

## **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



## 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

How did you hear about employment with Fairfax County Government?

Answered: 236

Skipped: 0

Multiple Choice

Choices	Responses	Total
Friend and Family	27.54%	65
Online Job Sites	52.54%	124
Job Fair	0%	0
Other	19.92%	47
		<b>Total: 236</b>

Please select the online job site that you heard about employment with Fairfax County Government.

Answered: 124

Skipped: 112

Multiple Choice

Choices	Responses	Total
Fairfax County Job Site	26.69%	63
GovernmentJobs.com	15.68%	37
WashingtonPost.com	0%	0
DCJobs.com	0.42%	1
Dice.com	0.42%	1
Glassdoor.com	0.42%	1
Indeed.com	8.9%	21
Juju.com	0%	0
ZipRecruiter.com	0%	0
Google.com	0%	0
		<b>Total: 124</b>

Fairfax County Government has a favorable reputation as an employer.

Answered: 236

Skipped: 0

Multiple Choice

Choices	Responses	Total
Strongly Agree	53.81%	127
Agree	41.1%	97
Neutral	4.24%	10
Disagree	0%	0
Strongly Disagree	0.85%	2
		<b>Total: 236</b>

**Fairfax County Government's benefit programs meet my needs.**
Answered: **236**      Skipped: **0**

Multiple Choice

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
		<b>Total: 236</b>

**Please identify the primary reason you chose to work for Fairfax County Government.**
Answered: **236**      Skipped: **0**

Multiple Choice

Choices	Responses	Total
Career in public service	27.54%	65
Career in a specific functional area	16.1%	38
Salary	4.24%	10
Benefits	7.2%	17
Work Life and Family balance	14.41%	34
Stability	11.02%	26
Reputation of being a good employer	8.9%	21
Best retirement plan	1.69%	4
Close proximity to my home	4.24%	10
Other	4.66%	11
		<b>Total: 236</b>

## 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
<b>TOTAL</b>		<b>175</b>

## 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
<b>TOTAL</b>		<b>175</b>

## 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
<b>TOTAL</b>		<b>171</b>

## 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
<b>TOTAL</b>		<b>171</b>

## 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
<b>TOTAL</b>		<b>169</b>

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 training and development opportunities you received?	14.37% 24	10.78% 18	11.98% 20	19.76% 33	43.11% 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 backgrounds worked together cooperatively and respectfully.	6.67% 11	8.48% 14	7.88% 13	20.61% 34	56.36% 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	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0
I feel I was compensated fairly in my most recent job compared to employees outside the county.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0