

ROUTT COUNTY BOARD OF COUNTY COMMISSIONERS
AGENDA COMMUNICATION FORM

ITEM DATE: June 6, 2022		ITEM TIME:
FROM:	Kathy Nelson, Human Resources Director	
TODAY'S DATE:	June 5, 2020	
AGENDA TITLE:	Employee Mental Health Pulse Survey Discussion	
CHECK ONE THAT APPLIES TO YOUR ITEM:		
<input type="checkbox"/> ACTION ITEM		
<input checked="" type="checkbox"/> DIRECTION		
<input checked="" type="checkbox"/> INFORMATION		
I. DESCRIBE THE REQUEST OR ISSUE:		
Employee Mental Health Pulse Survey Discussion.		
II. RECOMMENDED ACTION:		
Discussion and Direction on the Employee Mental Health Pulse Survey.		
III. DESCRIBE FISCAL IMPACTS (VARIATION TO BUDGET):		
PROPOSED REVENUE: NA		
PROPOSED EXPENDITURE: NA		
FUNDING SOURCE: NA		
IV. IMPACTS OF A REGIONAL NATURE OR ON OTHER JURISDICTIONS (IDENTIFY ANY COMMUNICATIONS ON THIS ITEM):		
NA		

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V. BACKGROUND INFORMATION:

On April 29, 2022, Public Health and Human Resources in conjunction with a team of students from Colorado School of Public Health sent out an anonymous survey to employees to better understand if and how well Routt County is meeting our employee's mental health needs.

The survey included 15 questions and assessed each employee's overall perception of our mental health resources and the support available; with an ultimate goal of improving our work environment and the resources available to staff and mitigating themes of concern.

Seventy-seven (77) of approximately two hundred and eighty (280) employees participated in the survey (almost 30%). Based on the responses we received, here are some of the themes.

- Routt County as a community offers few in-network mental health resources.
- Not all employees have a clear understanding of our available mental health resources and services and where to access that information (44.15% and 36.36% respectively).
- Employees were neutral on whether or not our mental health resources and services were meeting their personal and family needs (41.56%) and whether they would be helpful in the future (37.66%).
- More staff felt our policies and paid time off benefits support mental health (51.95%) vs. those who didn't (36.36%).
- Many do not feel comfortable talking about their mental health needs with others inside the organization (48.06%) and that senior leaders don't prioritize mental health at work (42.86%).
- The majority responded neutrally on whether or not the steps Routt County has taken to support mental health has improved their mental health (45.45%).
- When asked whether their immediate manager creates an environment where mental health can be discussed, most of the respondents agreed (57.14%). The majority also felt they can openly discuss mental health challenges and concerns with their immediate manager (57.14%).
- Over 54.54% felt their manager has or would make changes to their workload or work environment to improve their mental health.

The objective of the discussion is to learn from the feedback and evaluate what adjustments we may be able to make to address identified concerns.

VI. LEGAL ISSUES:

NA

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VII. CONFLICTS OR ENVIRONMENTAL ISSUES:

NA

VIII. SUMMARY AND OTHER OPTIONS:

NA