

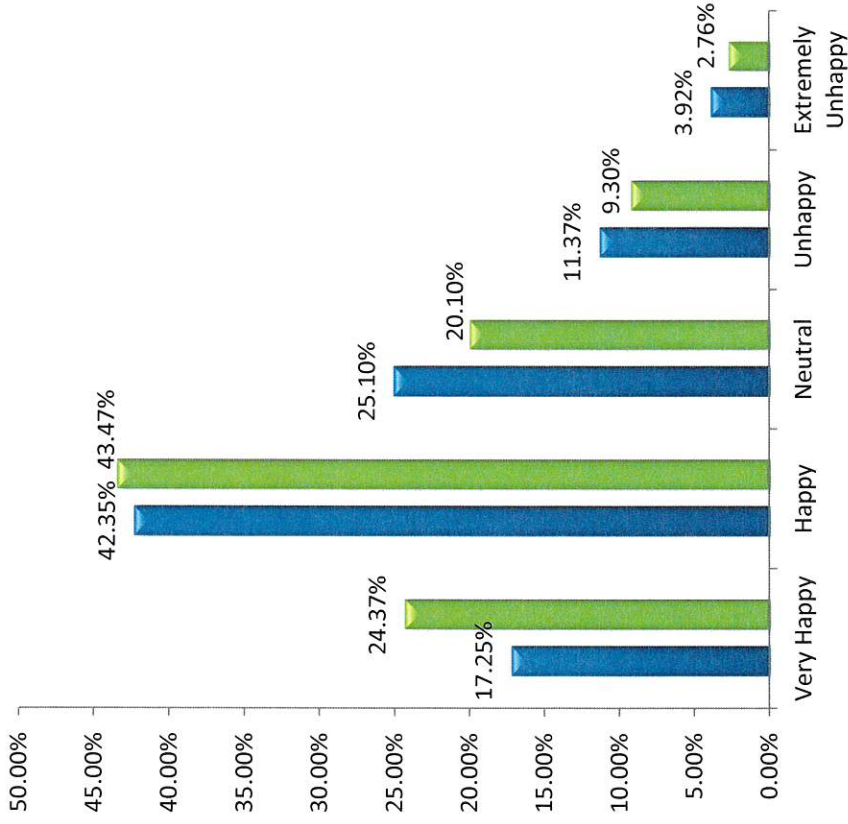
Employee Satisfaction

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

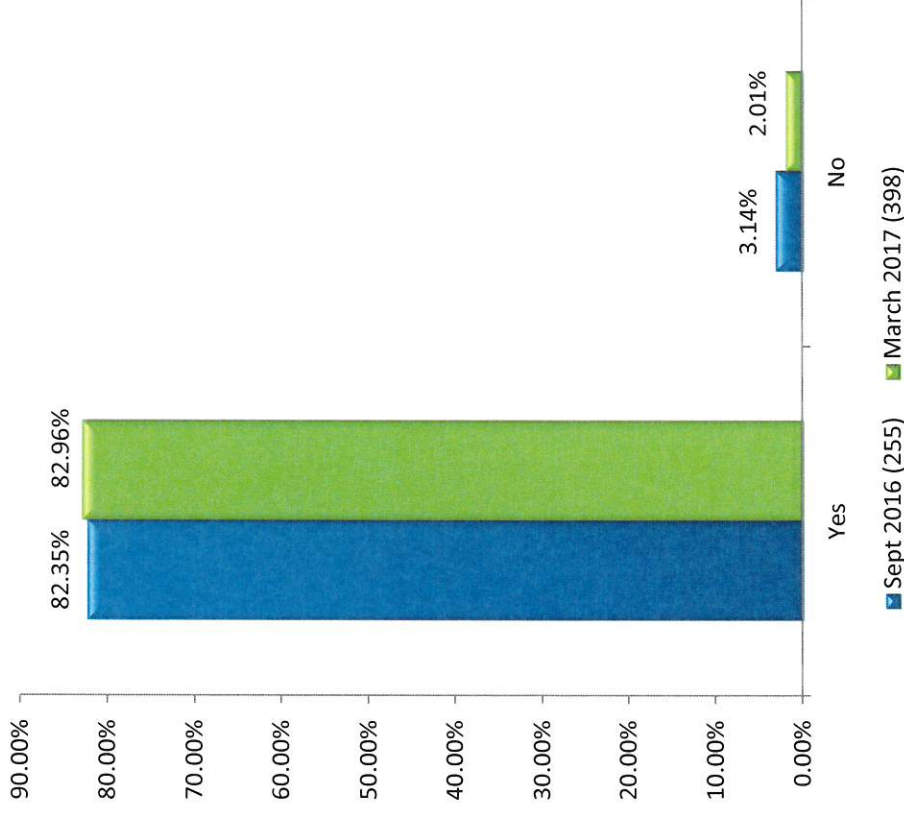
Q1. How Happy Are You at Work?



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

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

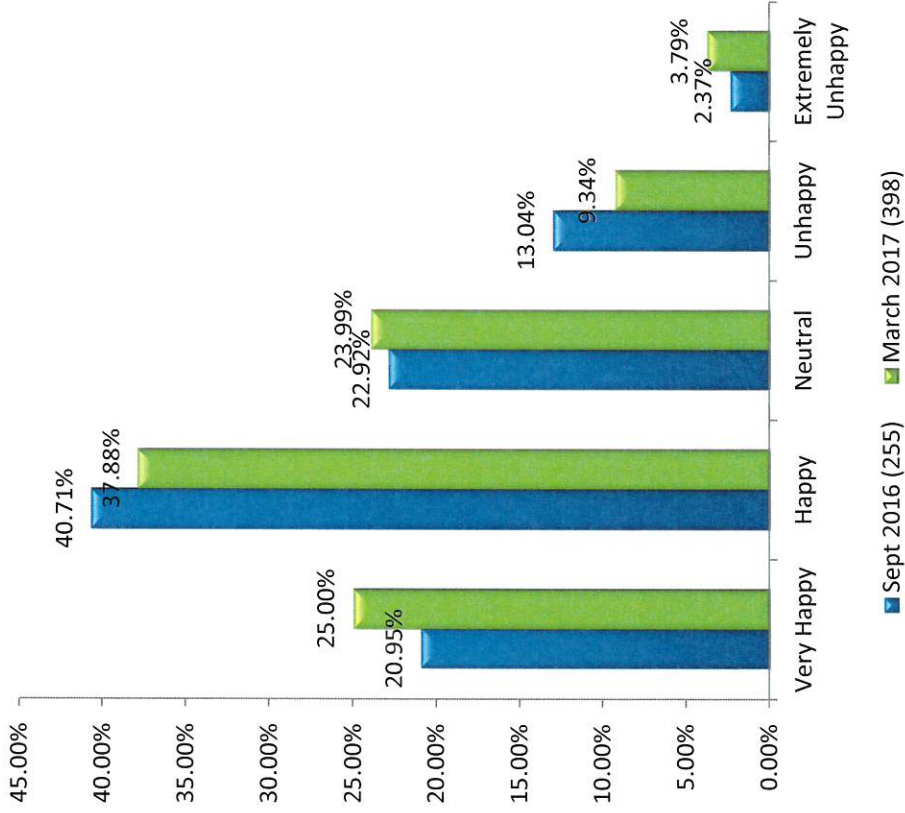
Q2. Are you able to manage your current job responsibilities within your current work schedule as it is today?



↑ 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

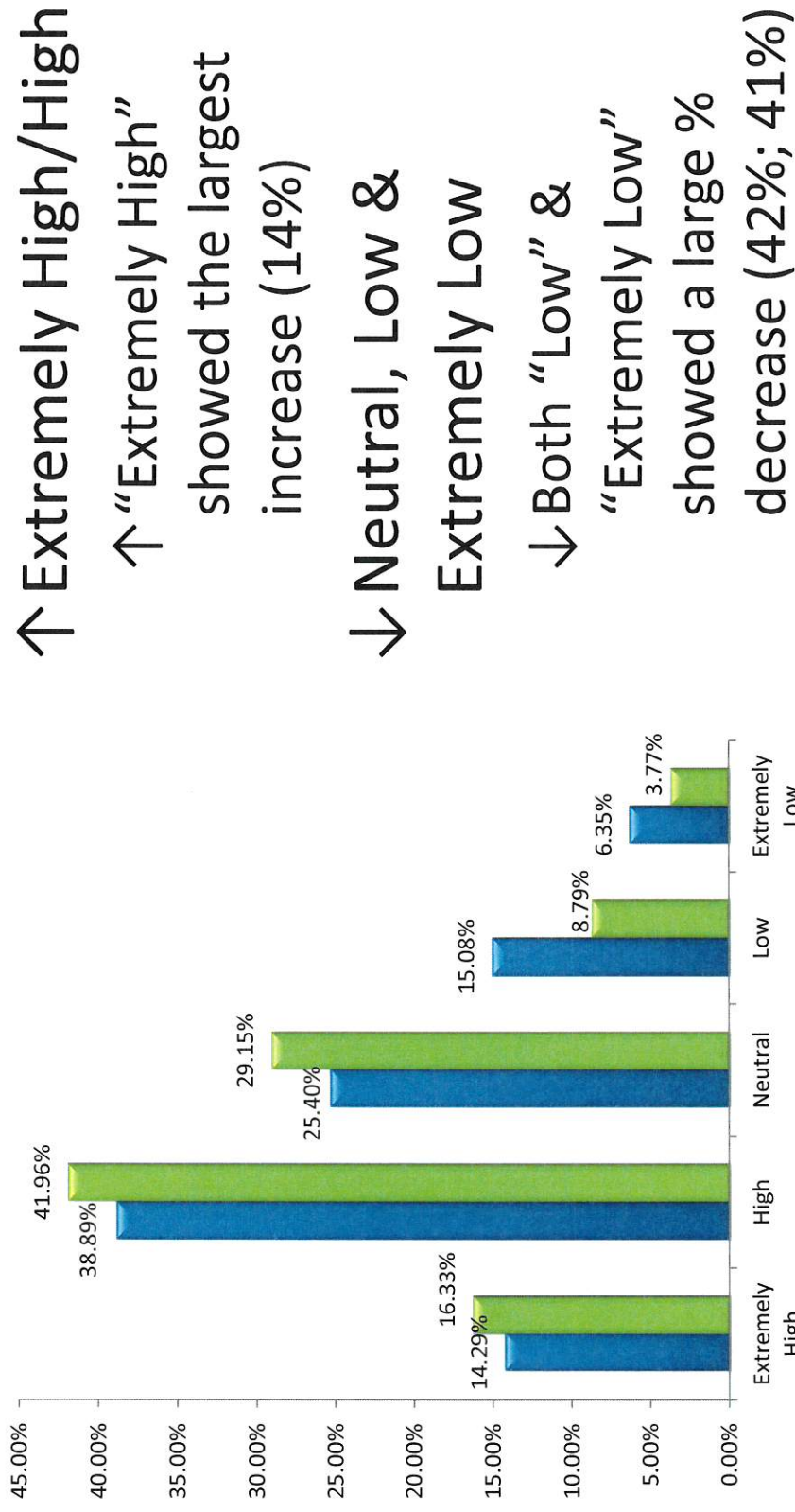
↑ “Very Happy” showed the largest increase (19%)

↓ Happy, Unhappy

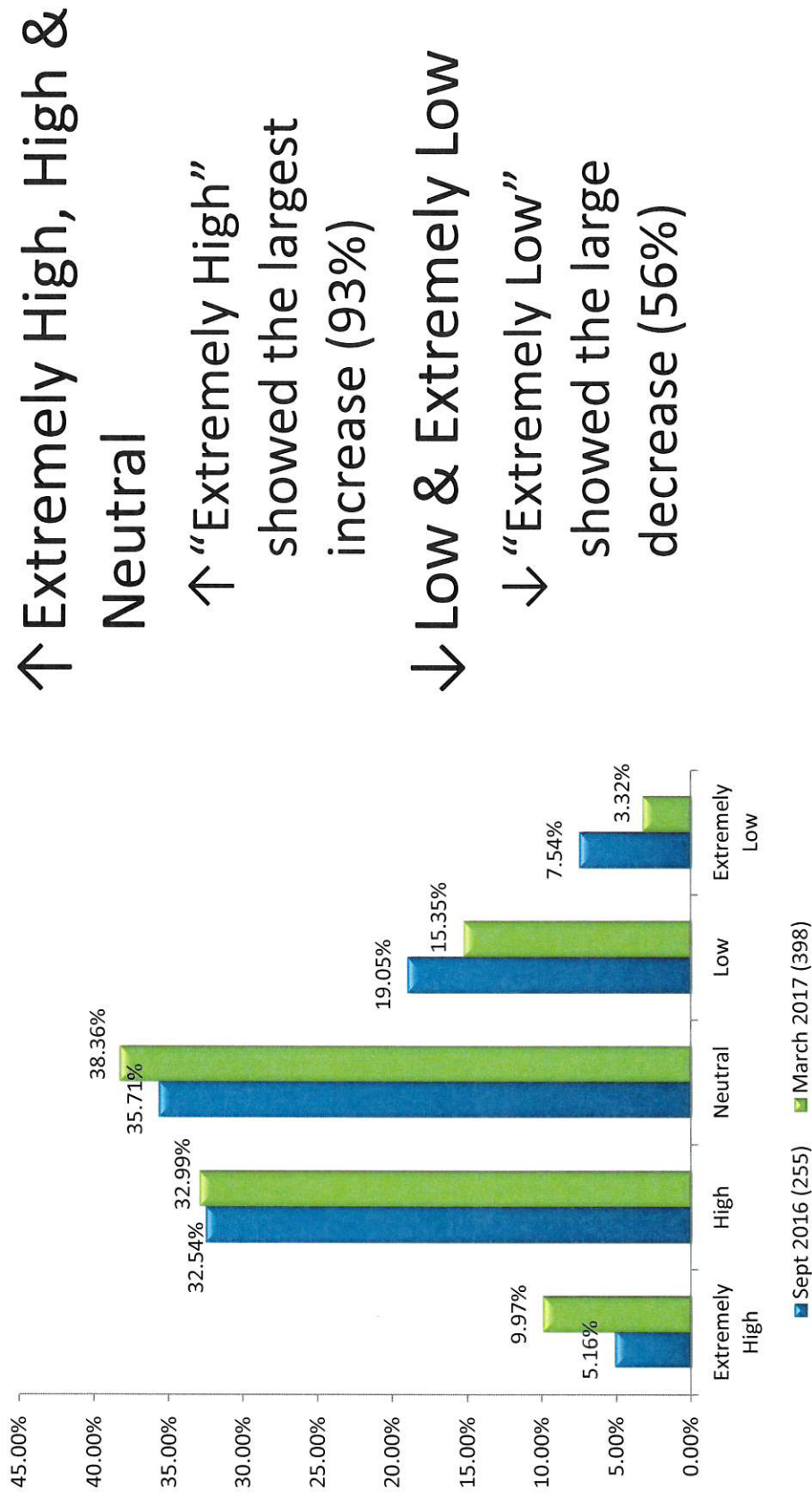
↓ “Unhappy” showed the largest decrease (28%)

↓ “Happy” declined

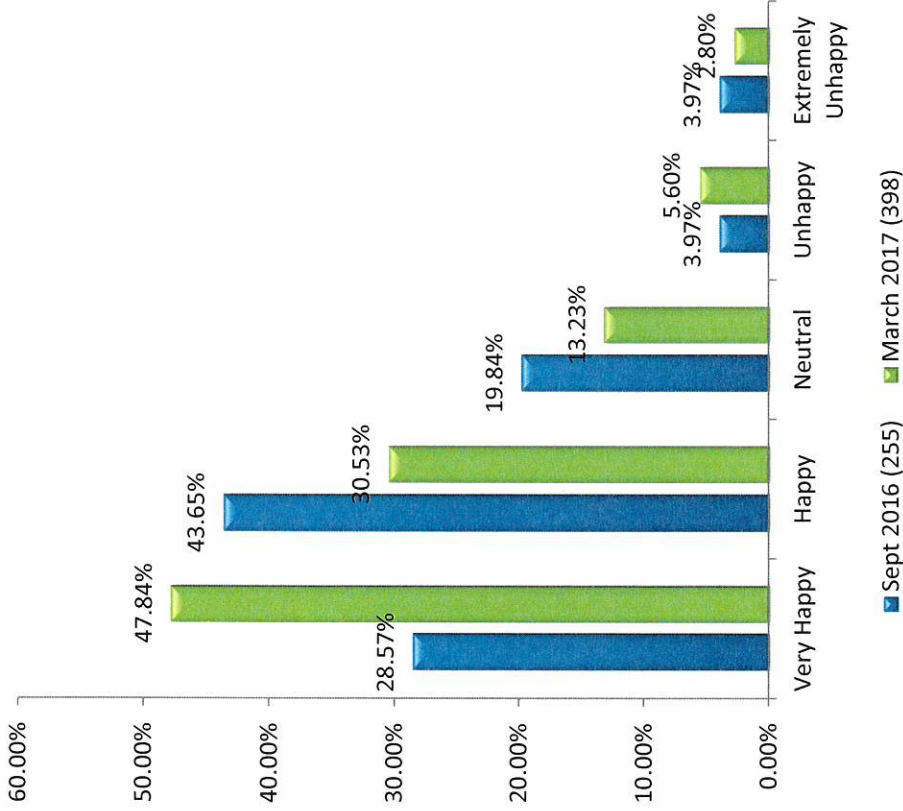
Q4: As of today, how would you rate your emotional or mental condition with respect to cheerfulness, confidence and zeal, especially in the face of opposition and hardship at work?



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?

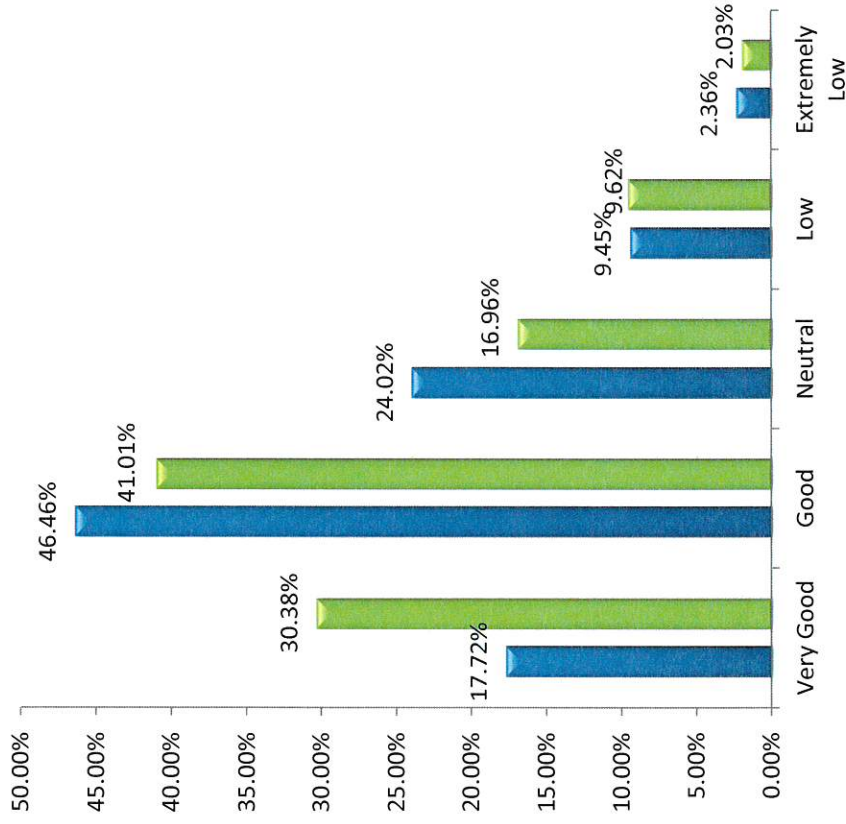


Q6: As of today, how satisfied are you with your work schedule?



↑ 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

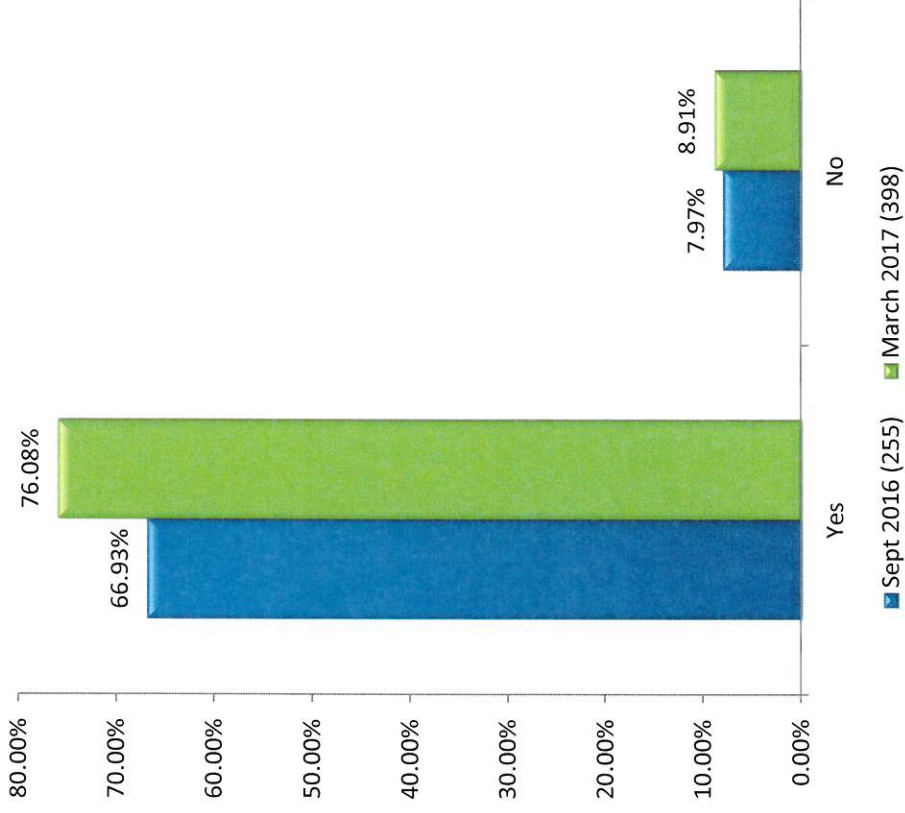
↓ Good

↓ 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?



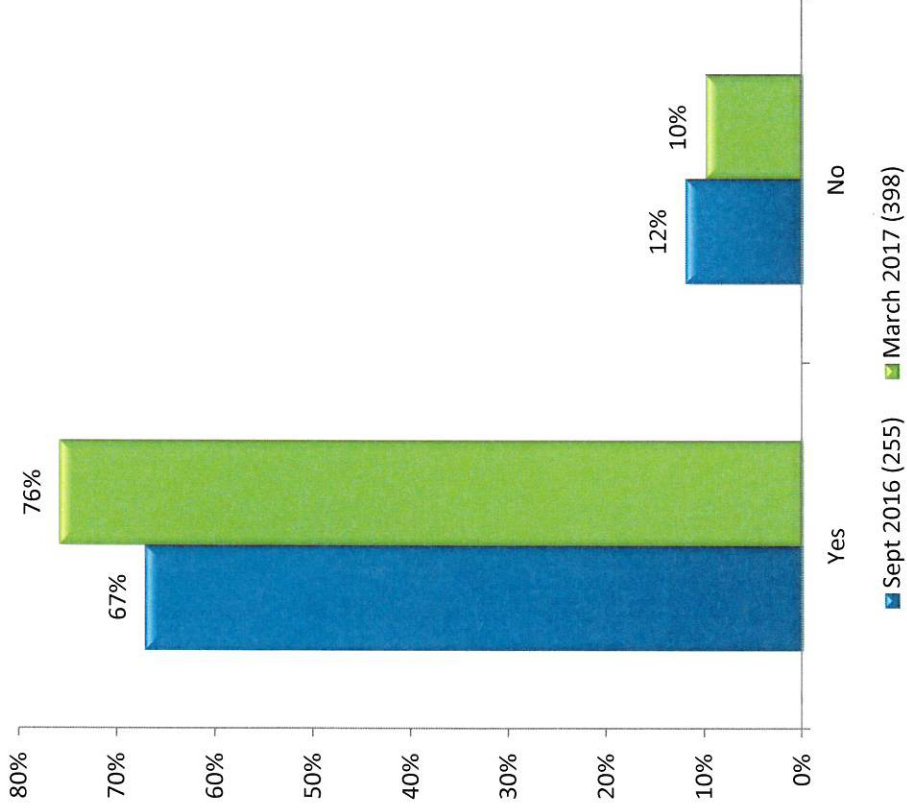
↑ Yes and No both

increased

↑ Yes – 14%

↑ No – 12%

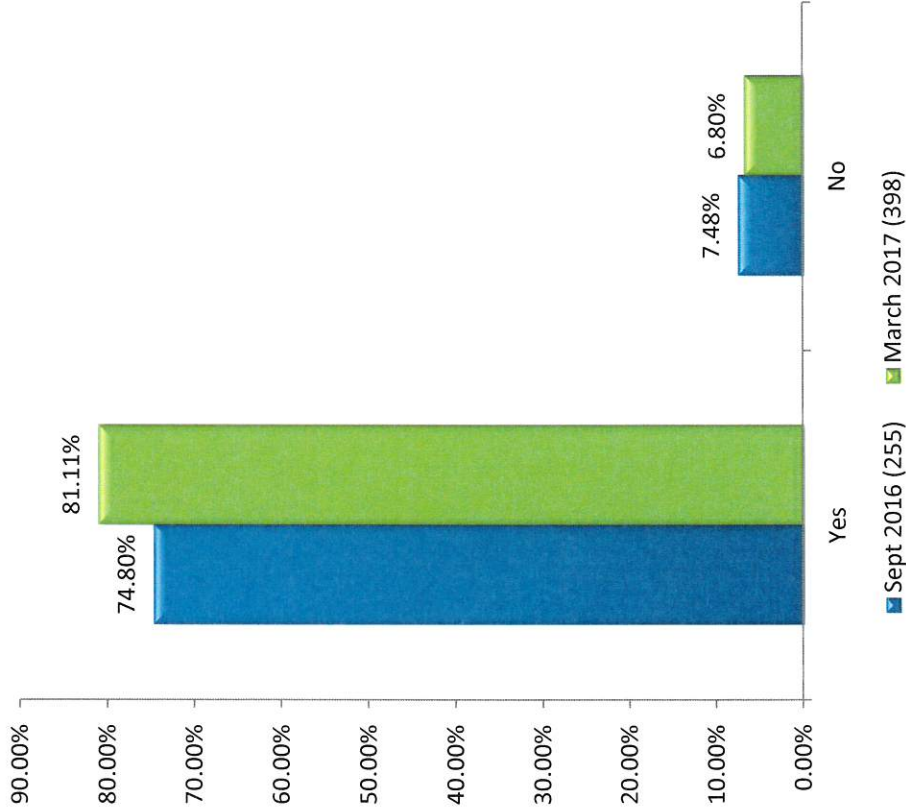
Q9: If given the chance, would you reapply to your current position at the City?



↑ 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%