

Department: County Management

Program Contact: Alison Sachet

Program Offer Type: Support

Program Offer Stage: Adopted

Related Programs:
Program Characteristics:
Executive Summary

The Evaluation and Research Unit (ERU) provides research about workforce equity, employees' experiences, and evaluates programs both countywide and within the Department of County Management. The ERU centers equity by collaborating with diverse employee stakeholders across the county. The goal of this work is to ensure that County employees have the resources, support, and environment that they need to thrive as they do the important work of serving the community.

Program Description

In FY 2023, the Evaluation and Research Unit (ERU) performed projects to measure:

- Whether employees are paid equitably, regardless of their gender, race, age, or other protected characteristics
- How trends in hiring, promotions, and separations differ by demographics (e.g., race and ethnicity, gender)
- How employees experience their work climate, belonging, job satisfaction, relationships with supervisors and coworkers, communication, the County's equity efforts, and how employees' identities impact their experiences at work

The ERU consults employees across the County, ensuring that surveys, data collection, and other small research projects are performed with integrity and lead to actionable findings. The ERU also helps support a community of County employees who are interested in data to encourage a culture of collaboration and learning across the County's research and evaluation professionals.

The ERU plans to continue this work in FY 2024 and will build on it by working towards greater stakeholder engagement in their work in ways that model people-centered research, practices, processes, and methods that embody principles of equity, safety, trust, and belonging. For example, the ERU plans to convene an Advisory Group, which will be composed of members of Employee Resource Groups and Department Equity Committees, to guide and advise projects to ensure that employees' voices are centered in the work.

Performance Measures

Measure Type	Primary Measure	FY22 Actual	FY23 Budgeted	FY23 Estimate	FY24 Offer
Output	Number of consults performed and reports, presentations, and/or dashboards issued	184	150	150	150
Outcome	Response rate to the Countywide Employee Survey	61%	55%	61%	62%
Output	Number of stakeholder engagement activities	34	25	25	25
Outcome	Percent of county employees stating that they feel like they belong at the county	72%	68%	72%	74%

Performance Measures Descriptions

Measure 1 included 125 pay equity consults in FY 2022. Pay equity consults have transitioned to Classification and Compensation, so we do not anticipate as many in FY 2023 or FY 2024. Measures 2 and 4 for FY 2022 Actual and FY 2023 Estimate are from the 2021 Countywide Employee Survey, done every two years. Engagement activities are to ensure input from diverse stakeholders, including listening sessions and meetings with advisory groups.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Adopted General Fund	Adopted Other Funds
Program Expenses	2023	2023	2024	2024
Personnel	\$548,858	\$0	\$568,299	\$0
Materials & Supplies	\$28,512	\$0	\$28,272	\$0
Internal Services	\$823	\$0	\$1,508	\$0
Total GF/non-GF	\$578,193	\$0	\$598,079	\$0
Program Total:	\$578,193		\$598,079	
Program FTE	3.00	0.00	3.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

This program is supported by General Fund revenues.

Significant Program Changes

Last Year this program was: FY 2023: 72014 Evaluation and Research Unit