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## Engagement Survey



- Part of General Manager's Work Plan
- Available for two weeks / consisted of 33 questions
- 353 responses - 55 percent response rate
  - 2022 survey had 192 responses (32% )
  - 2017 survey had 131 responses (23%)



The graphic shows the text 'SURVEY RESULTS ARE IN' in a stylized font, with 'SURVEY' in a larger, outlined font. Below the text are several hands of different colors (brown, tan, grey) raised in a gesture of participation. The background is light purple with small colorful triangles.

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## What Was Asked...

- Employee development opportunities
- Recognition programs
- Communication tools
- Communication content
- Engagement
- Satisfaction

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## What Was Said...

- 87% of respondents feel that job allows them to be a part of something meaningful
- 76% feel they can express ideas & concerns with management
- 85% feel they have opportunities to grow & develop
- 76% feel development is a priority in their workgroup
- 67% feel recognized for outstanding work

In my workgroup, employees are recognized for outstanding work.



Response	Percentage
Strongly Agree	37%
Somewhat Agree	30%
Neutral	18%
Somewhat Disagree	7%
Strongly Disagree	5%

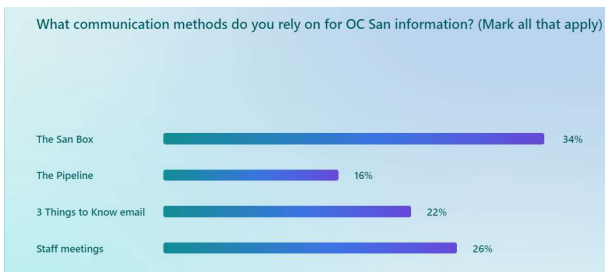
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## What Was Said...



- 82% somewhat or strongly agreed they are satisfied with the current organization information received
- 93% feel The San Box keeps them up to date with OC San news always or most of the time
- There is an interest in participating in OC San events outside work hours
- There is an interest in reinstating the Employee Activity Committee



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## What Staff Said...



- Clear direction and transparency from management
- Increase employee recognition
- Two-way communication with management
- More opportunity for employee feedback and engagement
- Internal promotions before external
- After hours employee events (with family invited)

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## The Actions...



- Promote Recognition Programs
- Printed copies of Pipeline in breakrooms
- Consider opportunity for management feedback
- Talking Points
- Employee Activity Committee exploration
- The San Box
  - Three Things Email
  - More intentional and timely posts
- VIP Revamp
- Social Media education

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Orange County Sanitation District  
70<sup>th</sup> Anniversary

Questions?

1954 - 2024

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