

April 17, 2018

Dear Brothers and Sisters,

By now, hopefully you have heard about the upcoming Workplace Climate Survey either by email or by a letter from our County Administrator posted at your workplace. As mentioned in the letter, the county has contracted with Kaleidoscope Group to provide a professional and completely anonymous survey to begin in early May.

The questions that you will be asked are designed to shed light on many different aspects of our work, like:

- Work place satisfaction/ Commitment to the organization
- Leadership effectiveness
- Inclusiveness and diversity
- Effective communication
- Opportunities for advancement and accountability

From the 2015 survey a number of different actions were taken, some you may or may not be aware of including:

- Annual employee picnic/ Bocce tournaments
- Weekly "Cup of Joe with Joe" meetings w/ the County Administrator
- Quarterly emails welcoming new hires/ new hire orientation protocols
- Online "County Corridors"/ *Swift911* notification system
- Deputy Directors Cabinet meetings/ Mandated supervisory training

The CSEA is committed to this survey in regards to outreach, education and implementation as well as supervision and collection of the surveys. Our involvement extends to include being part of the focus groups and conveying the results of the survey. Paper version of the surveys can be filled out and sealed by you. They will be mailed to and opened by a Kaleidoscope Group employee only. Anonymity has been the most important part of the survey process. As your Blue Collar President I am involved and committed to the process and overall success of this survey, so please when you receive a survey take the time during work to fill it out. Thank you.

In Solidarity,

Todd C. VanOrman
President
Tompkins County Blue Collar Unit

