

April 18, 2018

Dear CSEA Brothers and Sisters:

You should have received an email at your workplace from County Administration regarding the upcoming Workplace Climate Survey. Like in 2015, Tompkins County has contracted with the Kaleidoscope Group, a professional services firm with considerable experience developing organizational assessments, to provide and administer a professional and completely anonymous survey that will be offered to all employees starting on May 7, 2018. The survey questions are designed to provide information on many different aspects of our employment, including:

- * Work satisfaction
- * Commitment to the organization
- * Leadership effectiveness
- * Inclusiveness and diversity
- * Effective communication
- * Opportunities for professional development
- * Accountability

From our last survey a number of items were tried to support a change in our workplaces. Those activities included:

- * The annual employee picnic,
- * Weekly "Cup of Joe with Joe" employee conversations with the past County Administrator,
- * Quarterly emails welcoming new employees,
- * Bocce tournaments,
- * Use of online "County Corridors" newsletter to communicate with employees,
- * Deputy Directors Cabinet and other middle-management sessions,
- * Ongoing mandatory supervisory training for professional development of new and experienced supervisors,
- * A new orientation protocol for all new employees,
- * *Swift911* notification system.

The CSEA White Collar Unit has committed to assist with outreach and education activities to aid successful implementation of the Workplace Climate Survey. We support and encourage our union members to complete the survey. We feel confident that the survey results will be shared and used to develop action plans focused on areas where improvement is needed. Again, your responses will be anonymous and will go straight to the Kaleidoscope Group.

Please answer the survey when it arrives. For more information on the survey you can find Frequently Asked Questions at <http://www.tompkinscountyny.gov/workforcedi>.

In solidarity,

Doug Perine
President
Tompkins County White Collar Unit.

P.S. If you know of any employee in your workplace that does not receive county email, please inform them of this email.