



Milwaukee County
Department of Human Resources

TO: Theodore Lipscomb, Sr., Chairman, Milwaukee County Board of Supervisors
FROM: Kerry Mitchell, Chief Human Resources Officer
DATE: October 7, 2016
SUBJECT: Employee Engagement Initiative

Overview

As you know, Milwaukee County launched an Employee Engagement Initiative in 2016. Below is a summary of key steps involved in this initiative:

1. **Administer Survey:** this included defining our objectives, planning the survey process, announcing and publicizing the survey, and launching the countywide survey.
2. **Listen:** this will include studying/evaluating the survey results with employees, asking for employee input on causes and ideas for improvement, and determining and announcing priorities.
3. **Transform:** this will include developing and documenting action plans, implementing action plans, regularly reviewing progress, celebrating successes, and re-surveying to measure impact.

We have completed #1 above. I look forward to providing an overview of our initial results, and discussing our next steps.

Results: Key Highlights

Five Most Favorable Items

- I understand my role in this organization.
- I am able to use my strengths in performing my job.
- In my workgroup, we work well together as a team.
- I understand how my work fits into the organization's goals.
- I take pride in working for this organization.

Five Least Favorable Items

- I am paid fairly for the work I do.
- Employees in my organization have good career advancement opportunities.
- Senior leadership and employees trust each other in this organization.

- Employees are kept well-informed about issues facing Milwaukee County.
- Management communicates effectively in my organization.

At Personnel Committee, I will discuss next steps in this initiative, as well as key findings compared to both the government sector and the general U.S. workforce.

Thank you.



Kerry Mitchell
Chief Human Resources Officer

cc: Chris Abele, County Executive
Raisa Koltun, Chief of Staff to the County Executive
Kelly Bablitch, Chief of Staff to the Chairman, County Board of Supervisors
James "Luigi" Schmitt, Chair, Personnel Committee
John Weishan, Vice-Chair, Personnel Committee
Karen Kimple, Human Resources Project Mana