

2007 Ethics Quiz/Survey Executive Summary

2007 ETHICS QUIZ AND SURVEY – DESCRIPTION

As part of its on-going awareness campaign, the Board of Ethics conducted the fourth annual ethics quiz and survey October 16 through 31, 2006. The board understands that education is an essential tool for encouraging ethical practices in King County, and that knowledge about the ethics code allows employees to follow its road map for fair dealings. The result is public trust and confidence, which are essential to the work performed by all King County employees.

QUIZ/SURVEY OBJECTIVES

- Raise awareness among county employees of the Code of Ethics, the Board of Ethics and its office, and the services they provide
- Improve and challenged employee knowledge of the ethics code
- Learn about employee opinions on ethics in King County

DISTRIBUTION METHOD AND RESPONSE RATE

Executive Sims announced the quiz on October 16th via a countywide global email inviting participation via web link, followed on October 23rd with a reminder announcement in another employee global email. The survey remained open for completion for two weeks until October 31st.

DEMOGRAPHICS

Generally, the number of respondents per department matched the department's relative employee population within county government

RESPONSE RATE

Approximately 18% of 11,000 county employees with computer access took the quiz.

RESPONDENT KNOWLEDGE TO QUIZ

Employees responded correctly to each of the ten questions between 87% and 99% of the time.

EMPLOYEE RESPONSES TO SURVEY QUESTIONS

- I believe management would take my ethics concerns seriously: 83.7%
- I feel confident that I could report an unethical practice without fear of retaliation: 70.1%
- Overall, I think King County has an ethical work environment: 79.2%

EMPLOYEE ADVICE TO COUNTY MANAGERS

- Continue to communicate on ethics issues and provide resources
- Hold regular ethics presentations and trainings
- Lead by example
- Hold everyone – elected officials, managers and staff – equally accountable

CONCLUSIONS AND SUMMARY

- The high number of participants indicates an continuing interest in workplace ethics
- Employees have a solid, basic understanding of the King County Code of Ethics
- Employees generally trust management on ethics concerns in the workplace, and have a high regard for ethics in the workplace overall
- For strengthening ethics in the workplace, employee advice to managers includes: communication, education, leadership, and enforcement