

Staff Report

TO: Board of Directors

FROM: Jennifer Hanson, General Manager

DATE: January 24, 2024

SUBJECT: Employee Engagement Survey #2

ADMINISTRATION

RECOMMENDATION:

Receive presentation regarding the result of Employee Engagement Survey #2.

BACKGROUND:

The District's 2023 Strategic Plan identifies Employee Engagement as a strategic priority. Goal 3 under this strategic priority states that the District will complete one survey per year to assist with enhancing employee engagement. In 2023, two surveys were completed.

The results of Survey #2 are included in the attachment.

BUDGETARY IMPACT:

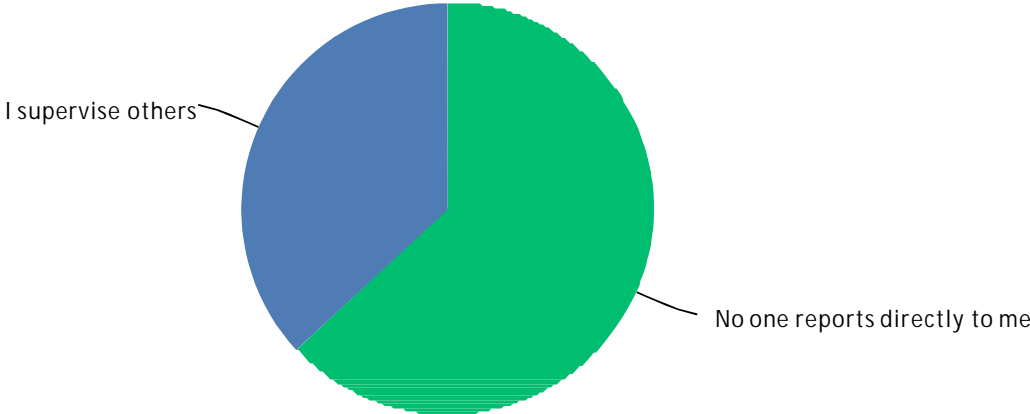
None.

Attachment (1)

- Employee Engagement Survey #2 Results

Q1 What best describes the job classification you're in?

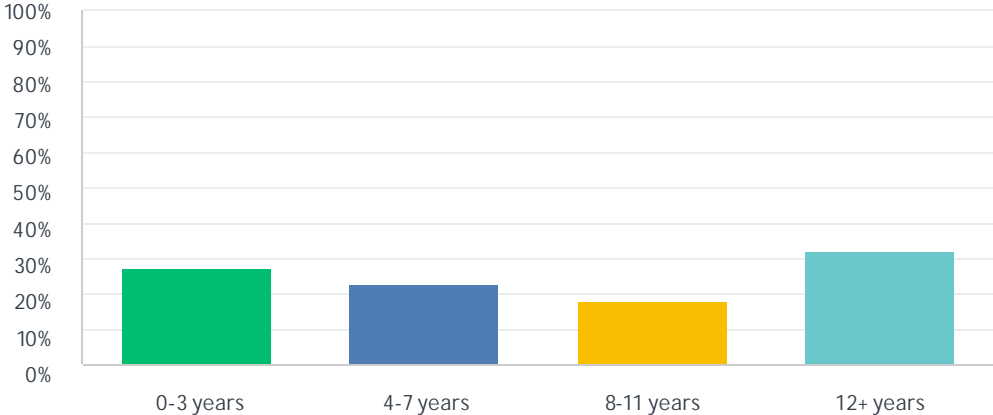
Answered: 84 Skipped: 0



ANSWER CHOICES	RESPONSES	
No one reports directly to me	63.10%	53
I supervise others	36.90%	31
TOTAL		84

Q2 I have been employed at NID for:

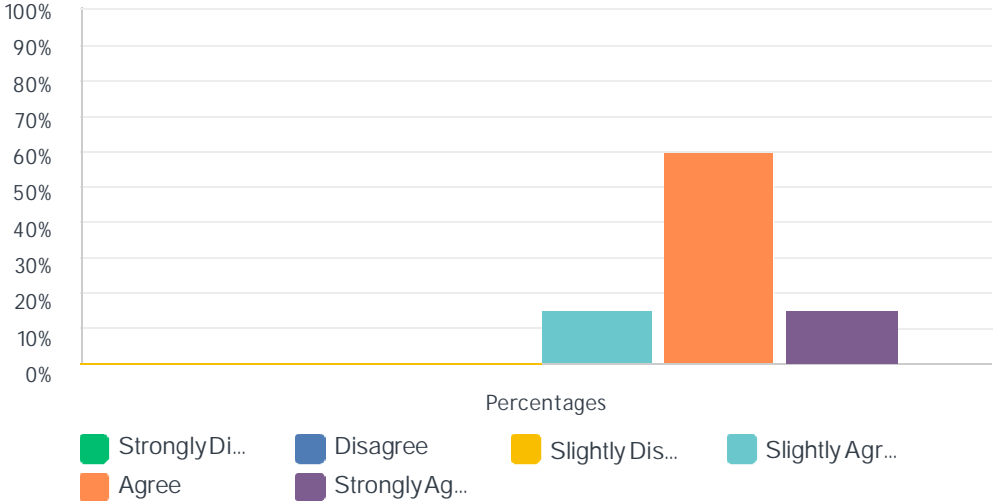
Answered: 84 Skipped: 0



ANSWER CHOICES	RESPONSES	
0-3 years	27.38%	23
4-7 years	22.62%	19
8-11 years	17.86%	15
12+ years	32.14%	27
TOTAL		84

Q3 I recommend NID as a great place to work.

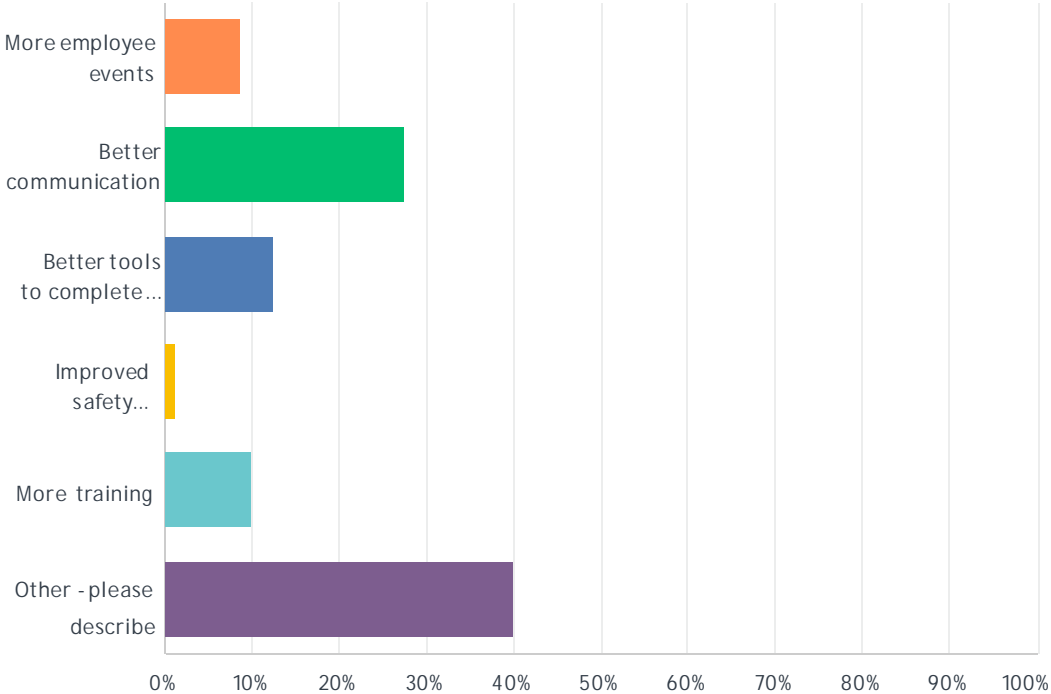
Answered: 84 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	SLIGHTLY DISAGREE	SLIGHTLY AGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Percentages	0.00%	4.76%	4.76%	15.48%	59.52%	15.48%	84	4.76
	0	4	4	13	50	13		

Q4 To make NID a better place to work, the number one improvement I would make is:

Answered: 80 Skipped: 4

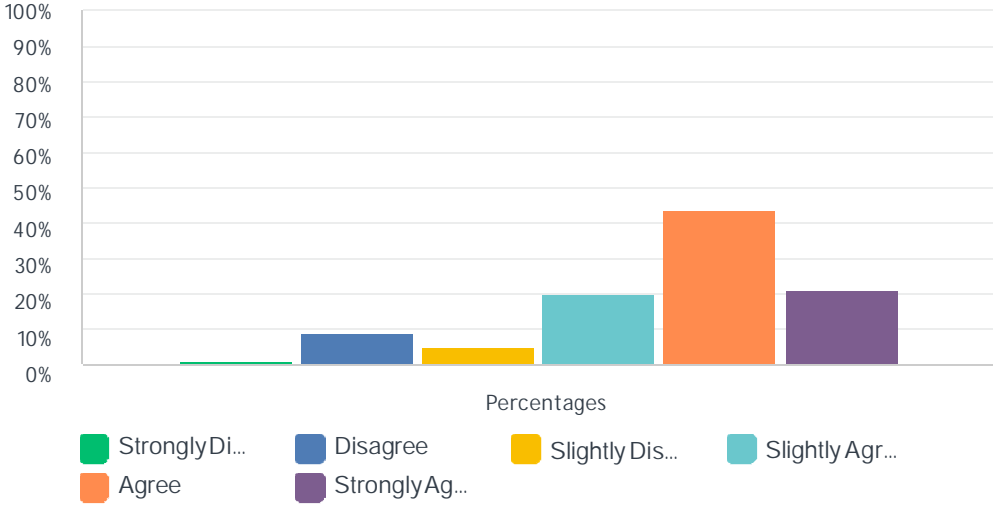


NID Job Satisfaction Survey

ANSWER CHOICES	RESPONSES	
More employee events	8.75%	7
Better communication	27.50%	22
Better tools to complete my job	12.50%	10
Improved safety practices	1.25%	1
More training	10.00%	8
Other - please describe	40.00%	32
TOTAL		80

Q5 My supervisors encourage my development.

Answered: 80 Skipped: 4



	STRONGLY DISAGREE	DISAGREE	SLIGHTLY DISAGREE	SLIGHTLY AGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Percentages	1.25%	8.75%	5.00%	20.00%	43.75%	21.25%	80	4.60
	1	7	4	16	35	17		

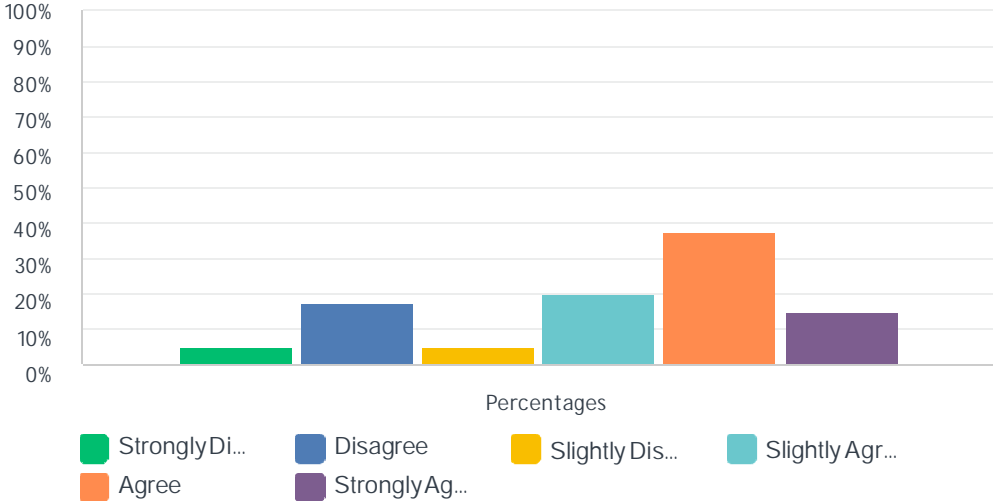
Q6 I would like my supervisor to help facilitate my career development by:

Answered: 80 Skipped: 4

ANSWER CHOICES	RESPONSES	
Outlining a pathway for promotion	51.25%	41
Discussing it with me during my annual review	38.75%	31
Developing and committing to a training plan	36.25%	29
Other (please specify)	13.75%	11
Total Respondents: 80		

Q7 Someone has talked to me about my progress in the last 6 months.

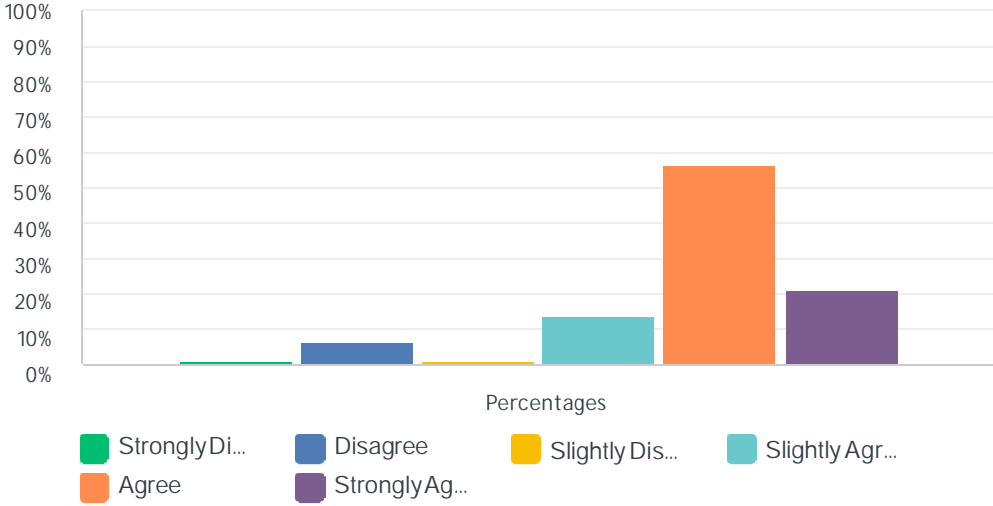
Answered: 80 Skipped: 4



	STRONGLY DISAGREE	DISAGREE	SLIGHTLY DISAGREE	SLIGHTLY AGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Percentages	5.00%	17.50%	5.00%	20.00%	37.50%	15.00%	80	4.13
	4	14	4	16	30	12		

Q11 The people I work with treat each other with respect.

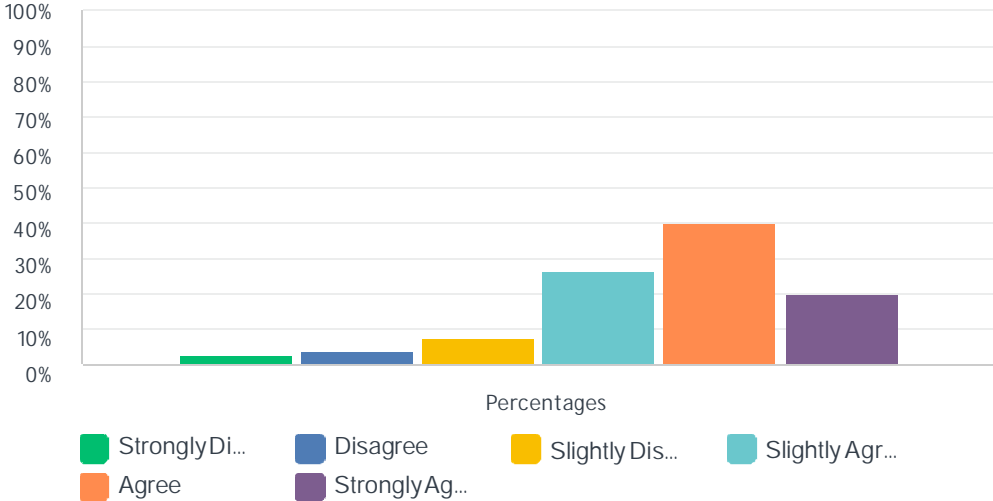
Answered: 80 Skipped: 4



	STRONGLY DISAGREE	DISAGREE	SLIGHTLY DISAGREE	SLIGHTLY AGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Percentages	1.25%	6.25%	1.25%	13.75%	56.25%	21.25%	80	4.81
	1	5	1	11	45	17		

Q12 In the last year I've had an opportunity to learn and grow.

Answered: 80 Skipped: 4



	STRONGLY DISAGREE	DISAGREE	SLIGHTLY DISAGREE	SLIGHTLY AGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Percentages	2.50%	3.75%	7.50%	26.25%	40.00%	20.00%	80	4.58
	2	3	6	21	32	16		