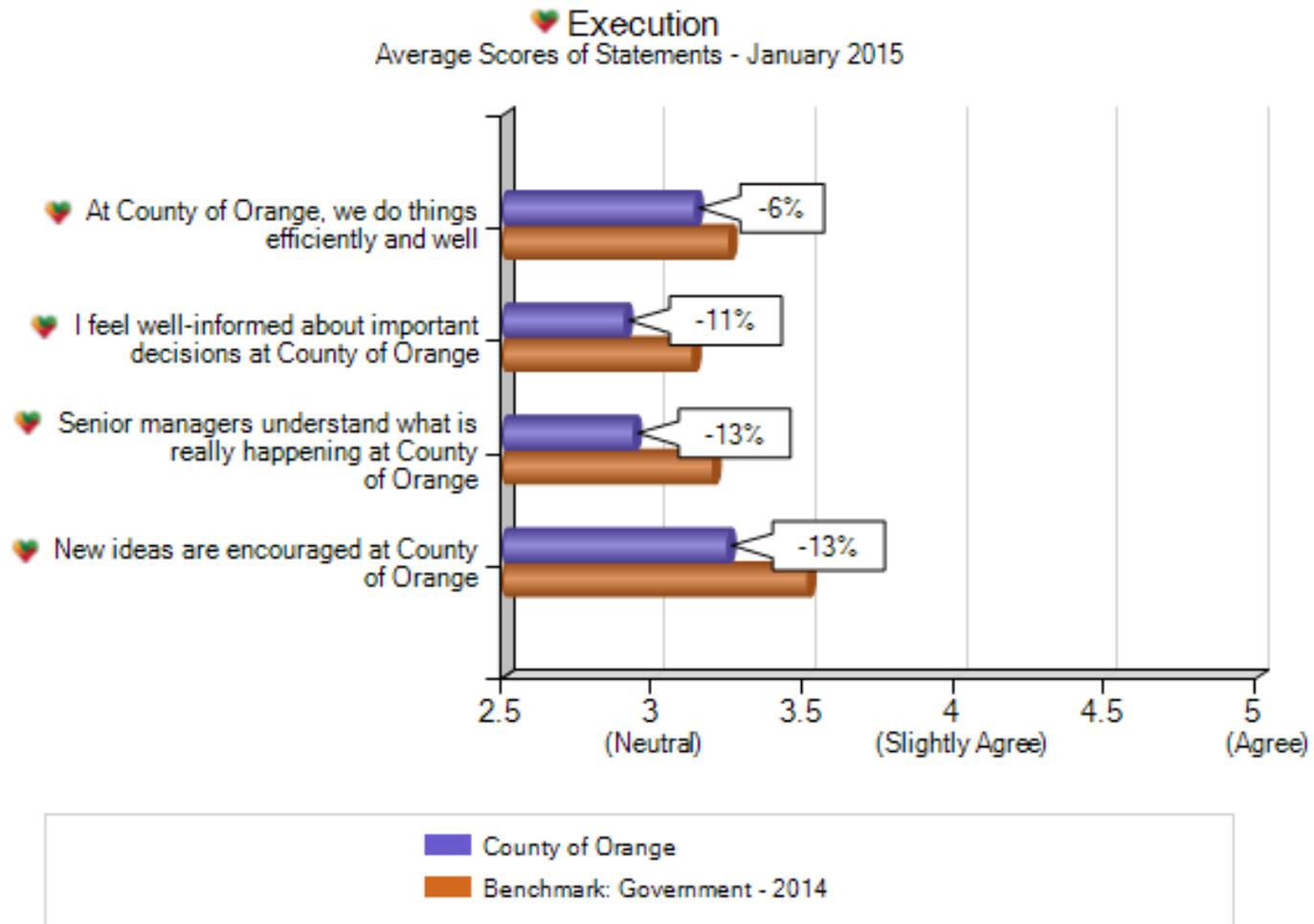
Salary Bands	% of Responders
\$50,000 - \$100,000	43%
\$30,000 - \$50,000	35%
More than \$100,000	12%
Less than \$30,000	5%
Unspecified	5%

 County of Orange
 Benchmark: Government - 2014

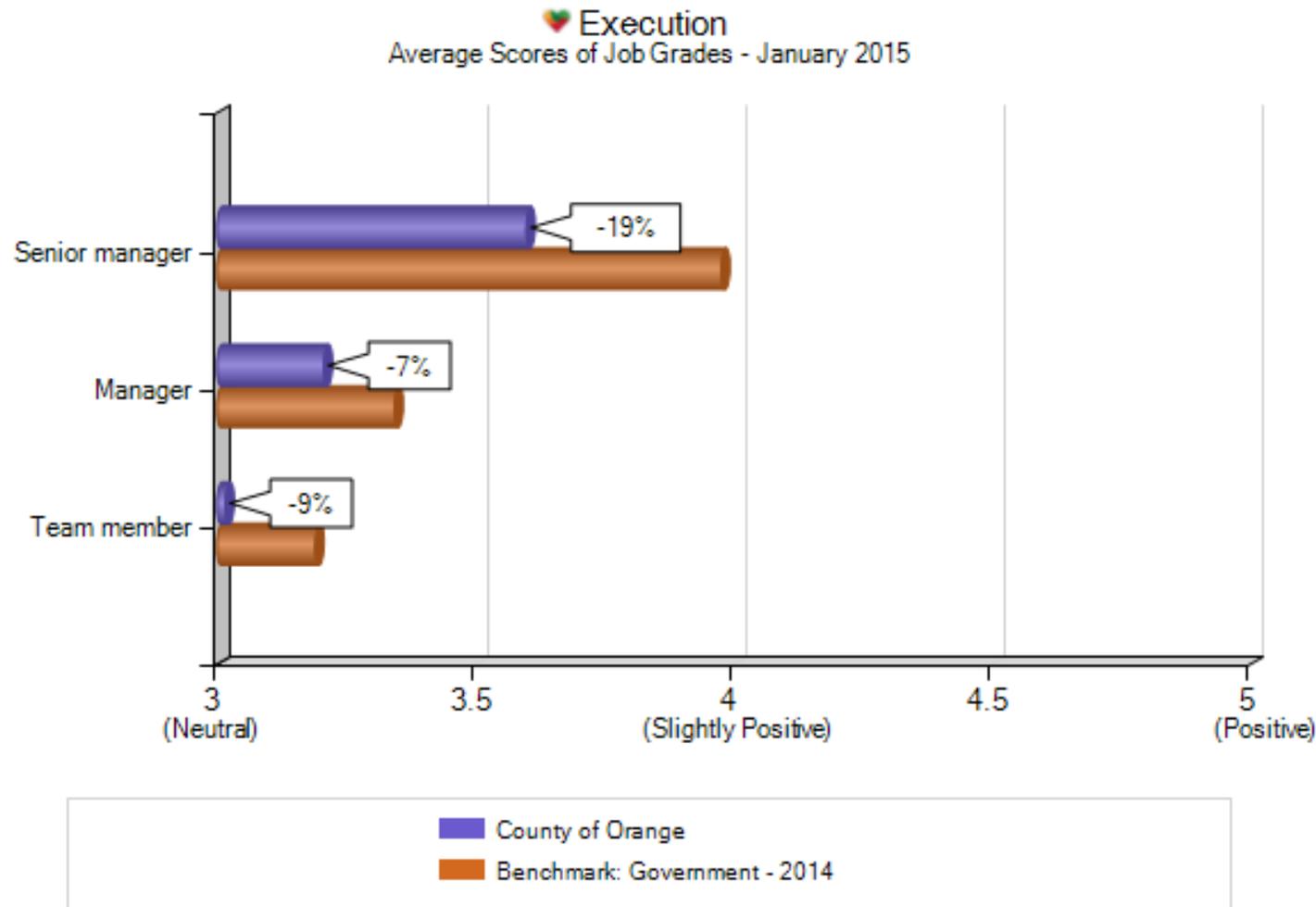
Execution Factor:

- Senior managers understand what is really happening at County of Orange
- I feel well-informed about important decisions concerning County of Orange
- At County of Orange, we do things efficiently and well
- New ideas are encouraged at County of Orange

Overall County Execution:



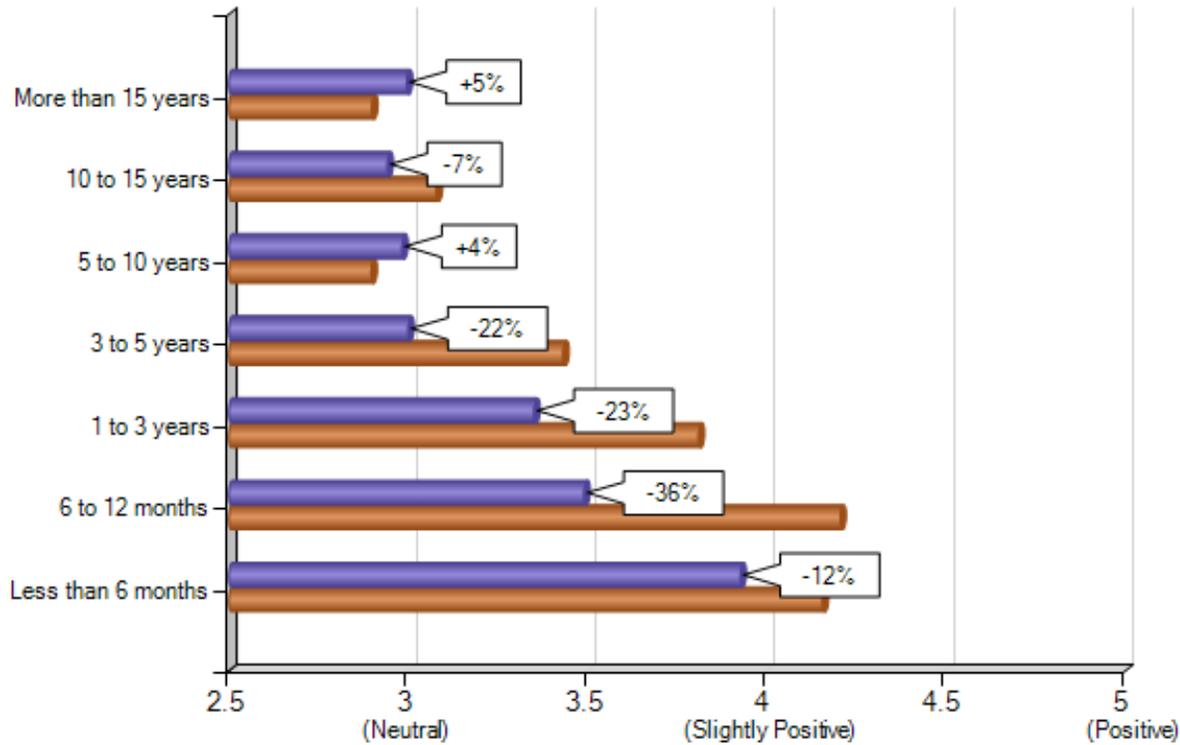
Overall County Execution by Job Grades:



Job Grades	% of Responders
Team member	80%
Manager	13%
Senior manager	2%
Unspecified	4%

Overall County Execution by Tenure:

♥ Execution
Average Scores of Tenure - January 2015



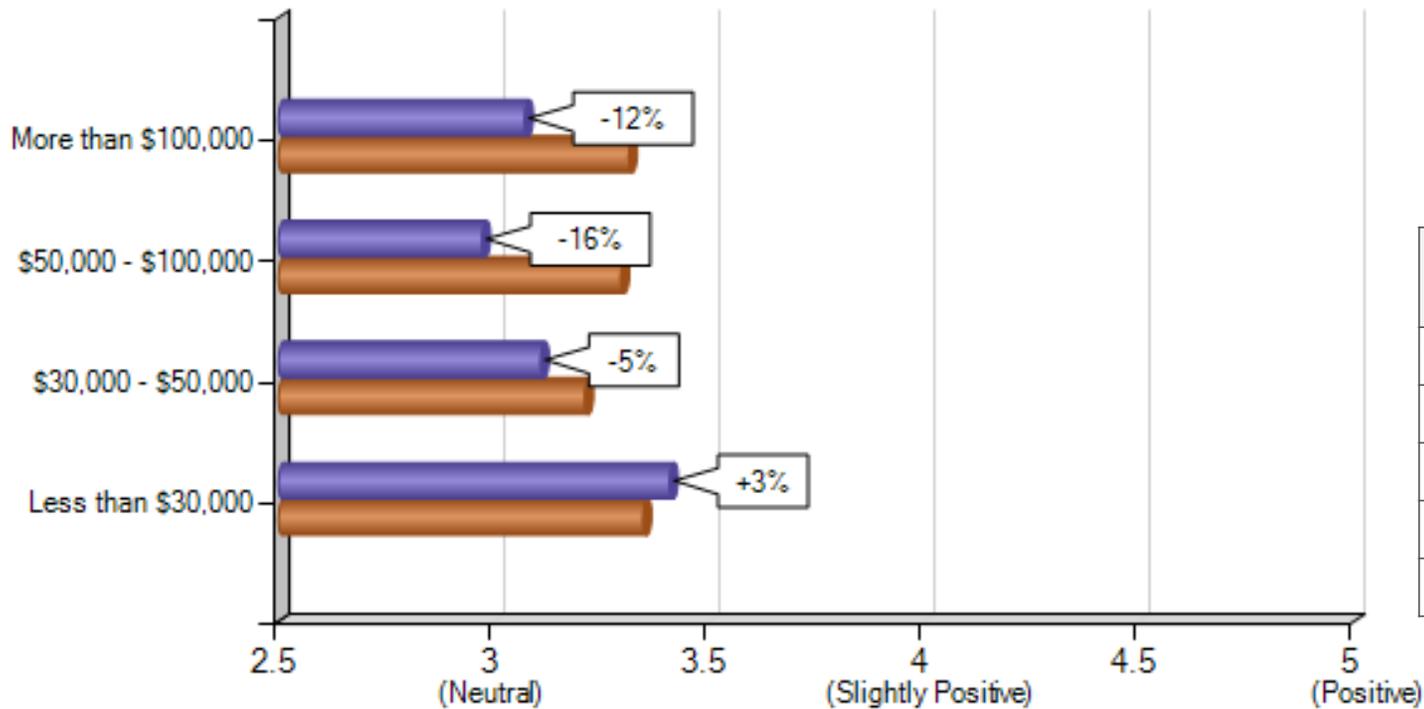
Tenure	% of Responders
More than 15 years	37%
5 to 10 years	21%
10 to 15 years	19%
1 to 3 years	11%
6 to 12 months	4%
3 to 5 years	3%
Less than 6 months	2%
Unspecified	4%

■ County of Orange
■ Benchmark: Government - 2014

Overall County Execution by Salary Bands:

🍷 Execution

Average Scores of Salary Bands - January 2015



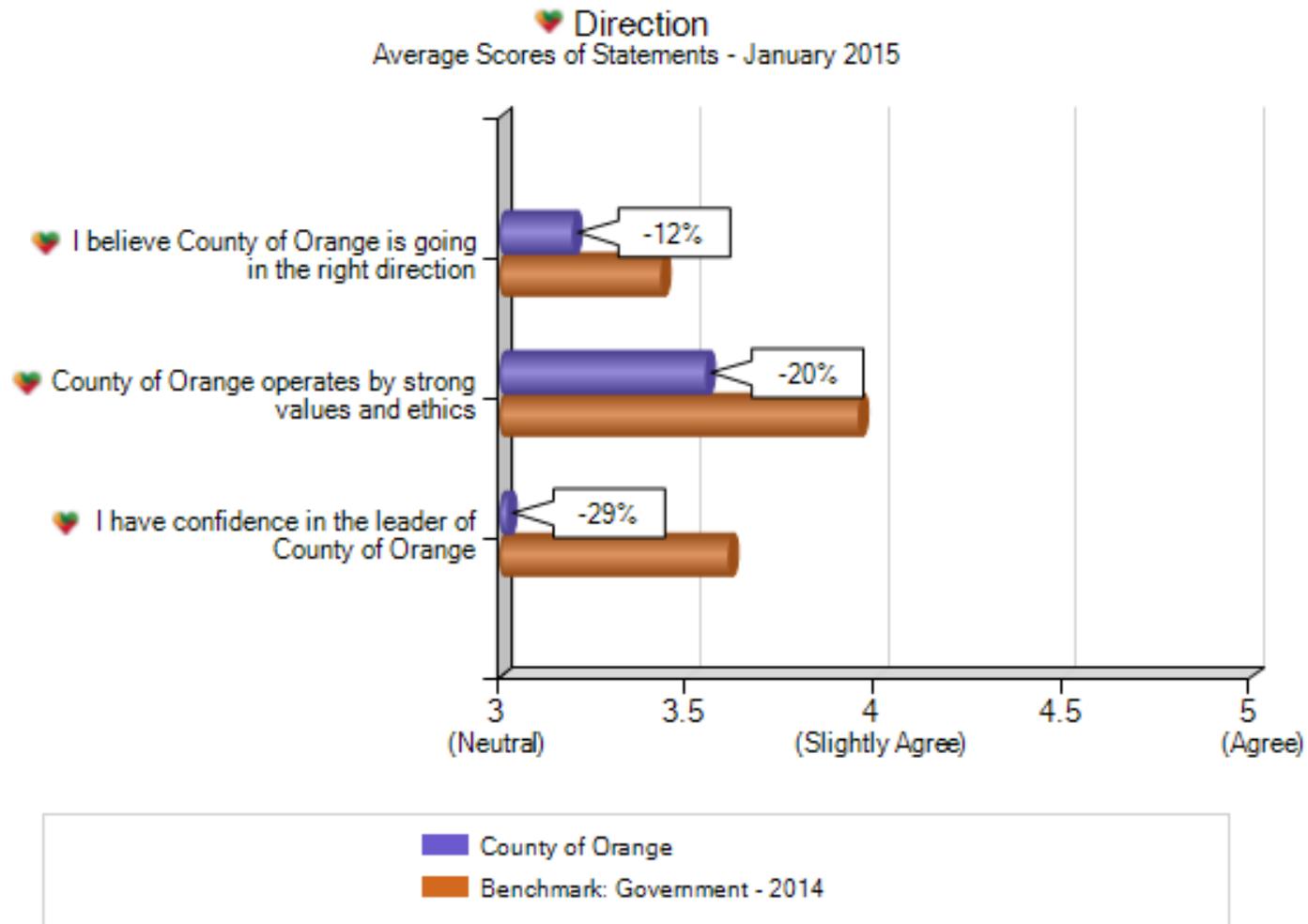
Salary Bands	% of Responders
\$50,000 - \$100,000	43%
\$30,000 - \$50,000	35%
More than \$100,000	12%
Less than \$30,000	5%
Unspecified	5%

■ County of Orange
■ Benchmark: Government - 2014

Direction Factor:

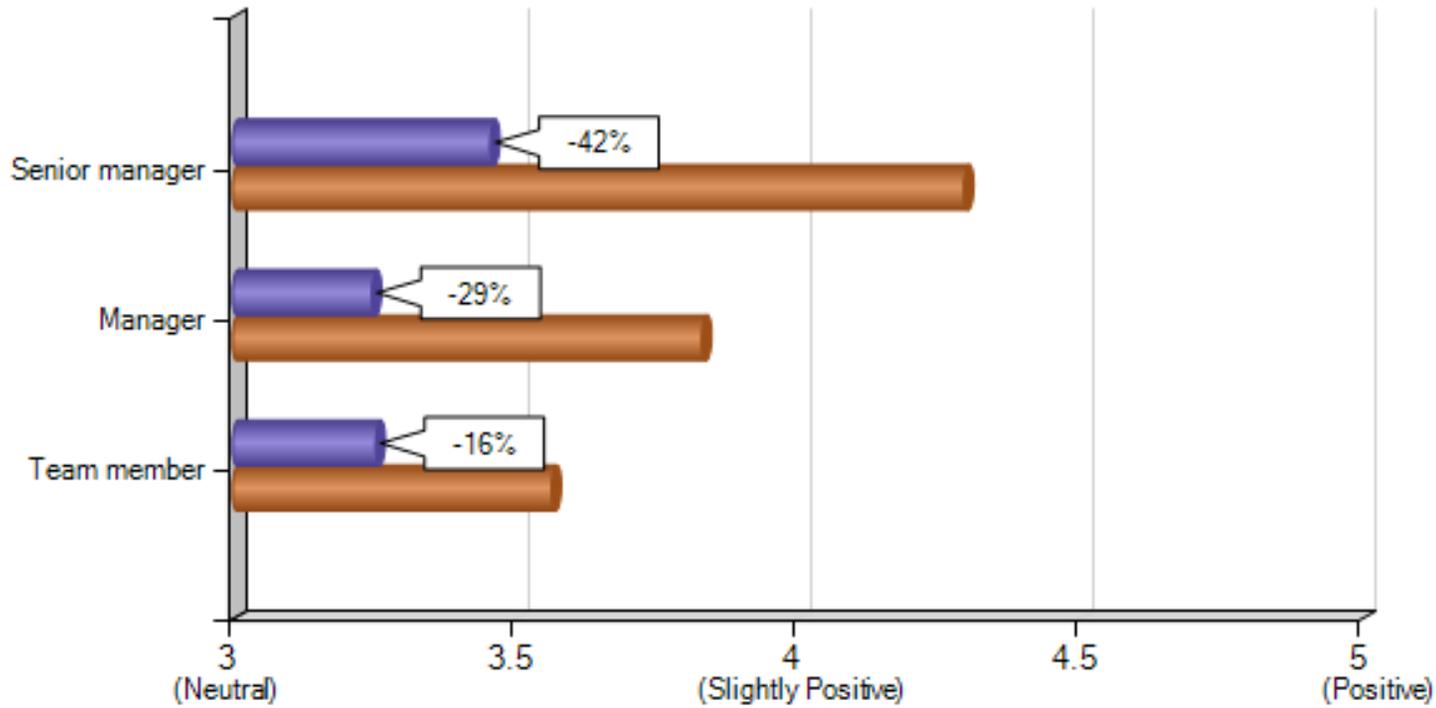
- I believe County of Orange is going in the right direction
- I have confidence in the leader of County of Orange
- County of Orange operates by strong values and ethics

Overall County Direction:



Overall County Direction by Job Grades:

Direction
Average Scores of Job Grades - January 2015

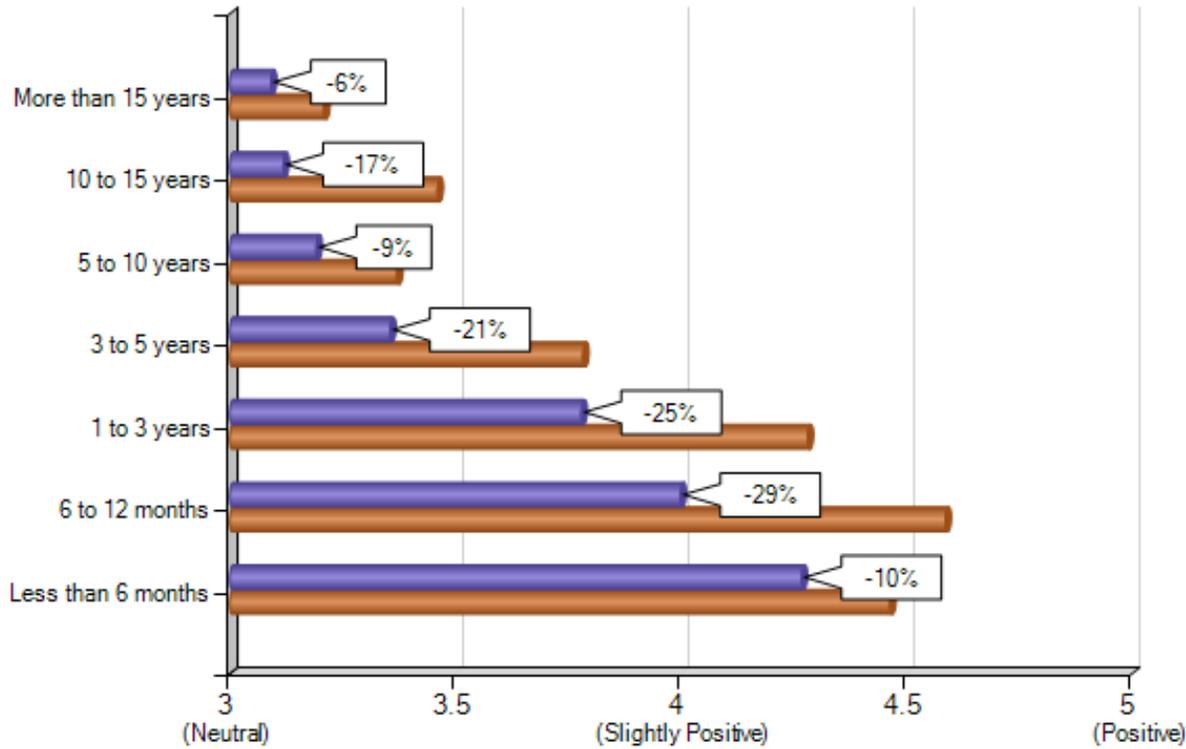


Job Grades	% of Responders
Team member	80%
Manager	13%
Senior manager	2%
Unspecified	4%



Overall County Direction by Tenure:

Direction
Average Scores of Tenure - January 2015



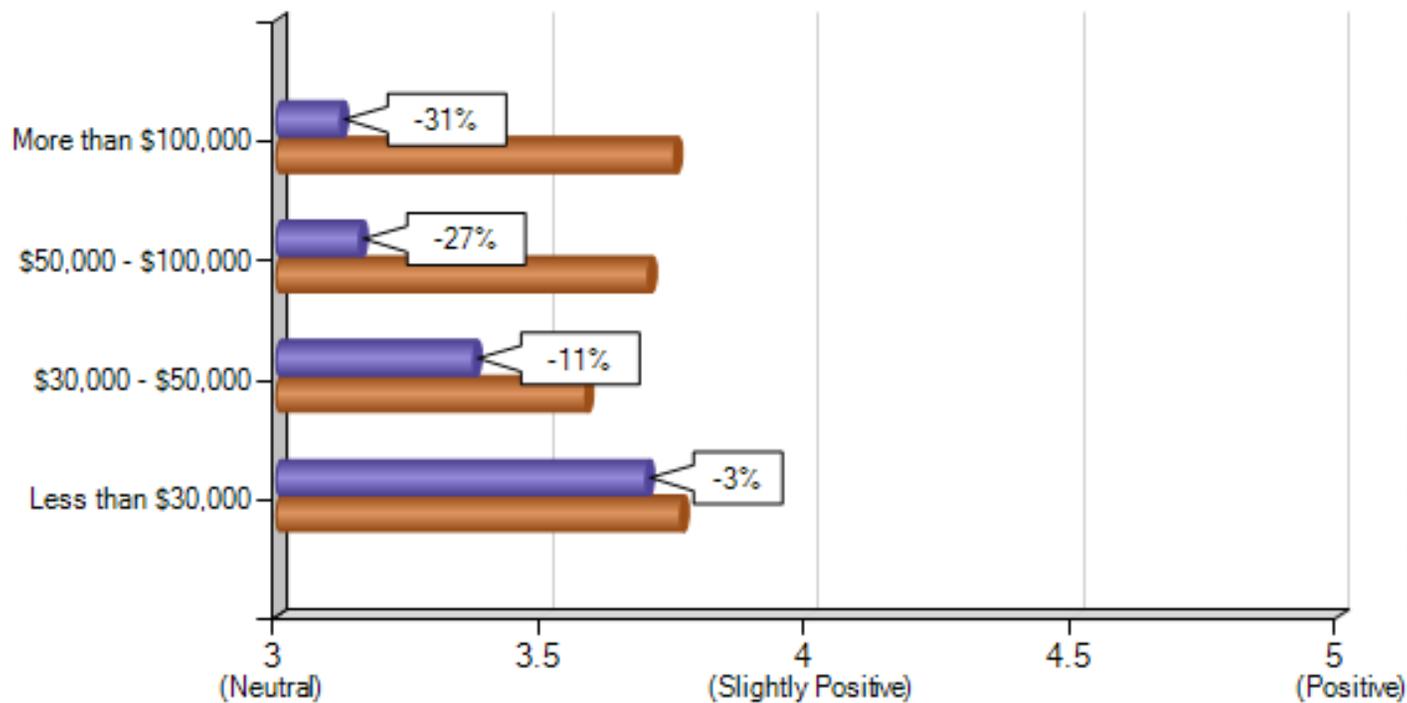
Tenure	% of Responders
More than 15 years	37%
5 to 10 years	21%
10 to 15 years	19%
1 to 3 years	11%
6 to 12 months	4%
3 to 5 years	3%
Less than 6 months	2%
Unspecified	4%

■ County of Orange
■ Benchmark: Government - 2014

Overall County Direction by Salary Bands:

Direction

Average Scores of Salary Bands - January 2015



Salary Bands	% of Responders
\$50,000 - \$100,000	43%
\$30,000 - \$50,000	35%
More than \$100,000	12%
Less than \$30,000	5%
Unspecified	5%

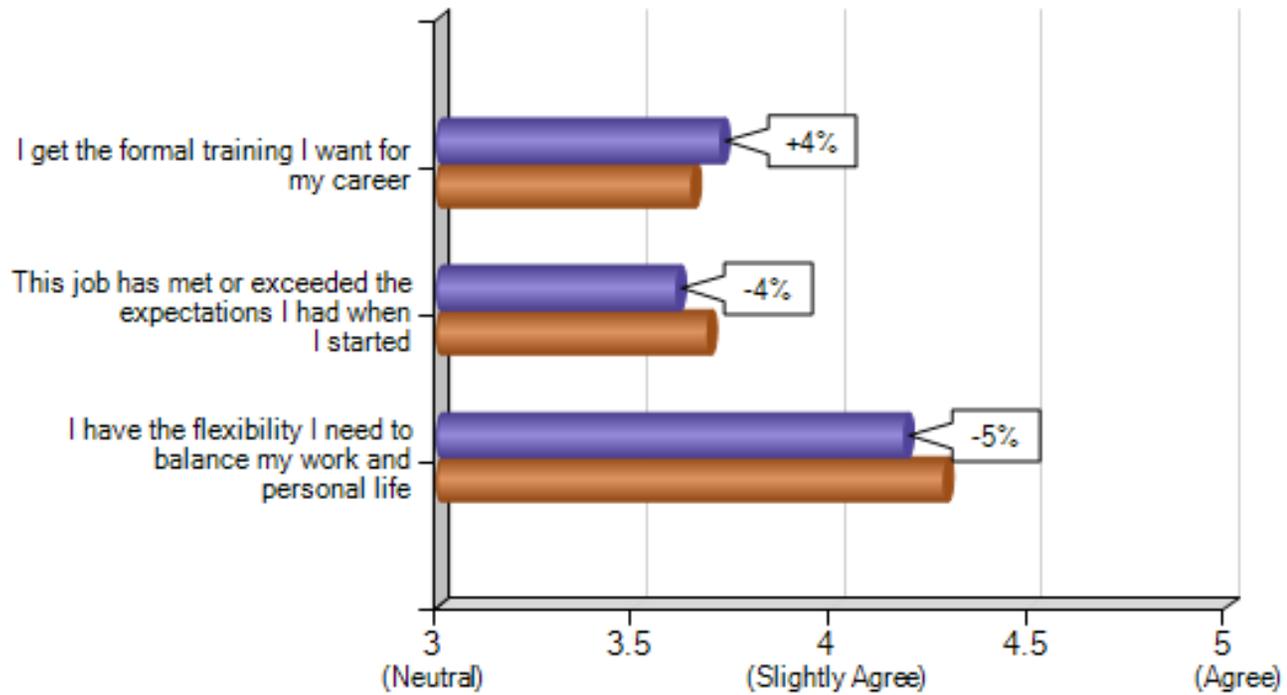
■ County of Orange
■ Benchmark: Government - 2014

Engagement Survey “My Job” Category:

- “**My Job**” measures how employees feel about their day-to-day job: Managers, compensation, work/life balance & opportunities for career development.
- Important, but not areas that make people feel *passionate* about the organization.
- **Components:**
 - My Work
 - My Manager
 - My Pay & Benefits

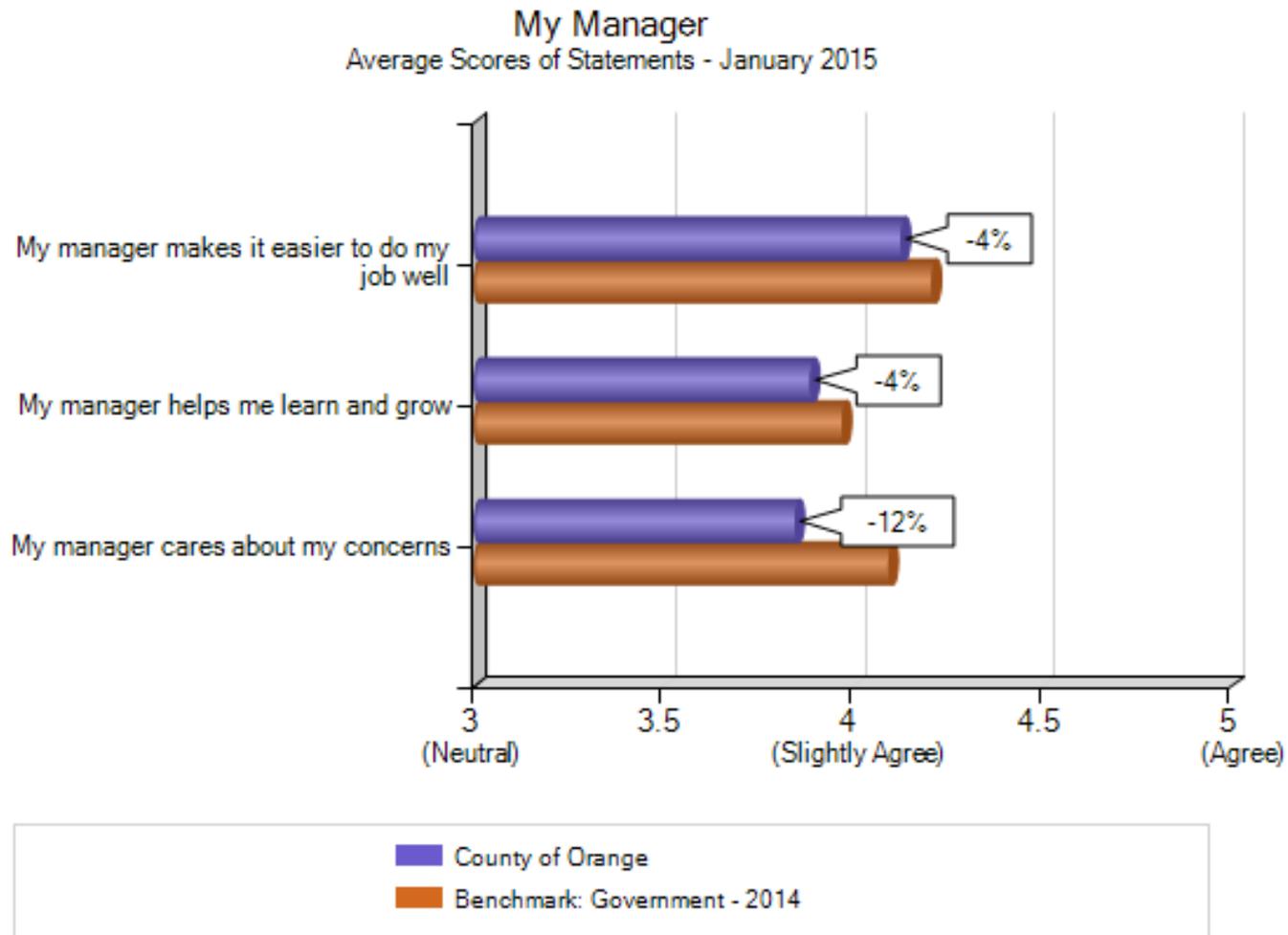
Overall County "My Work":

My Work
Average Scores of Statements - January 2015

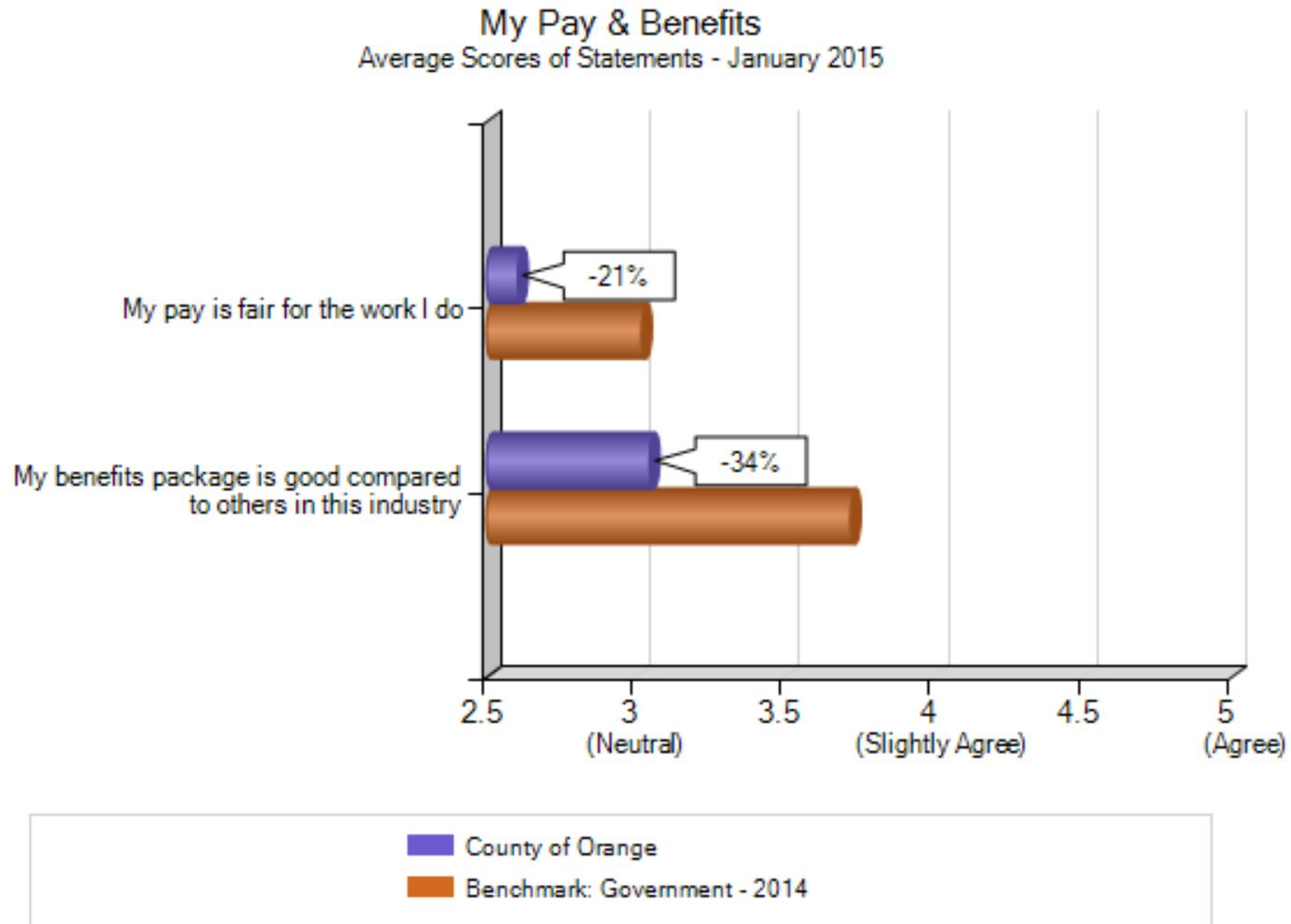


County of Orange
Benchmark: Government - 2014

Overall County “My Manager”:



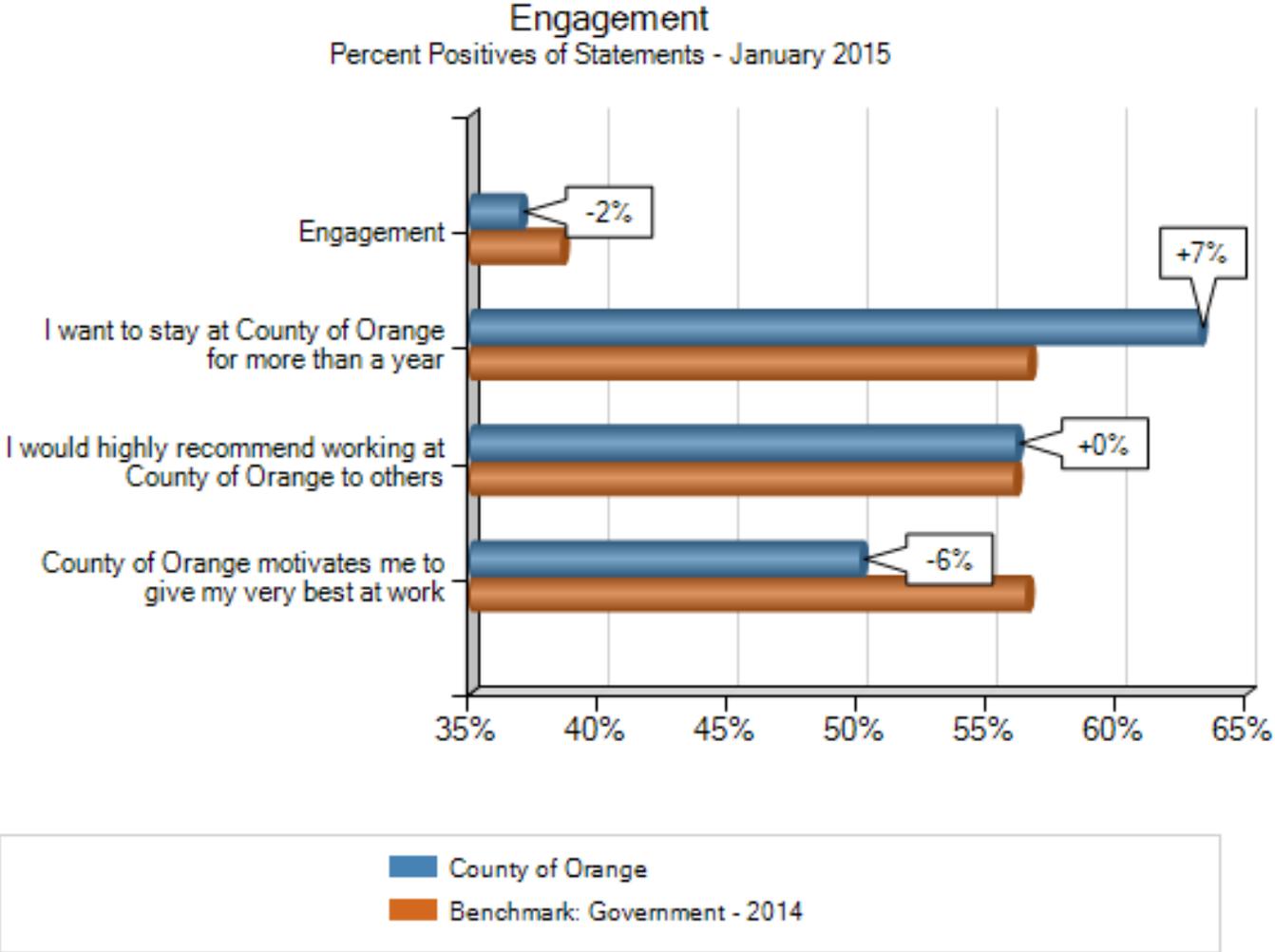
Overall County “My Pay & Benefits”:



Engagement:

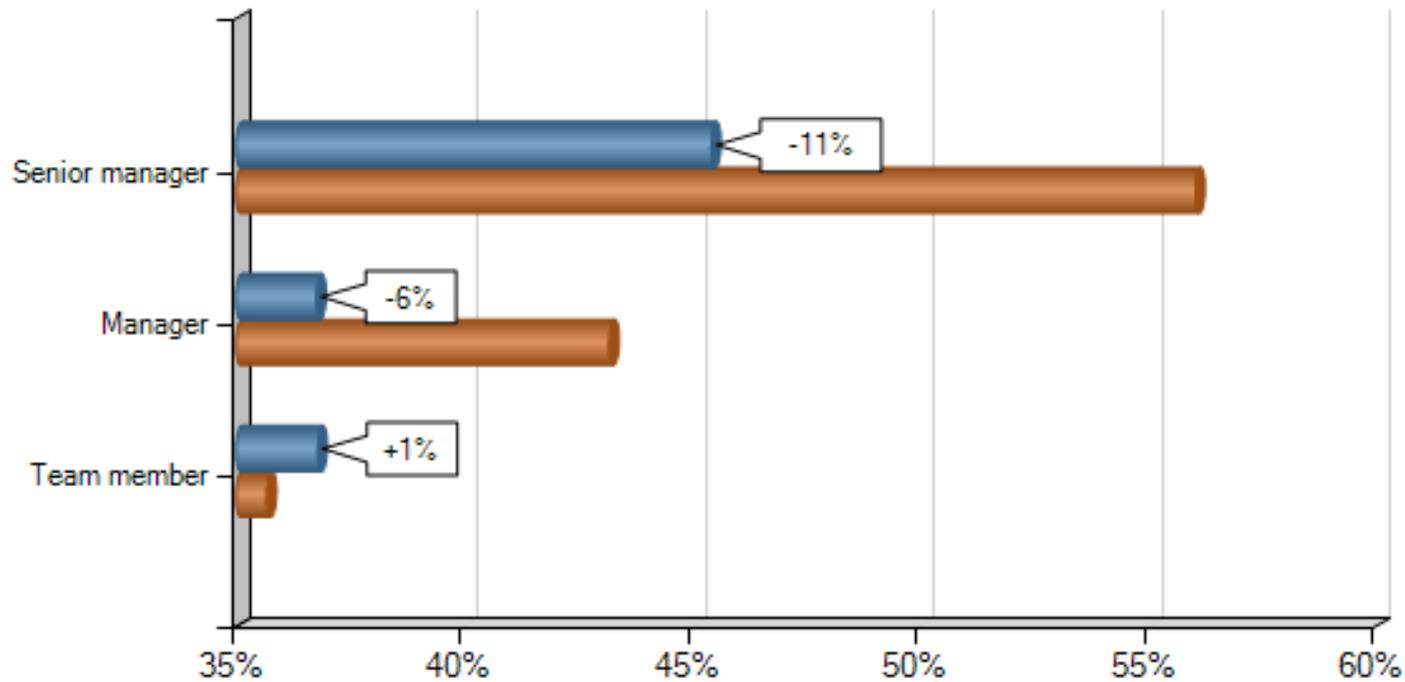
- **Motivation:**
 - County of Orange motivates me to give my very best at work.
- **Referral:**
 - I would highly recommend working at County of Orange to others.
- **Loyalty:**
 - I want to stay at County of Orange for more than a year.

Overall County Engagement:



Overall County Engagement by Job Grades:

Engagement
Percent Positives of Job Grades - January 2015

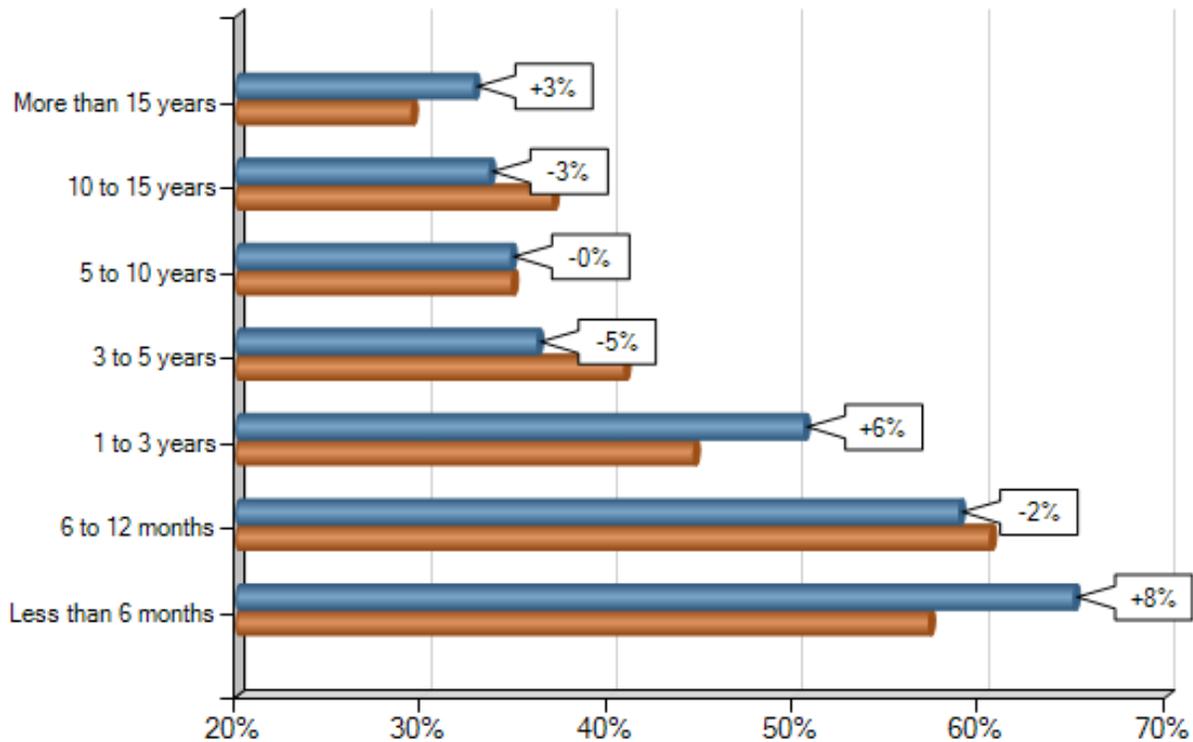


Job Grades	% of Responders
Team member	76%
Manager	13%
Senior manager	2%
Unspecified	9%



Overall County Engagement by Tenure:

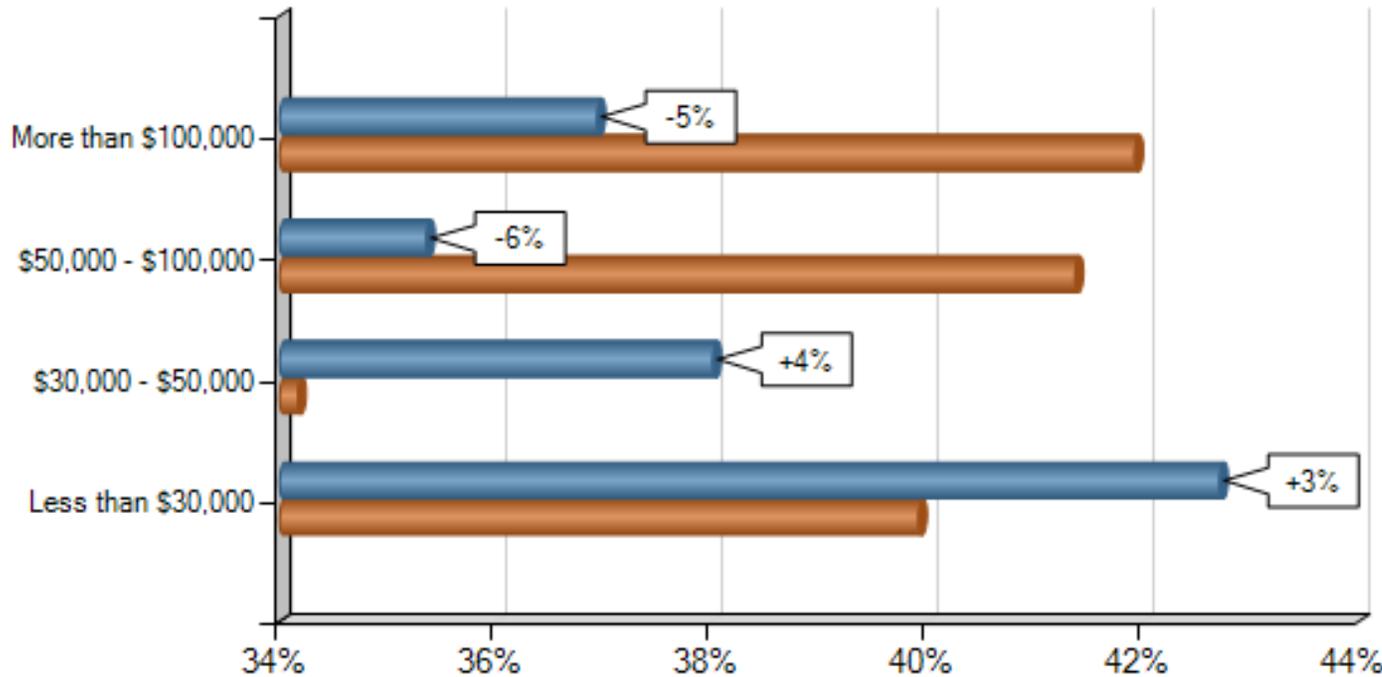
Engagement
Percent Positives of Tenure - January 2015



Tenure	% of Responders
More than 15 years	36%
5 to 10 years	19%
10 to 15 years	18%
1 to 3 years	10%
6 to 12 months	3%
3 to 5 years	3%
Less than 6 months	1%
Unspecified	8%

Overall County Engagement by Salary Bands:

Engagement
Percent Positives of Salary Bands - January 2015



Salary Bands	% of Responders
\$50,000 - \$100,000	41%
\$30,000 - \$50,000	33%
More than \$100,000	12%
Less than \$30,000	5%
Unspecified	9%

■ County of Orange
■ Benchmark: Government - 2014

Action Planning

County-wide Results Review

- L&OD will continue to:
 - Analyze County-wide results, scores, comments
 - Gain agreement on County-wide issues for action planning
- Department Heads will:
 - Assign a lead from each agency/department to :
 - Partner with L&OD on County-wide action planning team.
 - Lead action planning activities for their agency/department.

Department Results Review

- Provide each agency/department with breakdown of their results, scores, comments
- Agency/Department to:
 - Select and prioritize key issues for further analysis and action planning.
 - Identify a agency/department team lead to work on action plans.

Survey Action Teams

- L&OD will work with team leads to:
 - Educate them on the action planning process.
 - Provide a process plan with tools, templates and best practices.
 - Help facilitate the team leads and create a network to:
 - Share plans, tools and best practices.
 - Discuss outcome of action plans.