

Mapping with preferences

4/28/17

Final

371 public services and outreach employees need to be mapped to a lateral position.

We conducted a survey of these employees asking each to identify up to four lateral position preferences.

- 326 employees responded to the survey asking their position preferences
- 226 of those were mapped to their one choice
- 137 responded with up to 4 position preferences identified
- 54 had a first position preference unique to their location and were mapped
- 83 employees' first preference required additional information to make a decision

We conducted a follow up survey with the 83 employees asking each to identify if they preferred position or location and they ranked their location preferences. We asked managers to provide information on ideal staffing for their location.

From this data, the following mapping decisions:

7 - first preference not at current location

1 promoted

4 prefer position

3 mapped to first preference position at a different location

1 mapped to second preference position at current location

2 prefer location

2 mapped to current location in second preference position

11 - duplicate manager/sup at the same location

7 prefer location

3 mapped to current location in first preference position

3 mapped to current location in second preference position

1 mapped to current location in third preference position

4 prefer position

2 mapped to first preference position at current location

1 mapped to current location in second preference position

1 promoted

43 - duplicates of youth/adult or child, teen, adult

23 prefer location

18 mapped to current location in first preference position

5 mapped to current location in second preference position

15 prefer position

12 mapped to first preference position at current location

2 mapped to second preference position at current location

1 mapped to first preference position at different location

5 did not respond to second survey

5 mapped to current location in first preference position

22 – Downtown Library staff mapped to first preference at current location

In summary, 355 mapped to first preference or only position; 15 mapped to second preference position; 1 mapped to third preference position. Of those 7 mapped to first preference at a different location and this is 3 more than shown above due to additional information learned after the surveys.
