Response to Questions on the Retirement System Review

Request By: Supervisor Herrity

Question: Circulate the questions asked in employee surveys.

Response: The Department of Human Resources surveys new employees at the time they are hired

and also surveys employees at the time that they separate from the County. The following document provides the questions asked in each of these surveys with recent survey data.

Fairfax County Government

Department of Human Resources, May 2018

Employee Survey Compendium



Fairfax County Government

Department of Human Resources, May 2018

Employee Survey Compendium

Table of Contents

I.	New Employee Survey	1
	Initial survey sent out on Friday, May 4, 2018 Data collected on Friday, May 18, 2018 Going forward survey will be sent out monthly to previous months' hires	
II.	Post Employment Survey	13
	Data from 2017	

Fairfax County Government, DHR

Please select the online job site that you heard about employment with 19.92% 17.00% 19.92% 17.00% 19.92% 17.00% 19.92% 17.00% 19.92% 17.00% 19.92% 17.00% 19.92% 17.00% 19.92%	Multiple Choice	loyment with Fairfax County Government?	Answered:	Skipped:
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Please select the online job site that you heard about employment with Fairfax County Government. Multiple choice Responses Total Sovernment Jobs.com 15.68% 37 Sovernment Jobs.com 15.68% 37 Mashington Post.com 042% 10 Dice.com 0.42% 11 Dise.com 0.42% 11 Dise.com 0.42% 10 Total Total Total Total: 124 Pairfax County Government has a favorable reputation as an employer. Multiple choice Responses Total Skipped: 10 10 10 10 10 10 10 10 10 1	Other	19.92%		47
Fairfax County Government. Responses Total Fairfax County Job Site 26.69% 63 Government Jobs.com 15.68% 37 Washington Post.com 0% 0 DC Jobs.com 0.42% 1 DC Jobs.com 0.9% 0 DC Jobs.com 0.0 0 DC Jo				Total: 236
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SevernmentJobs.com 15.68% 37 37 37 37 37 37 37 3	Choices	Responses		Total
WashingtonPost.com 0% 0 DCJobs.com 0.42% 1 Dice.com 0.42% 1 Glassdoor.com 0.42% 1 Indeed.com 8.9% 21 Julju.com 0% 0 ZipRecruiter.com 0% 0 Google.com 0% 0 Fairfax County Government has a favorable reputation as an employer. Answered: Total: 124 Choices Responser Total Strongly Agree 53.81% 127 Agree 41.1% 97 Neutral 4.24% 10 Disagree 0% 0	Fairfax County Job Site	26.69%		63
DCJobs.com 0.42% 1 Dice.com 0.42% 1 GSIASSGOOT.com 0.42% 1 Unju.com 8.9% 21 Unju.com 0% 0 ZipRecruiter.com 0% 0 Google.com 0% 0 Fairfax County Government has a favorable reputation as an employer. Answered: Skipped: 232 Skipped: 232 Choices Responser Total: 124 Strongly Agree 53.81% 127 Agree 41.1% 97 Neutral 4.24% 10 Disagree 0% 0	GovernmentJobs.com	15.68%		37
Dice.com 0.42% 1 Glassdoor.com 0.42% 1 Indeed.com 8.9% 21 Juju.com 0% 0 Google.com 0% 0 Total: 124 Fairfax County Government has a favorable reputation as an employer. Answered: Skipped: 127 Multiple Choice Responses Total Strongly Agree 53.81% 127 Agree 41.1% 97 Neutral 4.24% 10 Disagree 0% 0	WashingtonPost.com	0%		0
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ZigRecruiter.com 0% 0 Google.com 0% 0 Total: 124 Fairfax County Government has a favorable reputation as an employer. Answered: 236 Multiple Choice Responses Total Strongly Agree 41.1% 97 Neutral 4.24% 10 Disagree 0% 0% 0	Indeed.com	8.9%		21
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Neutral 4.24% 10 Disagree 0% 0	Strongly Agree	53.81%		127
Disagree 0% 0	Agree	41.1%		97
	Neutral	4.24%		10
Strongly Disagree 0.85% 2	Disagree	0%		0
	Strongly Disagree	0.85%		2

Fairfax County Government, DHR

Fairfax County Government's be ⊚ Multiple Choice	ed: Skipped:		
Choices	Responses		Total
Strongly Agree	45.34%		107
Agree	39.41%		93
Neutral	10.59%		25
Disagree	2.54%		6
Strongly Disagree	2.12%		5
			Total: 236
	on you chose to work for Fairfax Count	y Answer	red: Skinned:
Government. Multiple Choice		Answer 236	0
Government.	on you chose to work for Fairfax Count Respons 27.54%	Answer 236	
Government. Multiple Choice Choices	Respons	Answer 236	Total
► Government. ⊙ Multiple Choice Choices Career in public service	Respons 27.54%	Answer 236	Total 65
► Government. ⊙ Multiple Choice Choices Career in public service Career in a specific functional area	Respons 27.54% 16.1%	Answer 236	Total 65 38
► Government. ⊙ Multiple Choice Choices Career in public service Career in a specific functional area Salary	Respons 27.54% 16.1% 4.24%	Answer 236	Total 65 38 10
Choices Career in public service Career in a specific functional area Salary Benefits	Respons 27.54% 16.1% 4.24% 7.2%	Answer 236	Total 65 38 10 17
► Government. ⊙ Multiple Choice Choices Career in public service Career in a specific functional area Salary Benefits Work Life and Family balance	Respons 27.54% 16.1% 4.24% 7.2% 14.41%	Answer 236	Total 65 38 10 17 34
Choices Career in public service Career in a specific functional area Salary Benefits Work Life and Family balance Stability	Respons 27.54% 16.1% 4.24% 7.2% 14.41% 11.02%	Answer 236	Total 65 38 10 17 34 26
Choices Career in public service Career in a specific functional area Salary Benefits Work Life and Family balance Stability Reputation of being a good employer	Respons 27.54% 16.1% 4.24% 7.2% 14.41% 11.02% 8.9%	Answer 236	Total 65 38 10 17 34 26 21

Q1 What was the primary reason you provided for leaving employment with Fairfax County Government?

ANSWER CHOICES	RESPONSES	
Retirement from Fairfax County Government	46.29%	81
Family Obligations	2.86%	5
Relocation	2.86%	5
Promotion	2.86%	5
Higher Salary	6.86%	12
Better Work Location	4.00%	7
Better Work Hours	0.57%	1
Greater Advancement Opportunity	2.29%	4
More Satisfying Work	4.00%	7
Return to School	0.00%	0
Less Stressful Job	2.86%	5
Relationship Problems with Coworkers	0.00%	0
Relationship with Supervisor	7.43%	13
Better Benefits Plan	0.00%	0
Better Retirement Plan	0.57%	1
Better Benefits and Retirement Plan	1.14%	2
Disagreement Regarding Future Direction of the Organization	0.57%	1
Other	14.86%	26
TOTAL		175

Q2 If you selected "higher salary" in question 1, what percentage salary increase did you receive?

ANSWER CHOICES	RESPONSES	
0-5%	4.57%	8
6-10%	0.57%	1
11-20%	3.43%	6
21-30%	6.29%	11
31-40%	1.71%	3
41-50%	3.43%	6
Other	1.14%	2
Not Applicable	74.29%	130
Prefer not to Answer	4.57%	8
TOTAL		175

Q3 Which, if any, of the following also contributed to your decision? (Select all that apply).

Family Obligations	18.50%	32
Relocation	8.09%	14
Lack of Promotional Opportunities	20.81%	36
Higher Salary	18.50%	32
Better Work Location	8.09%	14
Better Work Hours	12.14%	21
Greater Advancement Opportunity	17.34%	30
More Satisfying Work	13.87%	24
Return to School	0.58%	1
Flexible Work Schedule and/or Opportunities to Telework	8.09%	14
Relationship Issues with Coworkers	9.25%	16
Relationship with Supervisor	19.08%	33
Better Benefits Plan	2.89%	5
Better Retirement Plan	3.47%	6
Better Job Match to my Skills and/or Career Goals	10.98%	19
Other	42.20%	73
Total Respondents: 173		

Q4 Why did you initially accept a position with Fairfax County Government?

ANSWER CHOICES	RESPONSES	
Desired a Career in Public Service	31.58%	54
Interesting Work	32.16%	55
Pay	4.68%	8
Work/Life Balance	8.19%	14
Convenient Location	1.75%	3
Employee Benefits/Retirement	11.11%	19
Job Security	4.68%	8
Other	5.85%	10
TOTAL		171

Q5 Would you recommend employment with Fairfax County Government to a friend or family member?

ANSWER CHOICES	RESPONSES	
Yes	77.19%	132
No	22.81%	39
TOTAL		171

Q6 Overall, did the county benefits offerings, including retirement, health care insurance and life insurance programs meet your needs?

ANSWER CHOICES	RESPONSES	
Yes	86.39%	146
No	13.61%	23
TOTAL		169

Q7 Indicate your satisfaction with the degree of challenge within your last position.

ANSWER CHOICES	RESPONSES	
Dissatisfied	11.98%	20
Somewhat Dissatisfied	13.17%	22
Neither Satisfied/Dissatisfied	14.37%	24
Somewhat Satisfied	16.77%	28
Satisfied	43.71%	73
TOTAL		167

Q8 Indicate your satisfaction in response to the following statement.

	DISSATISFIED	SOMEWHAT DISSATISFIED	NEITHER SATISFIED/DISSATISFIED	SOMEWHAT SATISFIED	SATISFIED	TOTAL
Were you satisfied with the	14.37%	10.78%	11.98%	19.76%	43.11%	
training and development	24	18	20	33	72	167

Q9 Indicate your agreement with the following statement.

	DISAGREE	SOMEWHAT DISAGREE	NEITHER AGREE/DISAGREE	SOMEWHAT AGREE	AGREE	TOTAL
Coworkers with diverse cultures and	6.67%	8.48%	7.88%	20.61%	56.36%	
backgrounds worked together cooperatively	11	14	13	34	93	165

Q10 Did you and your supervisor work together effectively?

ANSWER CHOICES	RESPONSES	
Yes	71.52%	118
No	28.48%	47
TOTAL		165

Q11 Indicate how much you agree with each statement.

	DISAGREE	SOMEWHAT DISAGREE	NEITHER AGREE/DISAGREE	SOMEWHAT AGREE	AGREE	TOTAL
Overall, I feel I was paid fairly.	15.85% 26	13.41% 22	11.59% 19	25.00% 41	34.15% 56	164
I feel I was compensated fairly in my most recent job compared to other employees within the county.	0.00%	0.00%	0.00%	0.00%	0.00%	0
I feel I was compensated fairly in my most recent job compared to employees outside the county.	0.00%	0.00%	0.00%	0.00%	0.00%	0