



Tompkins County Department of Administration

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COUNTY ADMINISTRATOR
Jason Molino

"Promoting excellence in County operations while respecting the needs of the people we serve."

April 10, 2018

Dear County Employees,

In early May, you will be receiving an invitation to participate in a "workplace climate survey." We hope you will take a few minutes to fill out the survey.

By doing so, you will bring to light the things our organization does well...and not so well. It is a way for you to shape organizational change, and for the County to move toward our goal of being an employer of choice that attracts, cultivates, and retains employees like you.


This professional survey, undertaken by the Chicago-based Kaleidoscope Group, will ask your opinion about six different areas: work satisfaction, leadership effectiveness, inclusiveness and diversity, effective communication, access to opportunities for professional development, and accountability. Your responses will be anonymous and go straight to Kaleidoscope, and the answers from departments with less than 10 employees will be aggregated. No County employee will have access to individual responses. If you have further questions about the Workplace Climate Survey you can find additional information at <http://www.tompkinscountyny.gov/workforcedi>.


After the Kaleidoscope Group compiles the results, their report will be shared with you. We – the Legislature, Administration, and you – will use the results to develop action plans focused on areas where improvement is needed. We have kept the questions very similar to the survey we conducted three years ago, so comparing the results will help us track our progress over time.

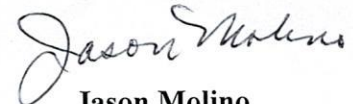
The workforce climate survey helps us to be the kind of inclusive organization described in our Diversity Statement. We value your thoughts on ways to improve, and will grow stronger by applying the lessons that come out of the survey.

Please take a few minutes to answer the survey when it arrives, and encourage your colleagues to do the same.

Thank you,


Martha Robertson
Chair, Tompkins County
Legislature


Leslyn McBean-Clairborne
Tompkins County Legislature
Chair, Workforce Diversity & Inclusion
Committee


Jason Molino
County Administrator