



# EEO MATTERS

## Exit Interview Questionnaire... The Numbers Are In!

As an employer, San Joaquin County is committed to maintaining a positive work environment for its employees. In an effort to help identify ways of enhancing the County's work environment, and to assess the overall quality of work life in the County, an Exit Interview Questionnaire was collaboratively developed by the EEO Office and the Human Resources Division.

On February 8, 2008, the County began mailing exit interview questionnaires to all employees who voluntarily left County employment. Of the 534 questionnaires that were mailed, 143 (26.8%) completed questionnaires were returned during the 2008 calendar year. The EEO Office reviewed the returned questionnaires, evaluated the responses, and provided a report to the County Administrator's Office. The following is a summary of the key findings:

The five most common reasons for leaving the County were:

- |  |
|--|
| <ol style="list-style-type: none"> <li>1. Retirement - 40.6%</li> <li>2. Better Employment Opportunity - 30.1%</li> <li>3. Job Dissatisfaction - 17.5%</li> <li>4. Personal Reasons - 16.1%</li> <li>5. Better Compensation Package - 15.4%</li> </ol> |
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- ◆ 101 (70.6%) of the respondents rated the County favorably as an employer; while 38 (26.6%) rated the County fair or poorly.
- ◆ 92 (64.3%) of the respondents would return to work for the County in the future; while 46 (32.2%) would not.

- ◆ 76 (53.1%) of the respondents would return to work in their most recent positions and/or departments; while 59 (41.3%) would not.
- ◆ 106 (74.1%) of the respondents would recommend the County as an employer to others; while 27 (18.9%) would not.

A special thank you to our former County employees who took the time to complete the exit interview questionnaire. The information provided gives vital feedback on how well we are performing as an employer, and will be used to assist us in our continued effort to provide the best possible work environment for our employees. Stay tuned for future exit interview updates.

San Joaquin County

SAVE THE DATE!

PLAN TO ATTEND THE

TWELFTH ANNUAL  
DIVERSITY LUNCHEON

Thursday, October 1<sup>st</sup>  
12:00 p.m. - 1:30 p.m.  
Cost: \$12.00 per person



Watch your County  
email and payroll stuffer  
for more details.

S J C - E E O

May 2009

### CONTACT US

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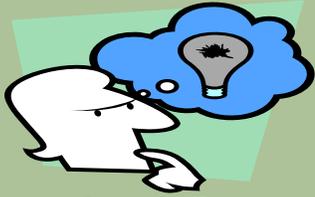
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<http://www.sjgov.org/eoo>

*"Never let what  
you cannot do  
interfere with what  
you can do."*

**- John Wooden**



### Did you know?

The number of employment discrimination charges filed with the U.S. Equal Employment Opportunity Commission increased nine percent in the last year, which marks the highest annual increase since 1993 and the highest total number of charges filed in the last five years, according to the agency's latest statistics.

More than one in five Americans, about 54 million, have a disability, making people with disabilities the largest traditionally underrepresented group in the nation.

Americans age 50 and older represent 25 percent of the population, but control 50 percent of the nation's buying power, and 75 percent of its assets; representing \$150 billion in annual discretionary income.

(Source - www.diversityinc.com)



With their 50th wedding anniversary approaching, a wife asked her husband whether they should renew their vows.

"Why?" he replied. "Have they expired?"

## ★What Does It All Mean?★

Just what do we mean by "diversity" in San Joaquin County? This question was answered on February 8, 2007, when the County Administrator approved the County's first-ever Workplace Diversity definition.

In case you don't know, here's how we define diversity in SJC:

*Workplace diversity encompasses a broad range of human qualities. These qualities include, but are not limited to, age, education level, ethnicity, gender, gender identity or expression, geographic origin, job classification, mental or physical disability, national origin, political belief, race, religious belief, sexual orientation, socio-economic status, and work experience.*

*In San Joaquin County, diversity in the workplace means empowering a workforce that is inclusive of these human qualities, which in practice recognizes and embraces the unique contributions of individuals, creating a work environment that maximizes the potential of all employees.*

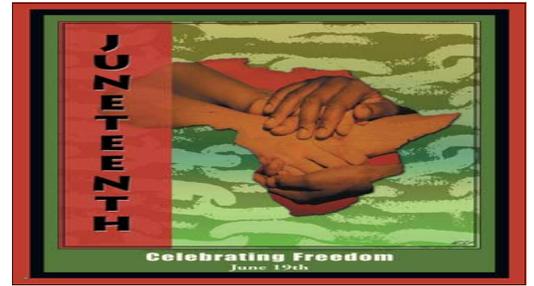
### EEO OFFICE TIDBITS

Your feedback is important to us! If you have thoughts about the information provided or ideas about what you would like to see in future issues of this newsletter, please send them to the EEO Office at: [rmoore@sjgov.org](mailto:rmoore@sjgov.org). You can also reach us at 468-3374.



We are looking forward to hearing from you soon.

## Celebrate Diversity



**JUNETEENTH** or June 19, 1865, is considered the date when the last slaves in America were freed. Although the rumors of freedom were widespread prior to this, actual emancipation did not happen until Major General Gordon Granger rode into Galveston, Texas with news that the war had ended and that all slaves were now "free." This event occurred two and a half years after President Lincoln signed the Emancipation Proclamation - which had become official January 1, 1863.

In observance of Juneteenth, the Taft Community Center will be hosting its 15th Annual Juneteenth Celebration as follows:

**When:** Saturday, June 13, 2009  
**Time:** 10:00 A.M. - 4:00 P.M.  
**Location:** Taft Community Center, 389 West Downing Street

This event is free for the entire family and will offer activities for children and other people of all ages. Activities include: food vendors, live music, raffles, sports tournament, and much more. For more information, contact Terence West at (209) 468-4168. The County proudly joins the nation in celebrating Juneteenth.

### Quarterly Diversity Calendar

#### May 2009

Asian/Pacific American Heritage Month

#### June 2009

Gay and Lesbian Pride Month

#### July 2009

July 26 - Anniversary of the Signing of Americans with Disabilities Act

*The Quarterly Diversity Calendar is intended as a brief sampling of many commonly known cultural and religious holidays and observances celebrated in the U.S. The calendar is by no means exhaustive. It is not the intention of the EEO Office to offend any individual or group.*