



Tompkins County Legislature Tompkins County Department of Administration

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CHAIR, COUNTY LEGISLATURE
Michael E. Lane
COUNTY ADMINISTRATOR
Joe Mareane

"Promoting excellence in County operations while respecting the needs of the people we serve."

December 22, 2014

Dear County Employees,

In late January, you will be receiving an invitation to participate in a "workplace climate survey." We hope you will take a few minutes to fill out the survey.

By doing so, you will bring to light the things our organization does well...and not so well. It is a way for you to shape organizational change, and for the County to move toward its goal of being an employer of choice that attracts, cultivates, and retains employees like you.

The professional survey, undertaken by the Chicago-based Kaleidoscope Group, will ask your opinion about six different areas: work satisfaction, leadership effectiveness, inclusiveness and diversity, effective communication, access to opportunities for professional development, and accountability. Your responses will be anonymous and go straight to Kaleidoscope. No County employee will have access to individual responses.

After the Kaleidoscope Group compiles the results, their report will be shared with you and used to develop action plans focused on areas where improvement is needed. Because our diversity policy calls for surveys to be undertaken every three years, the results will also help us track our progress over time.

The workforce climate survey helps us to be the kind of inclusive organization described in our Diversity Statement. We value your thoughts on ways to improve, and will grow stronger by applying the lessons that come out of the survey.

Please take a few minutes to answer the survey when it arrives, and encourage your colleagues to do the same.

Thank you,

Mike Lane
Chair, Tompkins County
Legislature

Leslyn McBean-Clairborne
Tompkins County Legislature
Chair, Workforce Diversity & Inclusion
Committee

Joe Mareane
County Administrator