

El Dorado workers call out bosses in survey

Enough El Dorado County employees are so unhappy with their work environment it prompted the Board of Supervisors to launch an investigation.

Non-equal employment opportunity violations will be looked into.

Sixty-three percent of the staff participated in the cultural assessment survey conducted by Van Dermyden Maddux Law Corporation. Out of the 1,228 current and former employees who participated, 474 provided information beyond what was asked. A substantial number of comments raised concerns of “bullying, harassment, and retaliation” as well as concerns of nepotism, referring to the “good ol’ boy network.”

Only one-third believes the harassment policy is understood and adhered to.

Supervisors had a special meeting this week to go over the results from the survey that was taken this year.

The glimmer of good in the survey is 60 percent of respondents are generally satisfied with their job. The following departments had satisfaction rates higher than average: Air Quality Management District (100 percent); Risk Management (100 percent); Clerk of the Board (100 percent); Elections (100 percent); Library (92 percent); Auditor Controller’s Office (92 percent); Assessor’s Office (78 percent); Veteran Affairs (75 percent); and County Counsel (86 percent).

On the flip side, 17.5 percent of county employees were “dissatisfied” with their employment. The following departments each had dissatisfaction rates higher than average: Information Technology (41 percent); Probation Field

(32 percent); Public Defender (26.5 percent); Sheriff's Office (23.5 percent); Community Development Agency (22 percent).

Managers are a problem for 378 of the survey takers – the highest complaint. Employees believe retaliation would occur if they filed a complaint.

One person wrote, "Depending on who the complaint is against is a factor whether action will be taken or not." Another said, "Things often do not stay confidential."

More than one-quarter of the workforce is actively planning to leave.

– Lake Tahoe News staff report