


**COUNTY OF Milwaukee County**  
Inter-Office Communication

Date: May 18, 2023

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Margo Franklin, Chief Human Resources Officer 

Subject: 2022 Employee Engagement Survey Results Overview

File Type: Informational Report

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This informational report provides an overview of the 2022 Employee Engagement Survey results, and next steps.

**BACKGROUND**

Milwaukee County has been on a biennial Employee Engagement Survey cadence since 2016. In 2022, Milwaukee County implemented its most inclusive survey extending the survey to all employee groups and segments. The Employee Engagement survey process is a key Milwaukee County tool to understand, evaluate and improve employee engagement.

Some of the key highlights of the survey include:

- The survey occurred from October 18 - November 14, 2022
- 1,776 employees responded to the survey for an overall response rate (including seasonal employees) of 49%. Excluding seasonal employees, the response rate was 52%
- Key opportunity areas identified include Leadership, Advancement and Compensation
- Key strength areas identified include the following:
  - i. Employees continue to indicate that they take pride in working for Milwaukee County
  - ii. Employees generally believe their departments are focused on improving Department results
  - iii. There is broad support for the County's mission, vision and values

**Next Steps**

- Continued data analysis and communication of survey results
- County-wide and departmental action planning
- Ongoing communication to employees

**ALIGNMENT TO STRATEGIC PLAN**

1B: Create and nurture an inclusive culture across County government

**FISCAL EFFECT**

Fiscal note not required

**VIRTUAL MEETING INVITES**

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**ATTACHMENTS:**

Survey results overview presentation

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors  
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk