

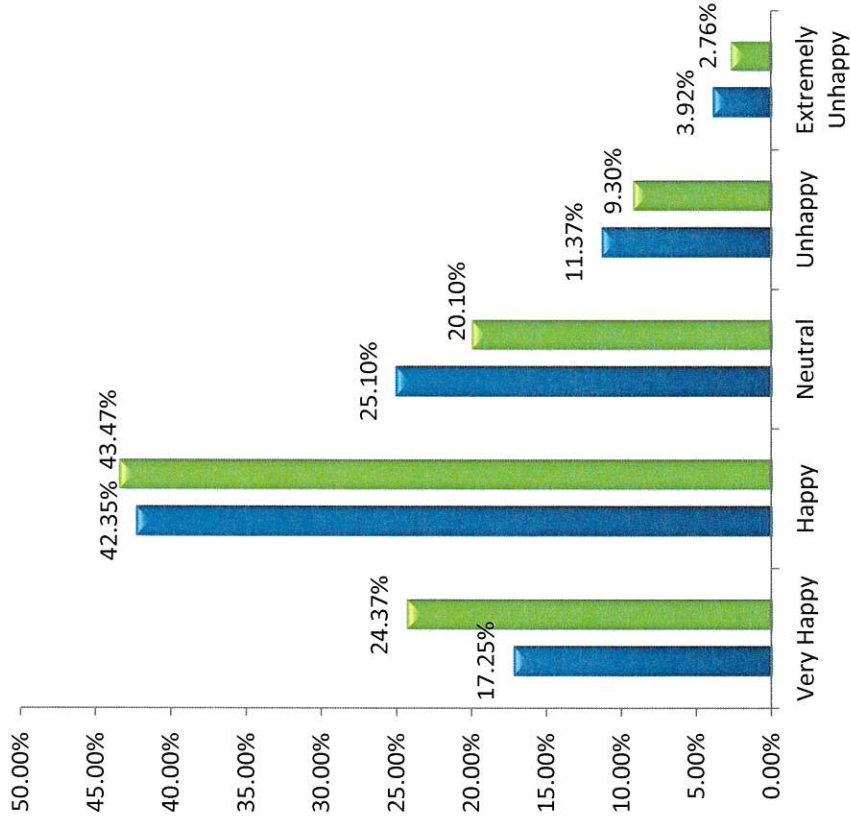
Employee Satisfaction

September 2016 vs. March 2017

Survey Results - Overview

- Employees were asked to complete a web survey on their workplace satisfaction in Sept 2016
 - 255 employees completed the online survey
- In October 2016, the City moved to a 4 day work week
- Employees were asked to complete the same web survey in March 2017
 - 399 employees completed the online survey
- Attached are an analysis of the results, but overall employees appear to be happier in March compared to September
- Employees are significantly happier with the new work schedule

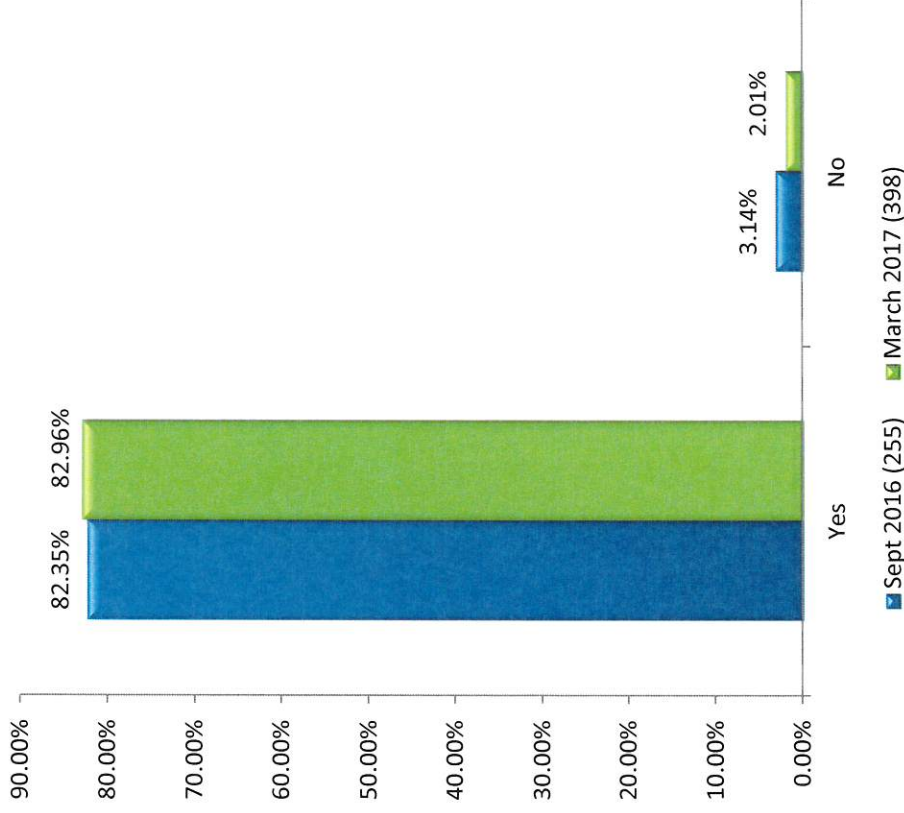
Q1. How Happy Are You at Work?



↑ Very Happy/Happy
↑ “Very Happy” showed the largest increase (41%)

↓ Neutral, Unhappy & Extremely Unhappy
↓ “Extremely Unhappy” showed the largest decrease (30%)

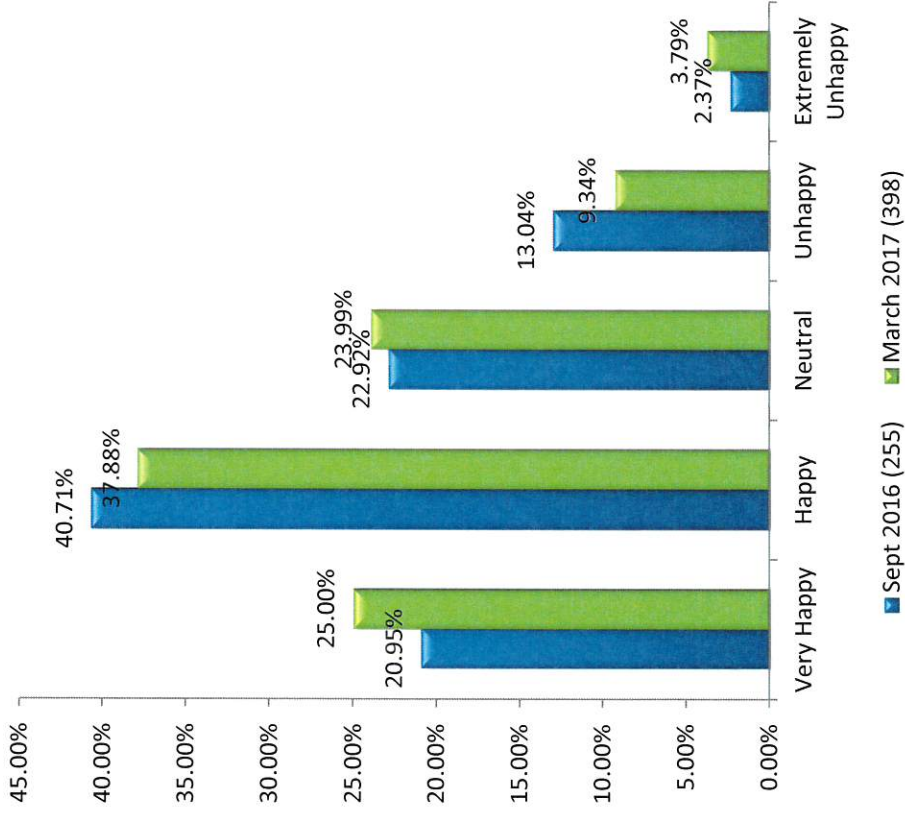
Q2. Are you able to manage your current job responsibilities within your current work schedule as it is today?



↑ Yes (1%)

↓ No (36%)

Q3: How satisfied are you with the support you receive from your department to fulfill your job responsibilities?



↑ Very Happy, Extremely Unhappy, Neutral

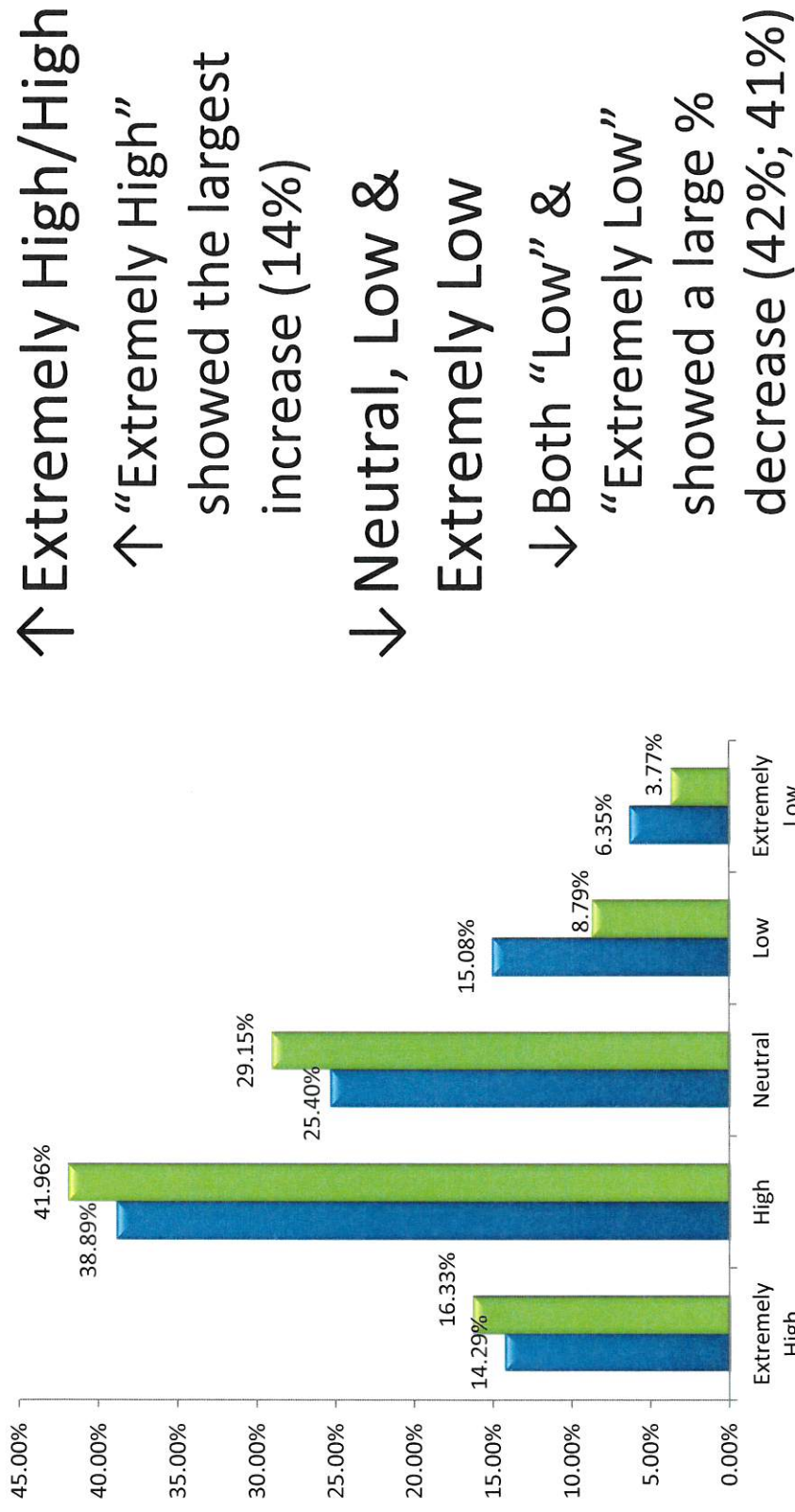
↑ “Very Happy” showed the largest increase (19%)

↓ Happy, Unhappy

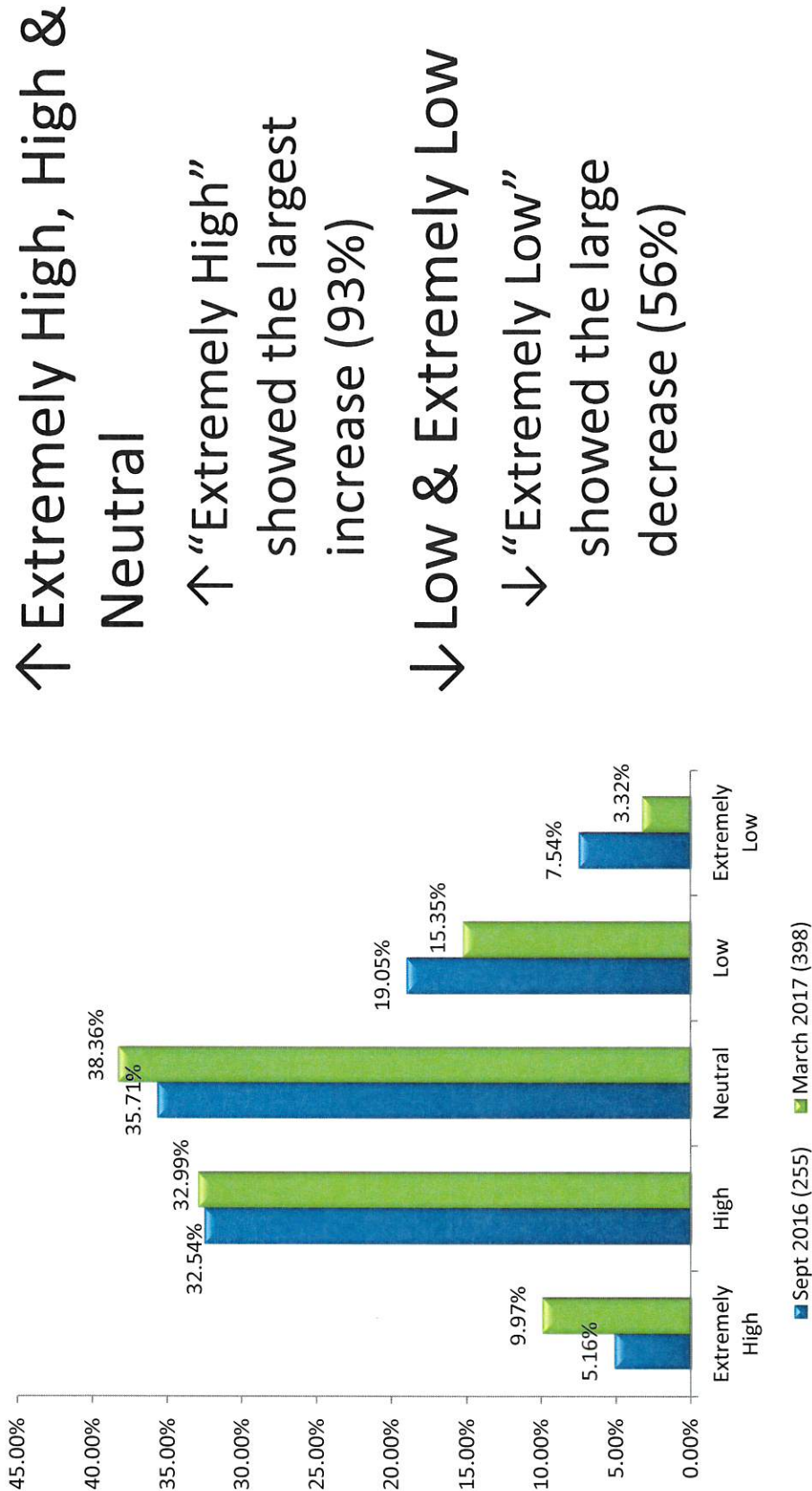
↓ “Unhappy” showed the largest decrease (28%)

↓ “Happy” declined

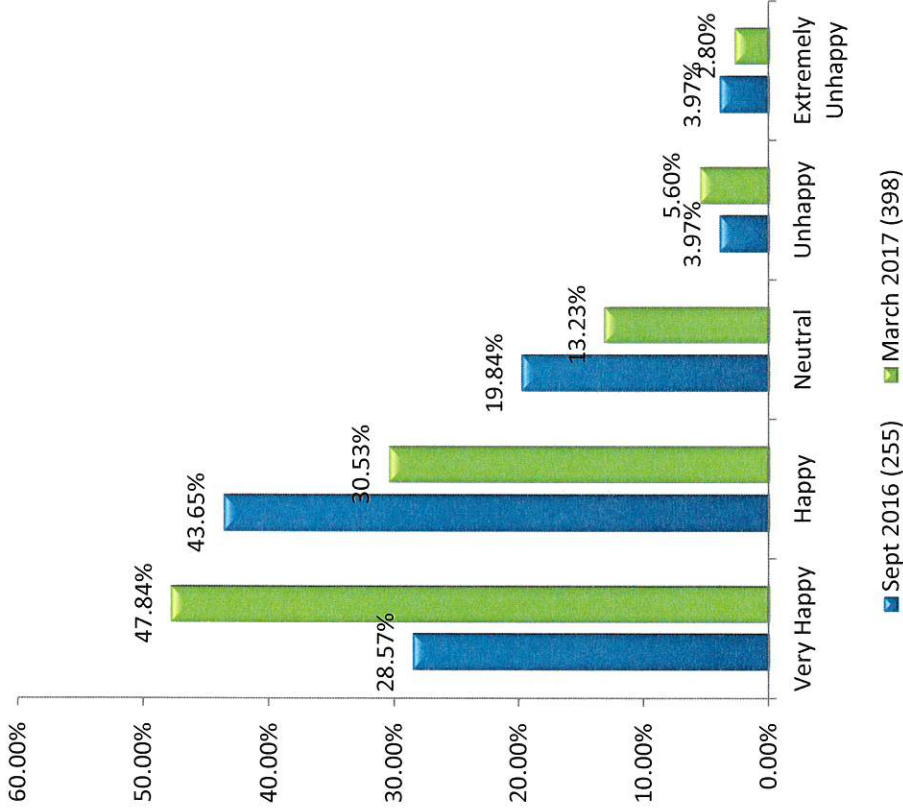
Q4: As of today, how would you rate your emotional or mental condition with respect to cheerfulness, confidence and zeal, especially in the face of opposition and hardship at work?



Q5: As of today, how would you rate the emotional or mental condition with respect to cheerfulness, confidence and zeal, especially in the face of opposition and hardship at work of other City of Hollywood employees?

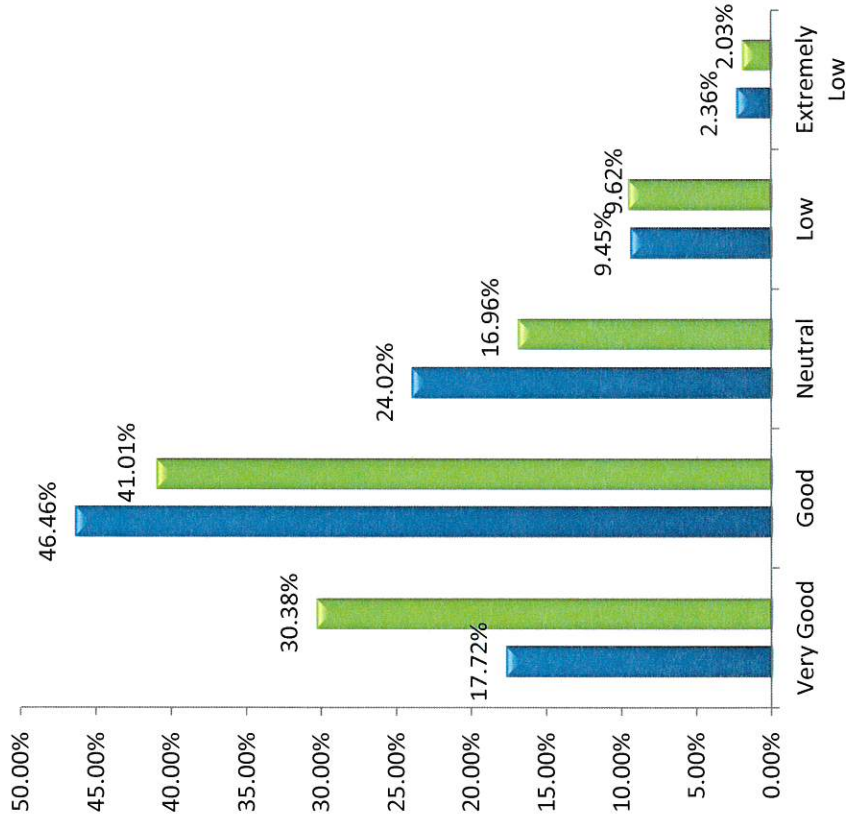


Q6: As of today, how satisfied are you with your work schedule?



↑ Very Happy, Unhappy
↑ “Very Happy” showed a
67% increase
↓ Happy (41%)
↓ Extremely Unhappy
(29%)

Q7: As of today, how would you rate your work/life balance?



↑ Very Good, Low

↑ “Very Good” showed a 71% increase

↑ Low showed a very small (2%) increase

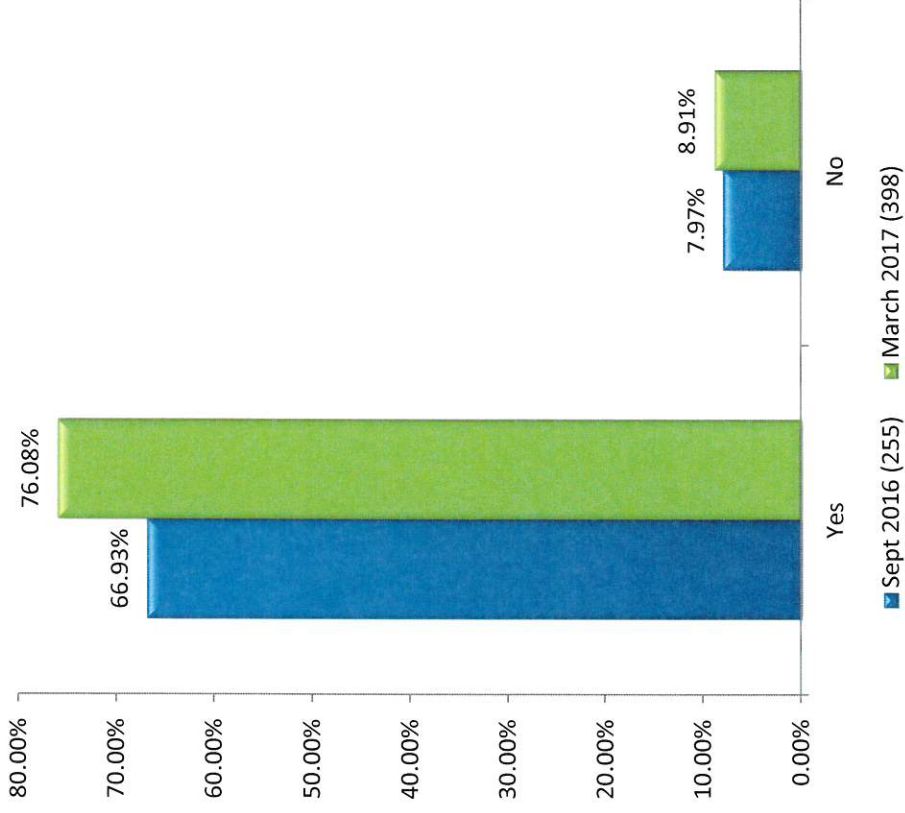
↓ Good

↓ Small decrease (12%)

↓ Neutral, Extremely Low

■ Sept 2016 (255) ■ March 2017 (398)

Q8: Based upon your work experience as of today, would you refer someone to work at the City of Hollywood?

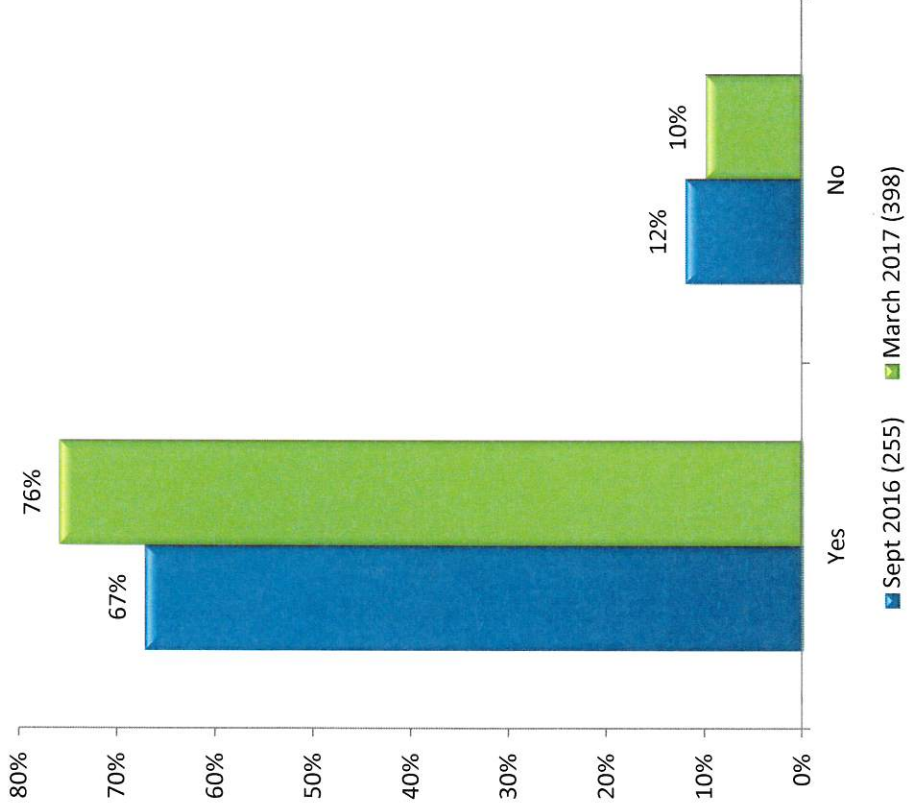


↑ Yes and No both increased

↑ Yes – 14%

↑ No – 12%

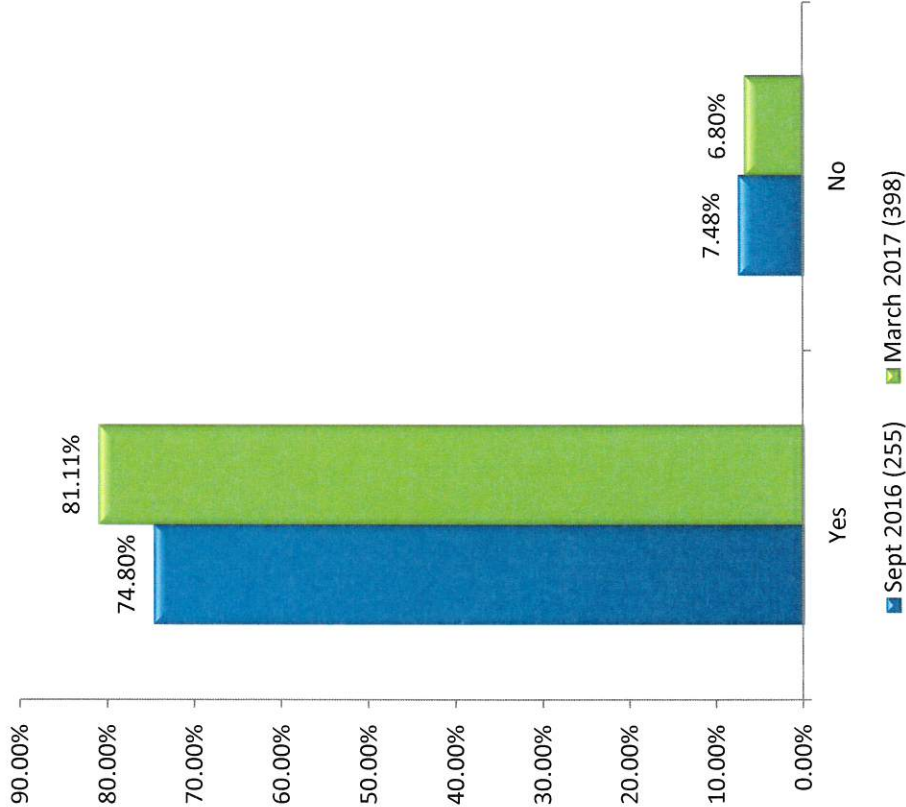
Q9: If given the chance, would you reapply to your current position at the City?



↑ Yes increased – 13%

↓ No decreased – 17%

Q10: Do you see yourself working at the City of Hollywood as a career long term?



↑ Yes increased – 8%

↓ No decreased – 9%