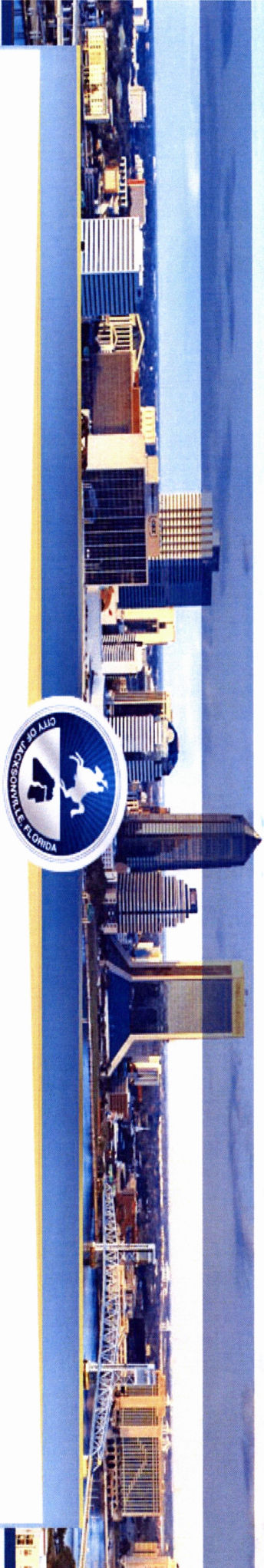




# Workplace Climate Surveys

Researched & Presented by Employee Services

- 
- The background of the slide features a wide-angle aerial photograph of the Jacksonville skyline at dusk or dawn. The city's lights are visible against a blue sky. Overlaid on the left side of the image is the official seal of the City of Jacksonville, Florida, which depicts a white silhouette of a person on a horse against a blue circular background with the text "CITY OF JACKSONVILLE, FLORIDA".
- Researched and reviewed 96 total companies that conduct workplace climate/employee engagement surveys.
  - All companies reviewed were certified/verified vendors through the Society for Human Resource Management (SHRM)
  - Narrowed down to top 3 based on:
    - Reviews
    - Ability to do survey anonymously, online, maintaining & reviewing engagement metrics, etc.
    - Mobile/user friendly
  - Viewed full product demonstrations of the top 3 .





### All three -

- Would meet the needs of the Council.
- Function similarly in terms of how the employee interacts with the survey.
- Are completely anonymous.
- Have the ability to be custom designed for our needs.
- Provide some degree of benchmarking against peers.
- Allow for additional comments.
- Provide some level (depending on what's purchased) of an action plan.
- Include a year long license so additional surveys could gage improvement.

Beyond Feedback impressed with their understanding of sunshine laws and also provided the most robust action plan follow-up without white glove pricing or \$350/hr. addl' fees.



# Beyond Feedback

Price - \$9,000

Includes:

- Up to 80 employees can take the survey
  - Recommended no more than 35 questions (fee for more)
    - Mix of Likert scale & open-ended questions
  - Estimated 4-6 weeks to set up survey
  - Survey stays open for 3 weeks
  - Sends out reminders to complete to those who haven't completed
  - Analyst will review results, make an action plan & present to personnel committee within 20 business days of completion
  - Action plan items provided are custom to COJ
  - Will sanitize/scrub the results (for public record) to remove names, vulgarities, etc.
  - Live dashboard to see results as they are received
    - Up to 5 administrative users
      - Will provide a 2 hour zoom training & record it
- Government agency clients:
- Superior Court of LA
  - City of Palm Beach, FL
  - TX Dept. of Transportation
  - San Antonio, TX
  - SC Medical University





# Participation Dashboard

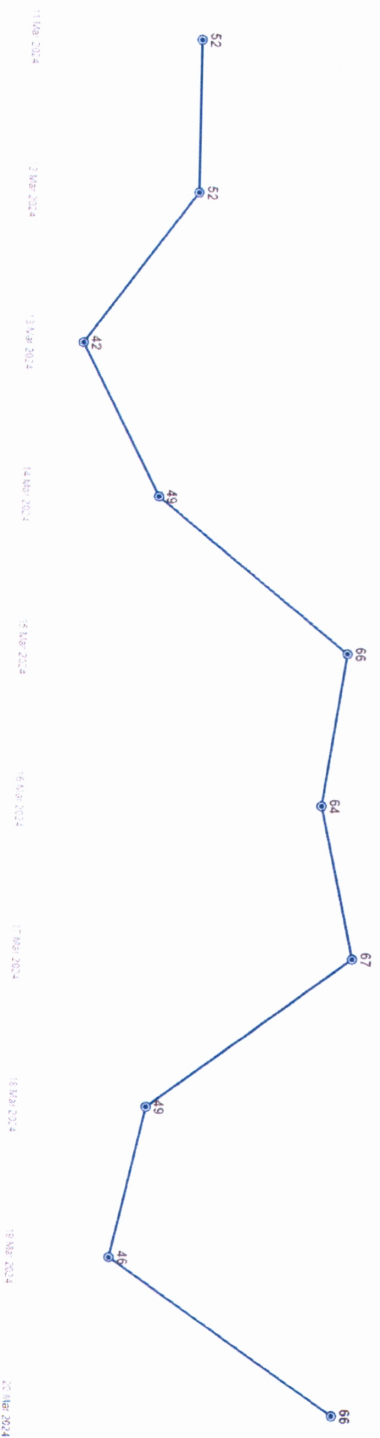
Calendar: 2024  
Survey Period: Nov. September 22 - Nov. September 22  
70 60 50 40 30 20 10 0

# of Invites Sent  
920

# of Responses Received  
552

Participation Rate  
60.2%

Number of Survey Responses Received Per Day  
Displays the number of employee responses received for each day the survey is active.



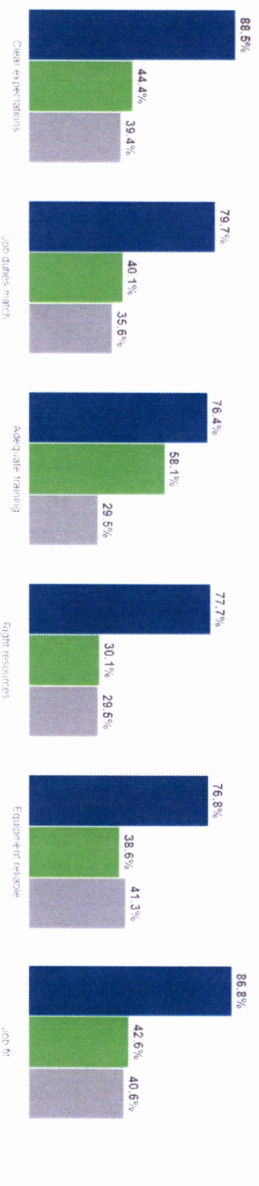
11/13/2024



# Summary Results Dashboard

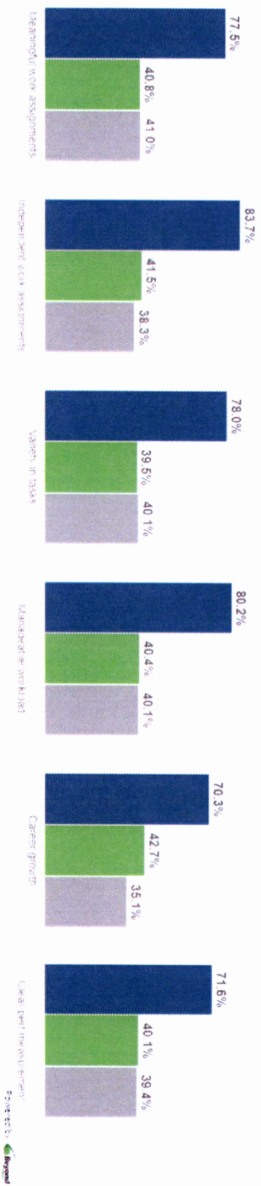
Overall  
40  
2024  
Survey Period: 10/1/2023 - 9/30/2024  
Survey Segment: 1  
Survey Wave: 1  
Survey Method: Online

## Role Related Questions - Part 1



Legend: % Benchmark favorable, % Favorable, % Unfavorable

## Role Related Questions - Part 2

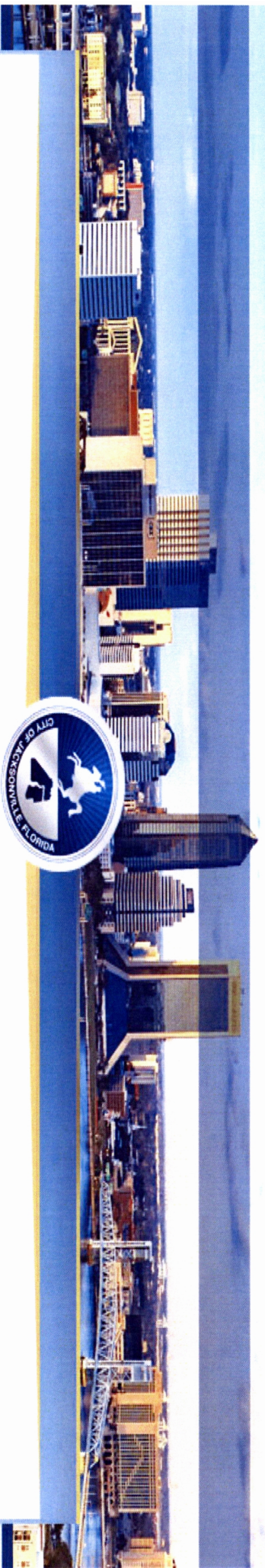












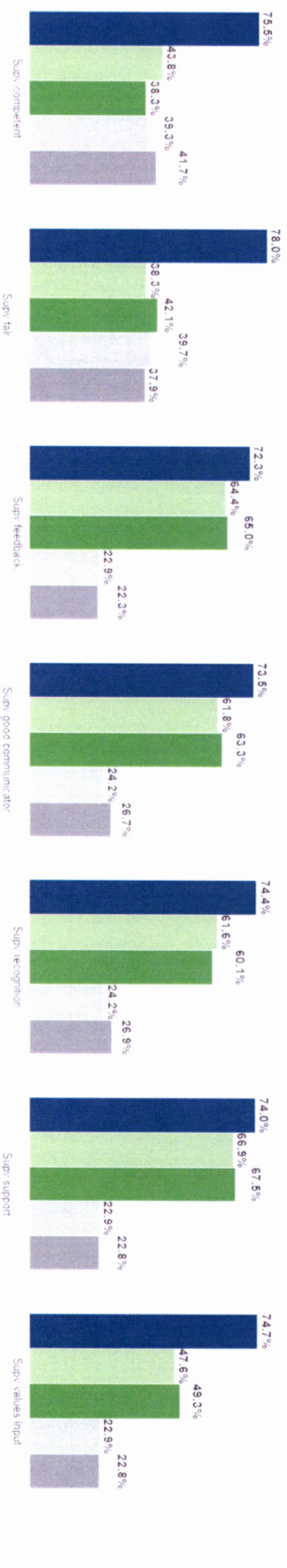
# Supervisor Effectiveness Dashboard

**Supervisor Effectiveness Score Breakdown**  
Displays the % favorable benchmark and individual supervisor Effectiveness questions where there are at least 5 responses. Use the drop down filter to select a supervisor.

Supervisor: [dropdown menu]

11/13/2024

☒ % Benchmark favorable ☒ % Favorable for prior year ☒ % Favorable for current year ☐ % Unfavorable for prior year ☐ % Unfavorable for current year



Powered by SurveyPoint