



HUMAN RESOURCES

QUARTER 4 RETENTION SURVEY RESULTS

Mendocino County employees have the opportunity to give anonymous feedback at various stages of their employment: Upon hire, anniversary, and in the event of resignation or retirement. Employees should look out for a survey within 30 days of attending New Hire Orientation and again approximately 60-90 days after, on the anniversary of hire, and after their last day worked. All surveys remain anonymous.

Quarter 4 2023:

- **35%** of employees participated in anniversary surveys – Make your voice heard by looking out for an email from DecisionWise near the anniversary of your date of hire!
- **54%** of participating employees said they would choose to remain with Mendocino County if a job with similar pay and benefits were available elsewhere.
- **58%** of participating employees reported a sense of belonging with Mendocino County.
- **32%** of participating employees feel that Mendocino County listens to its employees.

EMPLOYEE WELLNESS PROGRAM

Wellness Incentive Program:

The Wellness Incentive Program for 2023 ended strong with a total of 459 employees completing the program requirements, which qualifies them for discounts in 2024 on their health care premiums. During the 2023 Program year, 581 County employees received the benefit of participating in an On-site Health Screening and 549 completed a Health Risk Assessment. A total of 64 employees participated in Health Coaching sessions and 754 employees engaged with the VirginPulse wellness portal.

With a new year, comes a new Wellness Incentive Program. Employees once again have the opportunity to earn a discount on their 2025 health care premiums by practicing healthy behaviors.

This year's required activities include a Biometric Health Screening (20,000 pts) and completing the online Health Risk Assessment (20,000 pts). Employees then have a range of activities to choose from to earn their remaining 10,000 points.



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What's New for 2024?

- Employees can now earn points for viewing Media from the Virgin Pulse Media Library. Earn 50 points per Media, up to 200 points per month.
- By accessing the Virgin Pulse Nutrition Guide, employees can earn 250 points for choosing their eating type and up to 300 points per month for tracking daily calories.
- Employees can improve their sleep with the Virgin Pulse Sleep Guide and earn 250 points for choosing their sleep profile and up to 200 points per month for daily sleep tracking.

Visit [MCWOW](#) online for complete details.



Spring Nourish Challenge (March 4th – April 14th):

Registration opens in February for the 2024 *Nourish* Wellness Challenge. *Nourish* helps build and reinforce healthy eating, sleep, exercise, and mindfulness habits. County-wide challenges are a great way for staff to interact and feel motivated and supported by one another.

Participants who grow at least 20 plants during the Challenge will be rewarded with 4,000 Wellness Incentive Points upon the conclusion of the challenge. Click [here](#) to learn more.



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MCWOW Awards and Accolades:

The American Heart Association has awarded the County of Mendocino **national Silver Award** level recognition for its commitments to employee health and well-being as measured in the Association's 2023 Workforce Well-being Scorecard™. The tool allows employers to evaluate how their policies and procedures compare to leading best practices in areas such as mental health support, addressing burnout, financial well-being, health equity considerations and more. Recognition designations are determined by data submitted, as well as the overall heart health score of their employees. In 2023, 492 organizations nationwide completed the Scorecard. The American Heart Association, a global force for longer, healthier lives, commends the County of Mendocino for their commitment to creating a workplace environment built on healthy core values.

WORKFORCE DEVELOPMENT PROGRAM

There were **538** training seats filled by County employees across **109** trainings between July 1, 2023, and December 31, 2023. A breakdown of participation between learning categories is listed below:

Professional Skills Development: **193** County Employees - **421** Training Seats – **21** Trainings

Courses included: Goal Setting to Ignite Workplace Success, Tackling Life's Challenges with Resilience and Grit, Using Emotional Intelligence for Workplace Success, Quick Stress Busters and Hacks, Combating Compassion Fatigue, Making the Transition from Individual Contributor to Leader, Public Service Customer Service, and Public Meeting Law and the Public Records Act.

On Demand Learning: **46** County Employees – **117** Training Seats – **88** Trainings

Professional/Technical Skills Development and Leadership courses included the following:



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Technical Skills courses: Mastering Excel 2019-Basics, Mastering Word 2019-Basics, Excel-Creating Dashboards, Excel-Power Functions, and Excel for Project Management, Adobe Acrobat DC Essentials, Office 365 Groups Essentials, and more...

Professional Skills courses: Effective Presentation Skills, Smart Time Management, Better Business Writing, Business Communication Fundamentals, General HIPAA Awareness, Managing Up-Strengthening Business Relationships, Collaborative Communication-Communicating to Your Manager and Your Manager's Communication Style, and many more...

Leadership courses: Developing Your Leadership Style, A Leaders Guide to Decision Making, Appraising Performance, Inspiring Workplace Excellence, Basics of Leadership-Changes in Corporate Culture, Smart Leadership-Model the Way and What Leaders Do, Giving Feedback that Gets Results, Conflict Resolution, Meetings that Get Results, and many more...

County employees can enhance their professional skills at a time convenient for them. Click [here](#) to view the [Online Course Catalog](#).

To sign up, employees can log in to [Target Solutions](#) with their County email address and password, click on "Self Assign" and then select the Course(s) they would like to complete.