City of Cincinnati Human Resources Department

Top 5 benefits reported as most important:
- Employer sponsored health insurance
- Leadership / opportunities for promotion
- Job / employer in line with personal values
- Employer sponsored retirement program
- Workforce diversity

Top 5 benefits used within the last 3 years:
- Employer sponsored health insurance
- Employer sponsored retirement program
- Reduced schedules
- Family leave for elder care
- Leaves of absence / sabbatical

TOP STRENGTHS

Overall, employees report high levels of satisfaction and engagement.

- 75% of employees would recommend the City of Cincinnati Human Resources Department to others.
- 75% of employees feel like they belong at the City of Cincinnati Human Resources Department.
- 81% of employees feel respected by their teammates and believe their opinions and ideas are valued.
- 88% of employees believe the City of Cincinnati Human Resources Department supports work/life balance.
- 81% of employees believe the City of Cincinnati Human Resources Department hires people from diverse backgrounds.

TOP OPPORTUNITIES FOR GROWTH

Employees are less satisfied when it comes to opportunities for growth and advancement.

- 56% of employees are happy with their opportunities for growth and advancement; however, only 33% of women with disabilities and women age 40+ feel the same.
- 44% of employees believe promotions are generally given to the most qualified employees.

Gender, ability, and age may influence how employees experience the workplace.

- 75% of men feel that they are recognized and rewarded for the work they do, compared to 50% of women overall, 33% of women with disabilities, and 33% of women age 40+.
- 75% of men believe their pay is fair, compared to others in similar roles. 58% of women overall and 17% of women age 40+ feel the same.
• **75% of men** report that at least one senior level staff member has actively assisted them in getting ahead, compared to **58% of women overall, 33% of women with disabilities, and 33% of women age 40+.**

**When it comes to gender equity, employees believe there is room for improvement.**

• **56% of employees** think the City of Cincinnati Human Resources Department should be doing more to increase gender equity in the workplace.

> “The entire performance evaluation process needs to be revamped. It is not objective or accurate in evaluating employees and it does not produce useful goals.”

**RECOMMENDATIONS**

Offer paid leadership development opportunities (workshops, classes, etc.).

Provide a mentorship or sponsorship program at the point of entry for all employees.

Conduct 15 minute weekly or bi-weekly performance reviews using a set of objective criteria. Enlist two to six reviewers (colleagues, clients, etc.). Ensure managers meet with employees quarterly to go over the results.

Develop a transparent compensation policy that clearly states employee performance measures and promotion criteria. Ensure the policy is communicated and understood by all employees.

Sponsor an inclusion council—a group that includes top leadership and people of all genders, races, ethnicities, ages, and socioeconomic backgrounds—with a clear focus that aligns with the department’s mission.