

**April 2009
Employee Opinion Survey**

Updated 4/16/2009

Responses to Employee Opinion Survey	Rank of All Responses	Number of #1 votes received
I. Offer monetary incentives to employees eligible to retire.	1	262
G. Reduce temporary staff without replacing with permanent staff or increasing overtime.	2	160
E. Require all employees to contribute to health care (\$25/month) and keep co-pays and deductibles the same.	3	29
F. Suspend non-LEO* 401K contributions.	4	66
H. Reduce longevity pay by 50% for eligible employees (with 10 years or more of Orange County service).	5	32
D. County pays full cost of employee health care premiums but employees pay more for services.	6	18
A. Mandatory leave without pay (furlough) of 40 hours, approximately 2% reduction in pay.	7	40
C. Reduce the work week hours and pay resulting in 2% annual reduction.	8	17
B. Continue regular work week schedule with reduced pay of approximately 2%.	9	6
# Respondents	630	
Percent of Permanent Employees Responding	75%	

* LEO = Law Enforcement Officers. Option F would only apply to non-law enforcement officers.

Level of Supervisory Responsibility	Number of Respondents	Percentage of Total
None	447	71.0%
Supervisor	115	18.3%
Manager	40	6.3%
Department Director	28	4.4%
Total	630	100.0%
Years of Orange County Service	Number of Respondents	Percentage of Total
Over 26 years	38	7%
21-25 years	46	8%
16-20 years	55	9%
11-15 years	84	13%
6-10 years	133	22%
0-5 years	274	41%
Total	630	100%