



YUMA COUNTY HUMAN RESOURCES DEPARTMENT

198 S. Main Street - Yuma, Arizona 85364
(928) 373-1013 - Fax (928) 373-1153

Felicia Frausto
Director

Dear Former County Employee:

Our records show that you are terminating your employment with Yuma County. As part of an ongoing analysis of employee turnover, we are asking for your help in evaluating Yuma County as an employer. We would appreciate your taking time to answer the following questions, and returning your response to our office in the attached self-addressed stamped envelope.

NAME (optional): _____

JOB TITLE: _____

DEPARTMENT: _____

1. From the factors listed below, select those that were most important in your decision to leave the County. Indicate the main reasons for your decision (up to five) in order of importance with, "1" being the most important, "2" the next important and so on up to five choices.

- | | |
|--|---|
| <input type="checkbox"/> Better career opportunity | <input type="checkbox"/> Overtime requirement |
| <input type="checkbox"/> Better salary | <input type="checkbox"/> Working conditions |
| <input type="checkbox"/> Better benefit | <input type="checkbox"/> Lack of training |
| <input type="checkbox"/> Career change | <input type="checkbox"/> Lack of recognition/appreciation |
| <input type="checkbox"/> Dissatisfaction with supervisor/manager | <input type="checkbox"/> Dissatisfaction with co-workers |
| <input type="checkbox"/> Return to school | <input type="checkbox"/> Other |
| <input type="checkbox"/> Health reasons | |

Relocation because of: Salary Military Spouse relocating Other

Please comment on the primary factors affecting your decision to leave Yuma County:

2. Are you:
- | | |
|---|---|
| <input type="checkbox"/> Currently employed full-time | <input type="checkbox"/> Not employed, seeking employment |
| <input type="checkbox"/> Currently employed part-time | <input type="checkbox"/> Not employed, not seeking employment |
| <input type="checkbox"/> Currently employed on a temp basis | <input type="checkbox"/> Self-employed |

If you are currently employed, answer question numbers 3, 4, and 5.

3. What does your new job offer to you that your job with the County did not?

4. Had you been offered this position at the time you left the County? Yes No

5. New employer: _____ Location: _____

Nature of new work: _____ Pay: _____ Hours: _____

6. What did you think of your supervisor in the following areas?

	Excellent	Good	Fair	Poor
Followed policies & procedures:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrated fair & equal treatment:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provided recognition on the job:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Developed cooperation:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolved complaints, grievances & problems:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provided adequate training:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encouraged feedback:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kept employees informed:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. How would you rate communications within your department?

Excellent: **Good:** **Fair:** **Poor:**

8. What did you like **most** about your job and the County?

Least:

9. Please rate the following aspects of your employment at Yuma County.

	Excellent	Good	Fair	Poor
Opportunity for advancement:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance Appraisals:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical working conditions:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your salary:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vacation/Holidays:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provided adequate training:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other County benefits:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feeling of belonging:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional comments:

10. Would you recommend the County to your friends as a place to work?

YES:

YES, with reservations:

NO:

If no or you have reservations, why?

11. Is there anything you could add to assist us in making Yuma County the best employer in the area:

We realize that your time is valuable, and we appreciate your taking the time to complete this form. **Thank you** for your assistance in helping us evaluate our employee retention efforts. If you have any questions please call the **Human Resources Department at 373-1013**.