



April 27, 2018

Dear Fellow Employees:

I am extremely excited to communicate with all of you about the upcoming “Workplace Climate Survey”, which will be available for your completion beginning May 7<sup>th</sup>. Like some of you, I was hired after the previous Climate Survey was conducted, so this will be my first experience with providing such useful feedback through this process. I enthusiastically encourage each and every employee to participate in this opportunity to “be heard”, and to be a vital member of the collective “County Team” that will allow for the realization of the continued positive growth and change that is desired.

Your honest and thoughtful responses to the survey questions are essential to the County’s ability to apply meaningful efforts toward developing plans for making improvements in the areas that you, our valued team members, care about most. And we certainly hope that this process will also identify our strengths, and allow us to celebrate the many things that we do well- not only as an “organization”, but as a collective group of highly talented and dedicated members that make up our “Team”.

We will gain crucial insight from each and every employee that responds: input provided by individuals that previously participated will allow us to measure our progress since the last survey, and feedback from newer employees will provide us with perspective from a different vantage point- and both are equally beneficial.

The Kaleidoscope Group is the professional organization that we’ve engaged to assist us in administering this survey, and they will compile the results into a report of findings that will be shared with you, and which will enable the County to reinforce and build upon those things that are working well, and make changes to things that may not be. You have my assurance that all responses are anonymous.

Through my own personal involvement with many initiatives the County implemented as a result of the previous survey findings, I truly believe the County demonstrated sincerity in its commitment to improve inclusiveness, communication, recognition, and other key elements of our employment culture. We realize that there is more work to be done, and are well prepared to roll up our sleeves and do what it takes to continue to make progress. We truly desire to enhance the employment experience of all employees, and aspire to achieve marked success toward our goals of fostering and sustaining an inclusive, positive work environment for all.

I can’t emphasize enough how critical it is that each and every member of our organization be an active voice through this process. I urge you to be a part of the positive transformation we are striving toward. Thank you in advance for your time participating in this survey, and please encourage others to do so as well.

Warmest regards,

Amy Guerri, Commissioner of Human Resources