

Employee Survey 2017 Results



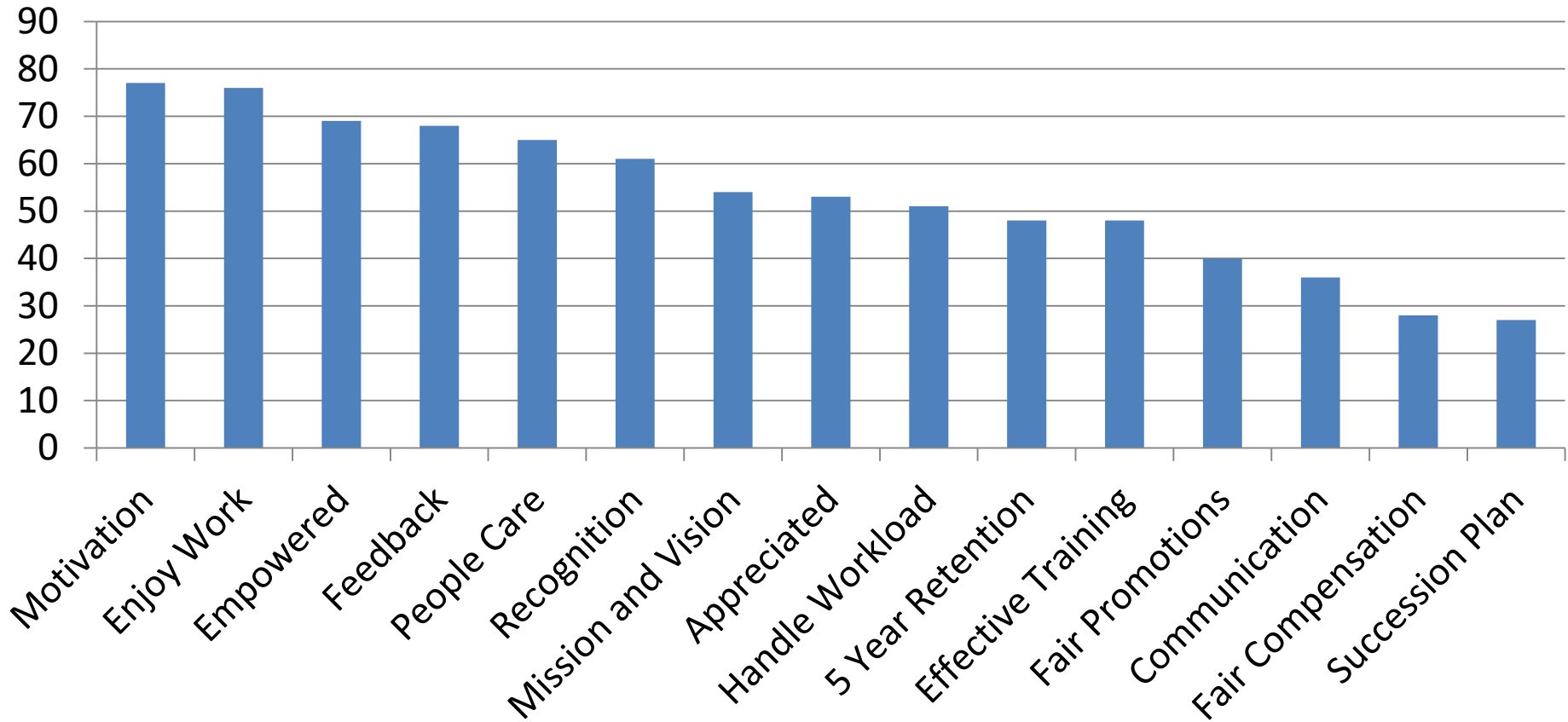
Champions of Team Flagstaff

2017 Employee Survey

- ▶ June/July 2017
- ▶ 16 questions
 - ▶ Baseline questions from 2013 and 2015 surveys
- ▶ Open to all City employees
- ▶ 434 Respondents (up from 245 in 2015)

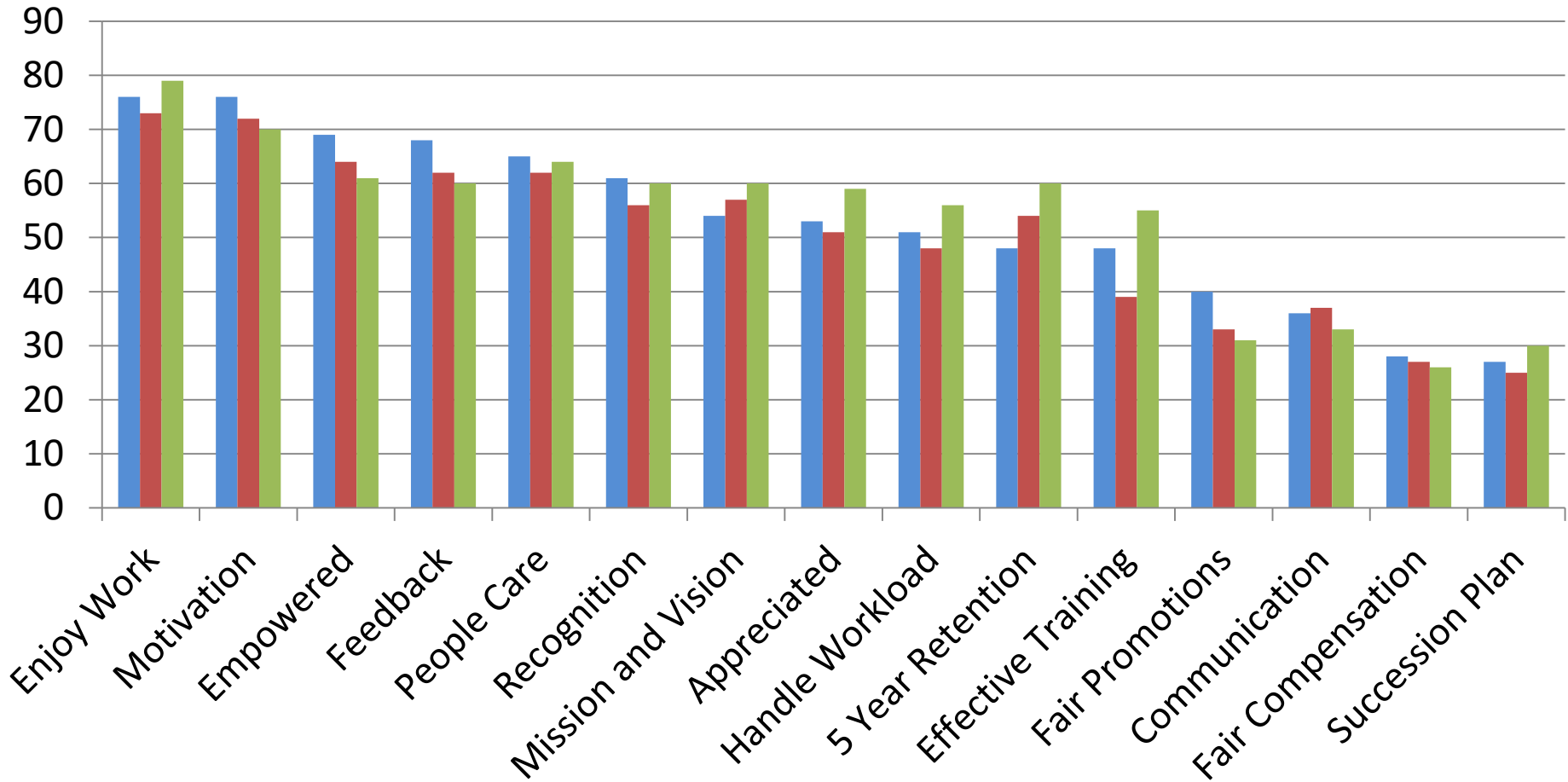
2017 Results

**% of Employees
Strongly Agree/Agree**



2017, 2015 and 2013 Results

% Strongly Agree/Agree

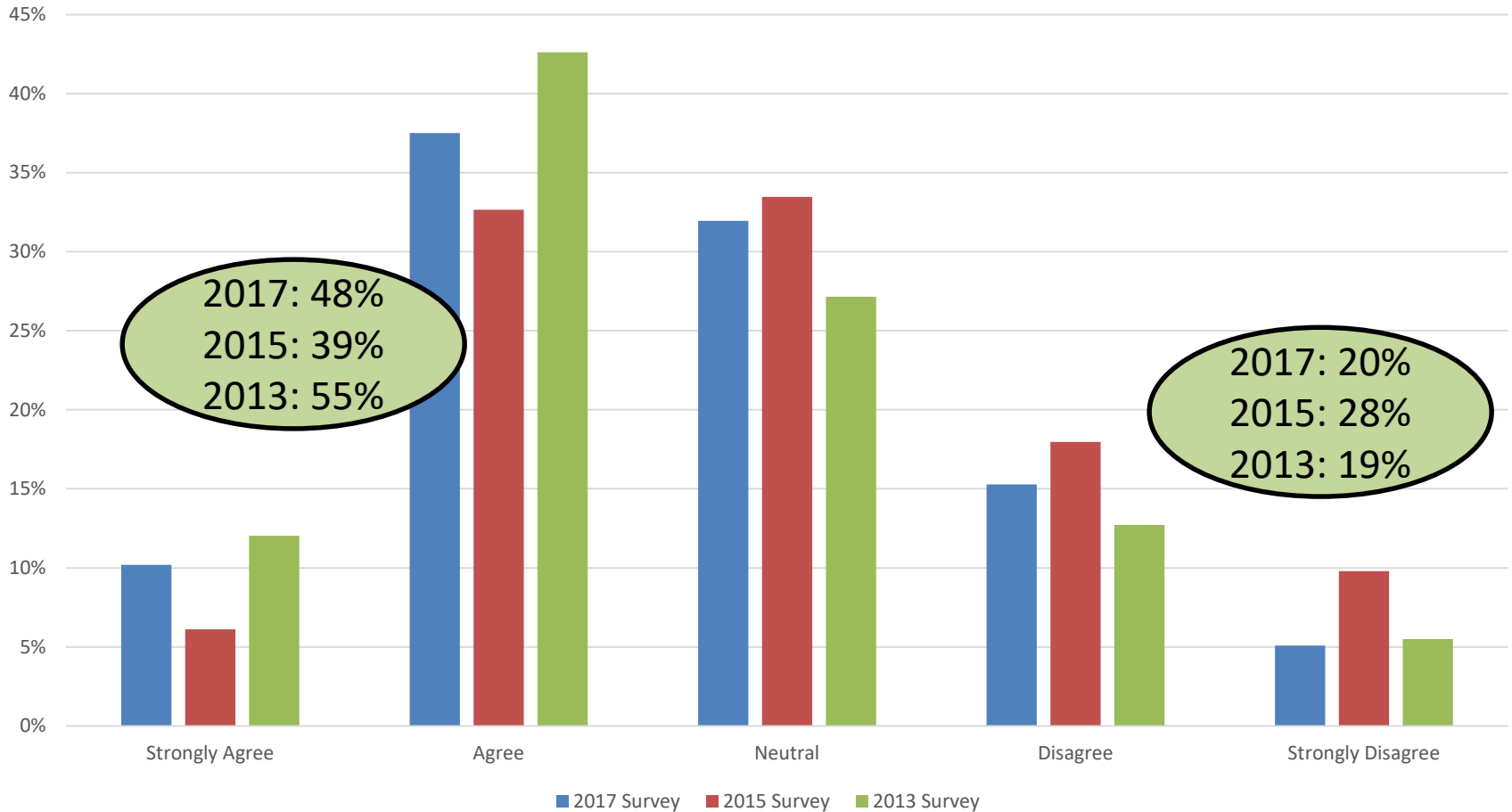




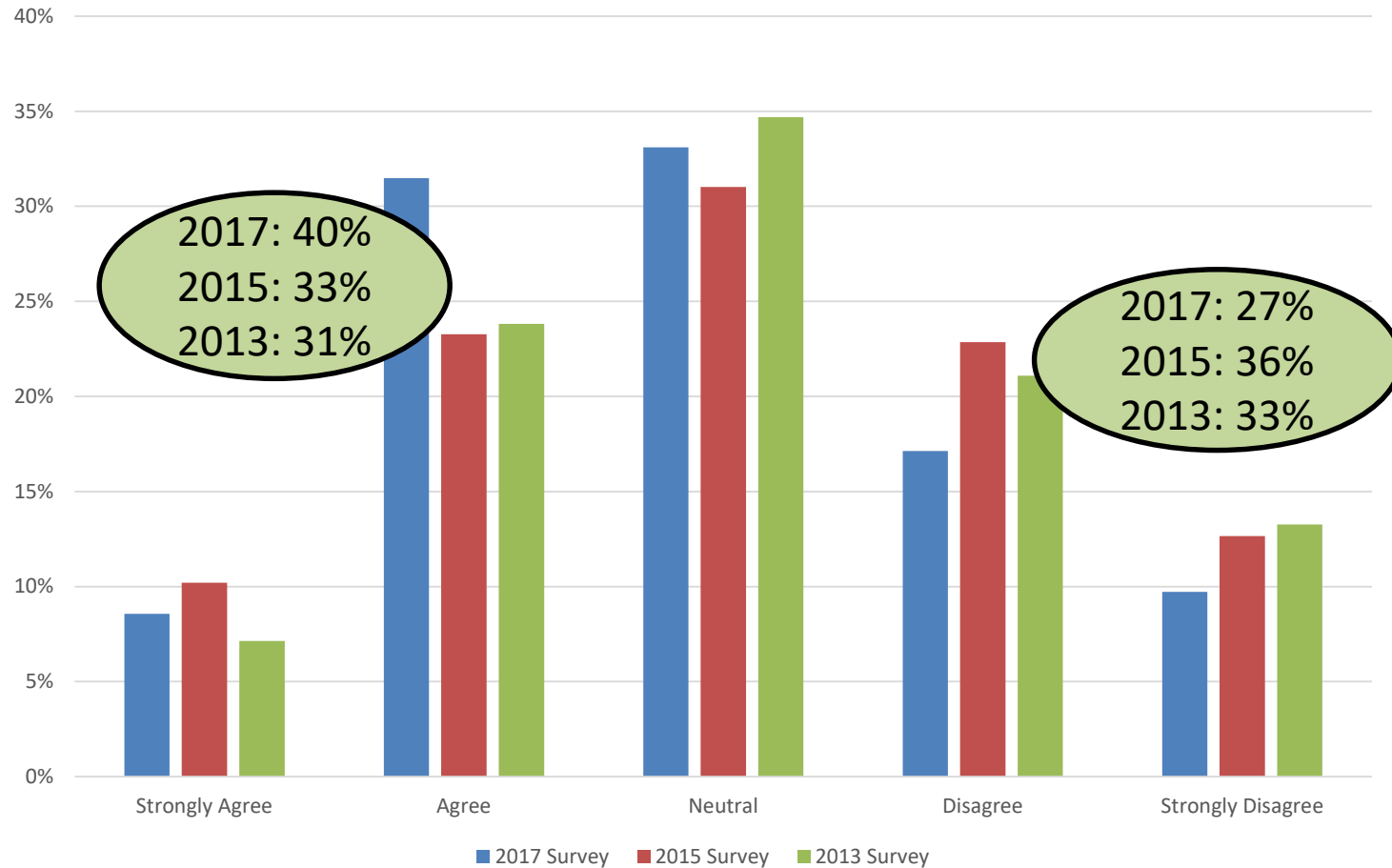
Areas of Significant Increase

(Strongly Agree and Agree Increased by 5% or more)

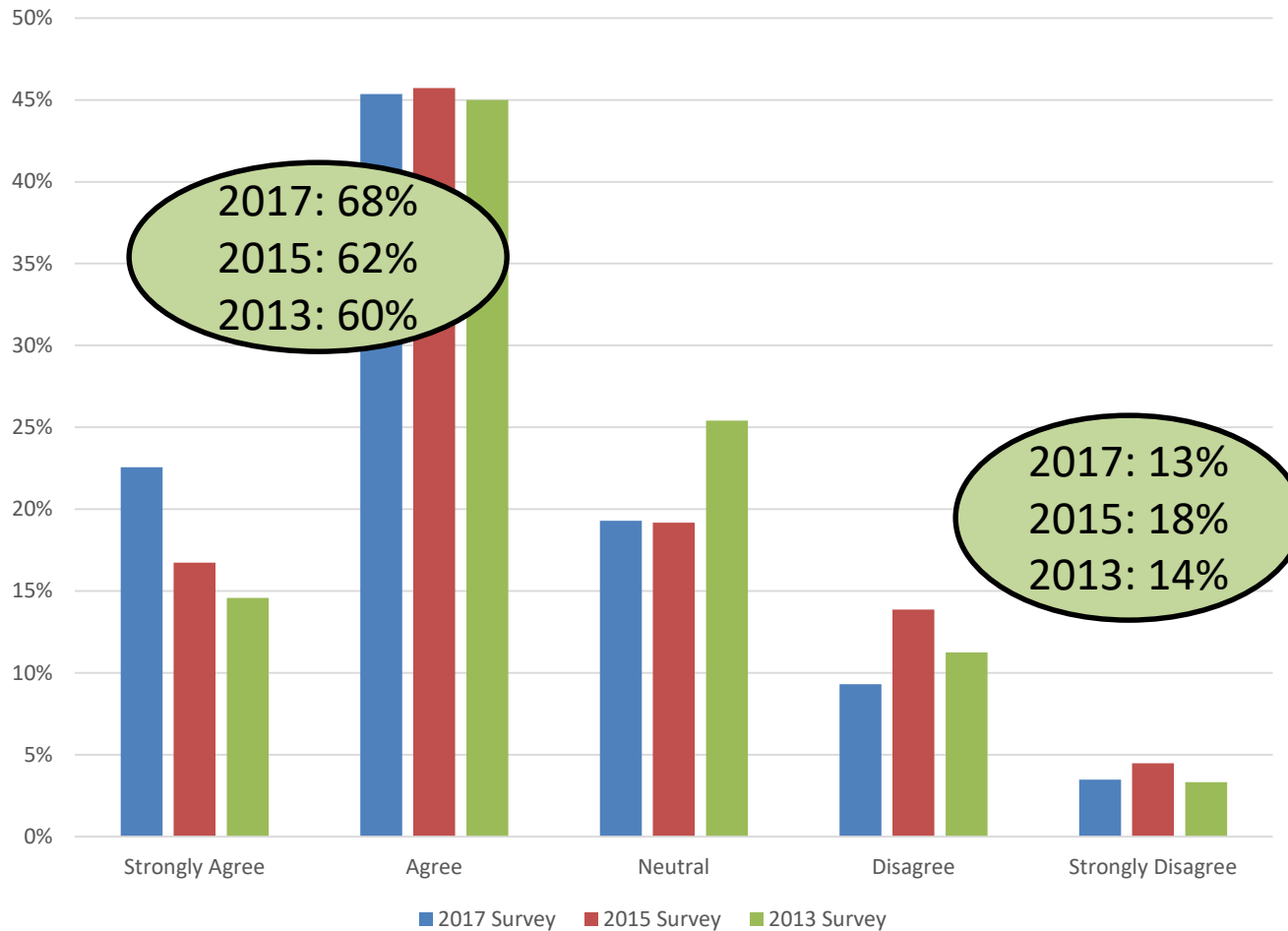
The City of Flagstaff provides effective training in areas of need.



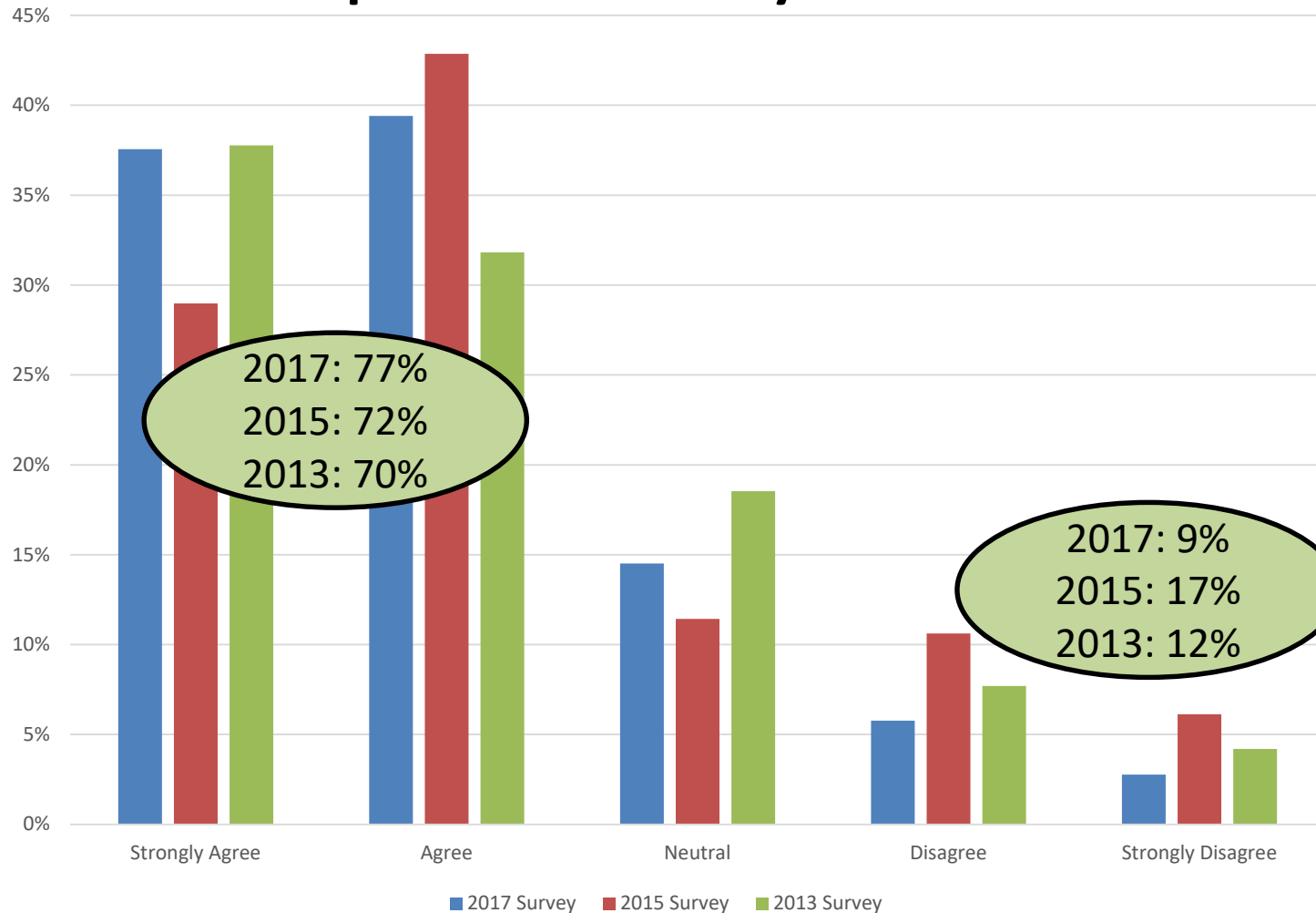
Promotions are awarded fairly.



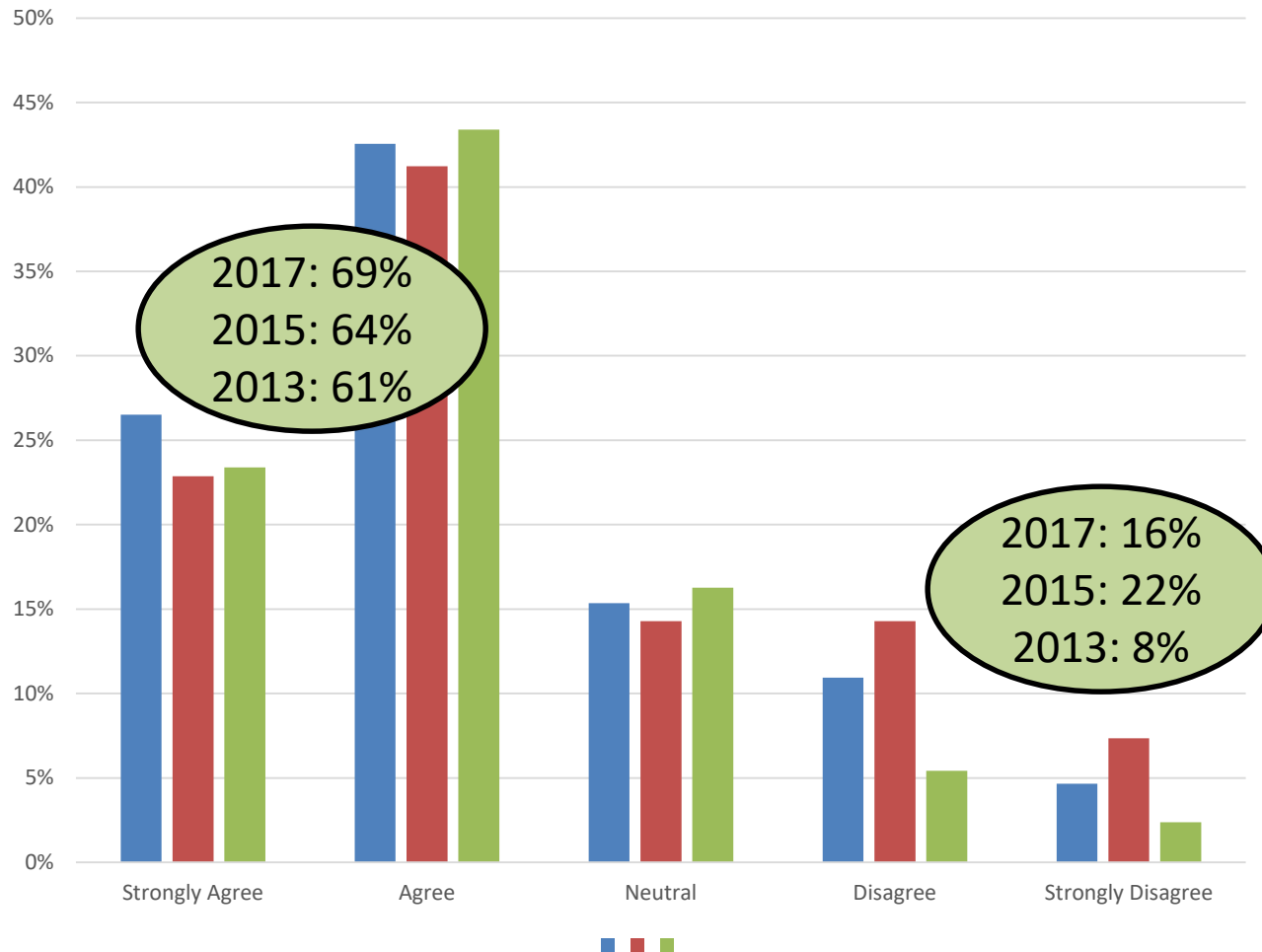
The feedback I receive regarding my performance helps me to improve the quality of my work.



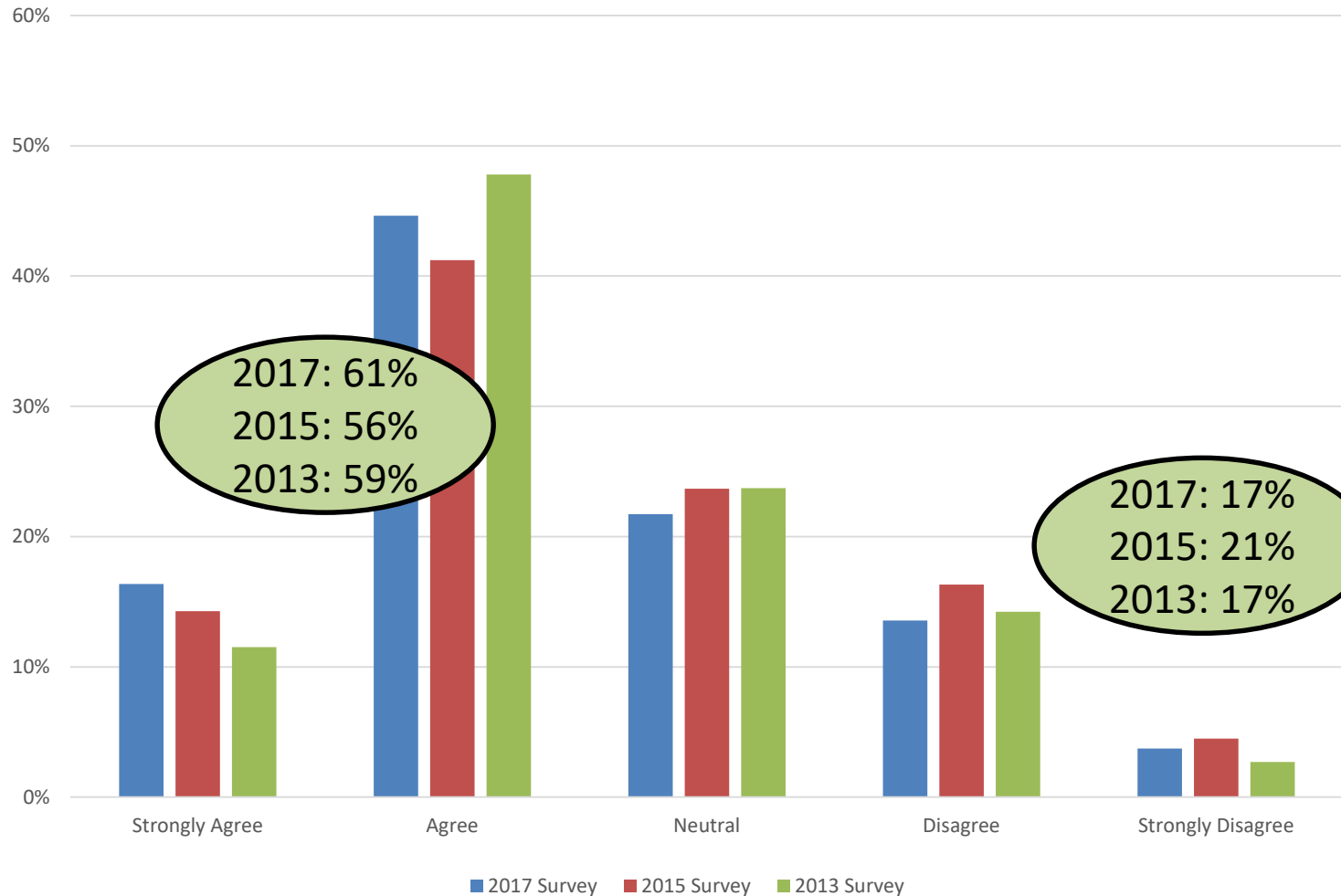
My direct supervisor motivates me to perform my best.



I am empowered to engage in problem-solving without having to go through several levels of approval.



I am recognized when I do good work.

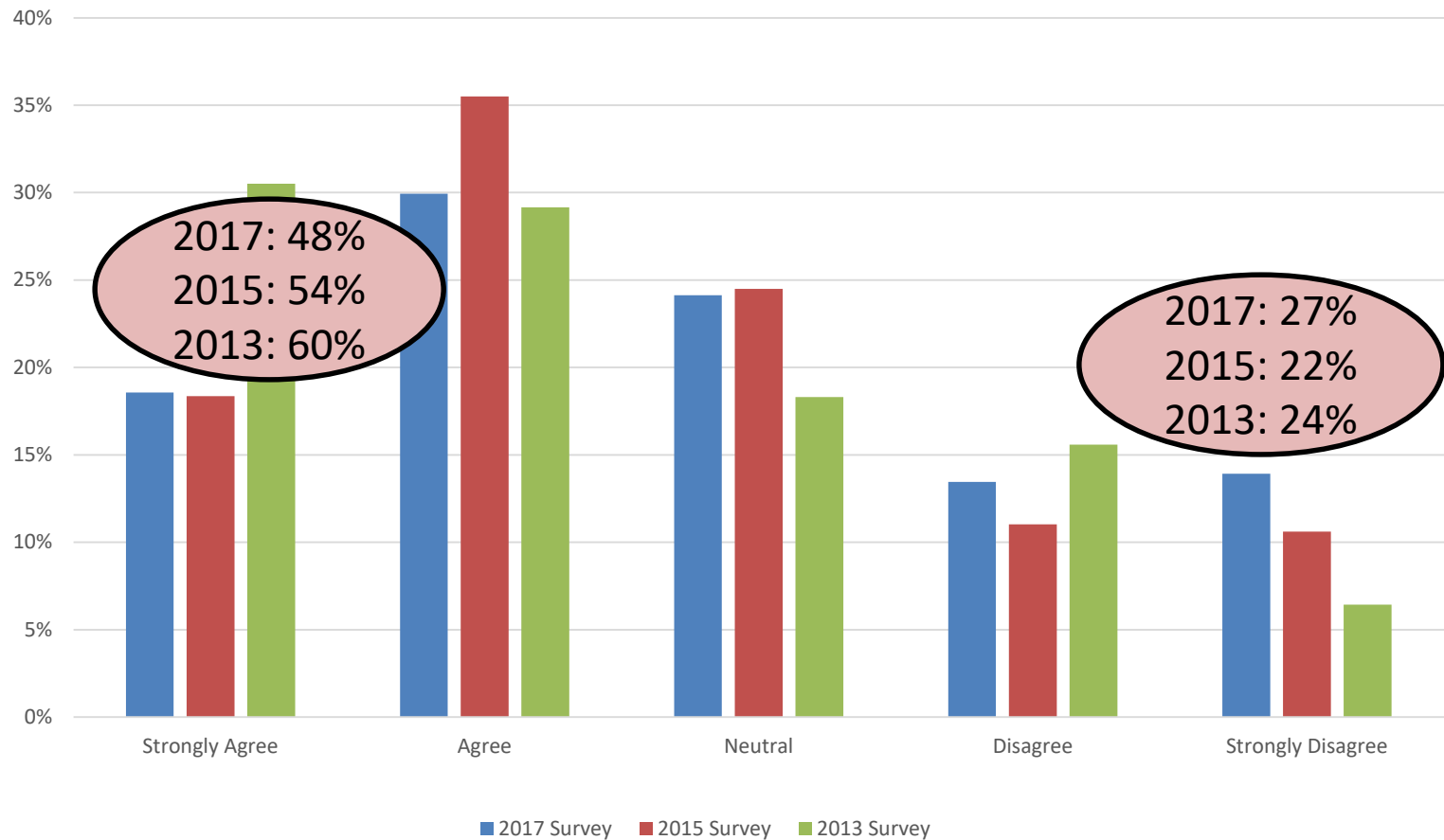


The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue, creating a modern, layered effect.

Areas of Significant Decrease

(Strongly Agree and Agree Decreased by 5% or more)

I expect that I will still be working for the City of Flagstaff in 5 years.

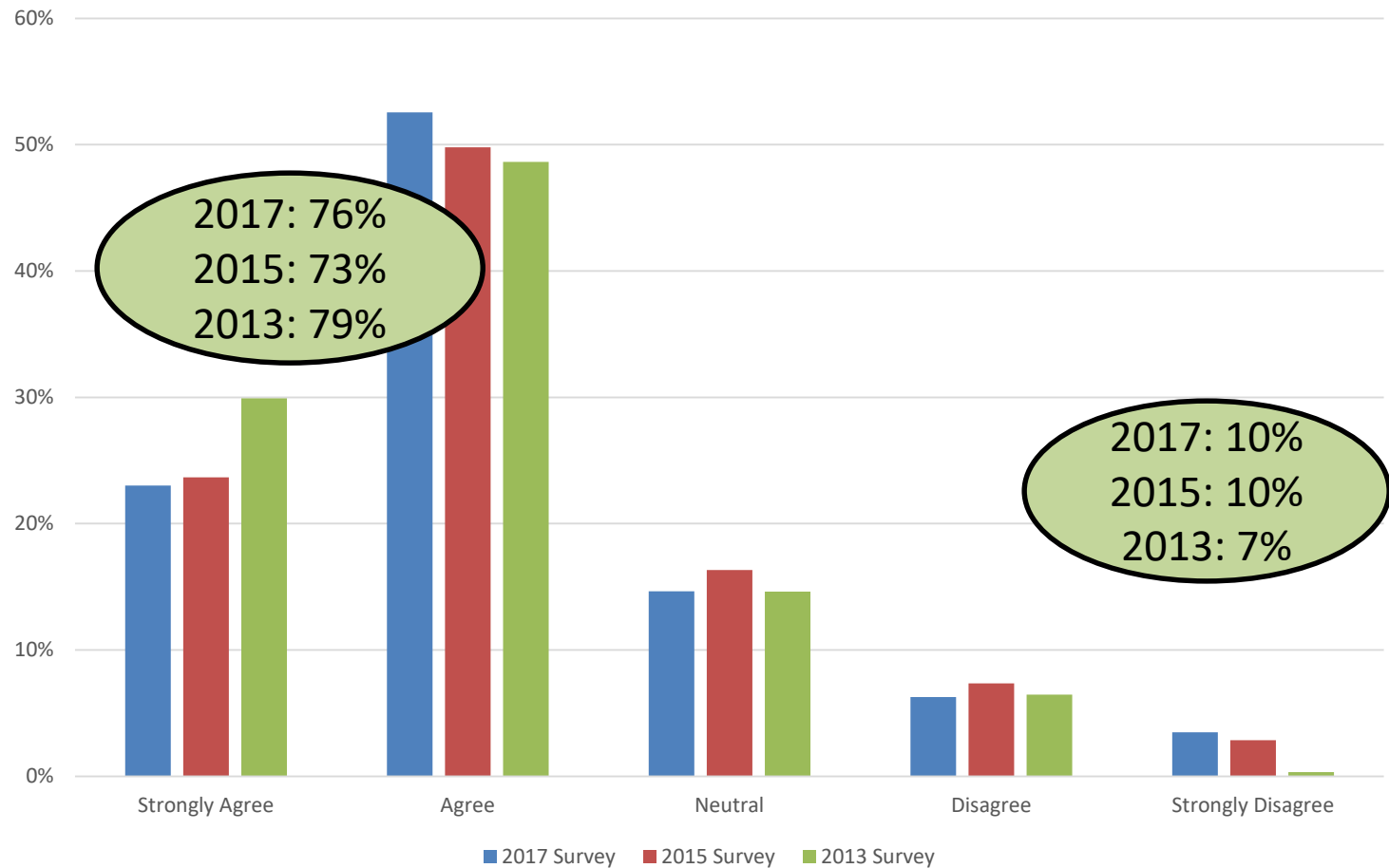


The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the right side of the slide, creating a modern, layered effect.

Areas of No Significant Change

(Increase or decrease of less than 5%)

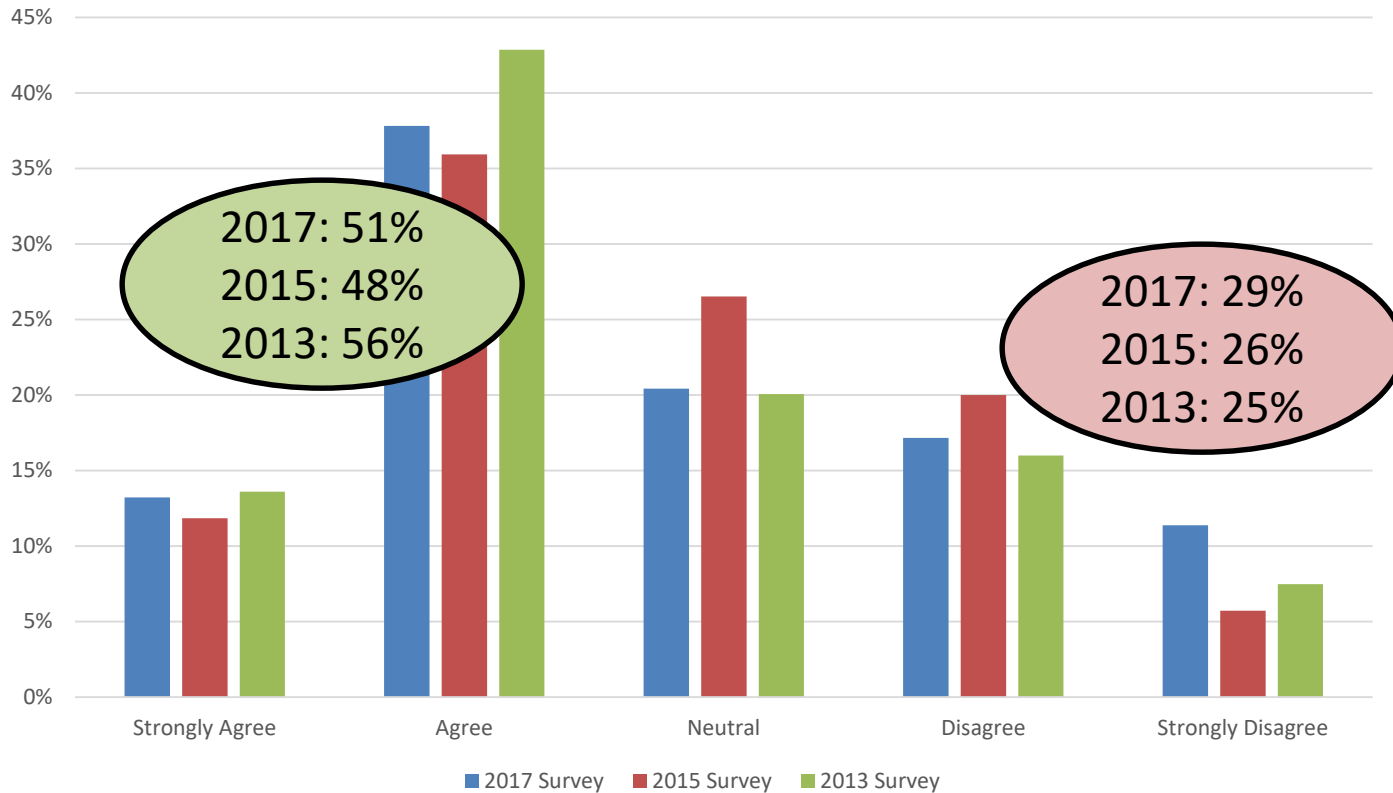
Overall, I enjoy coming to work every day.



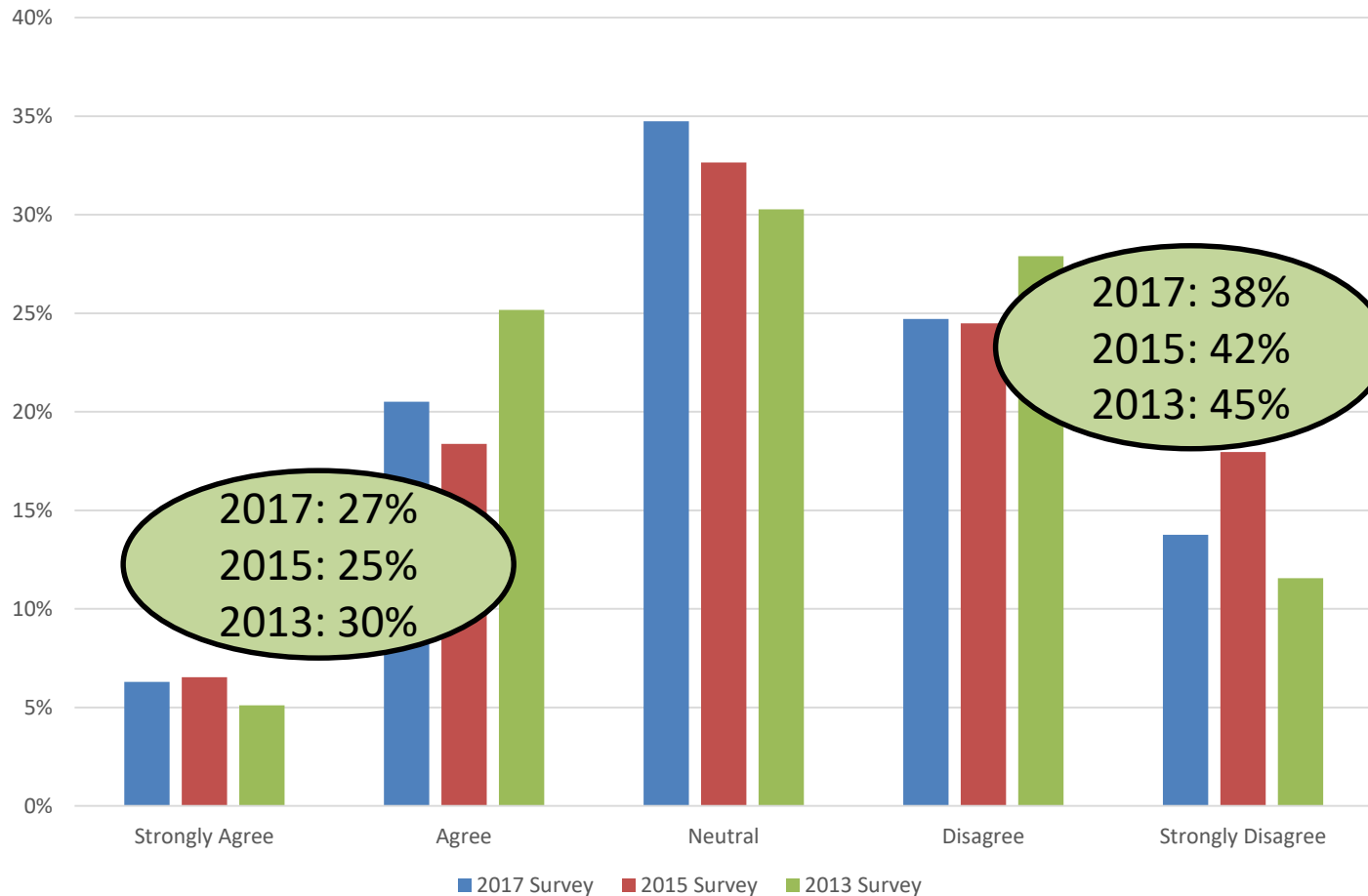
People care about each other at the City of Flagstaff.



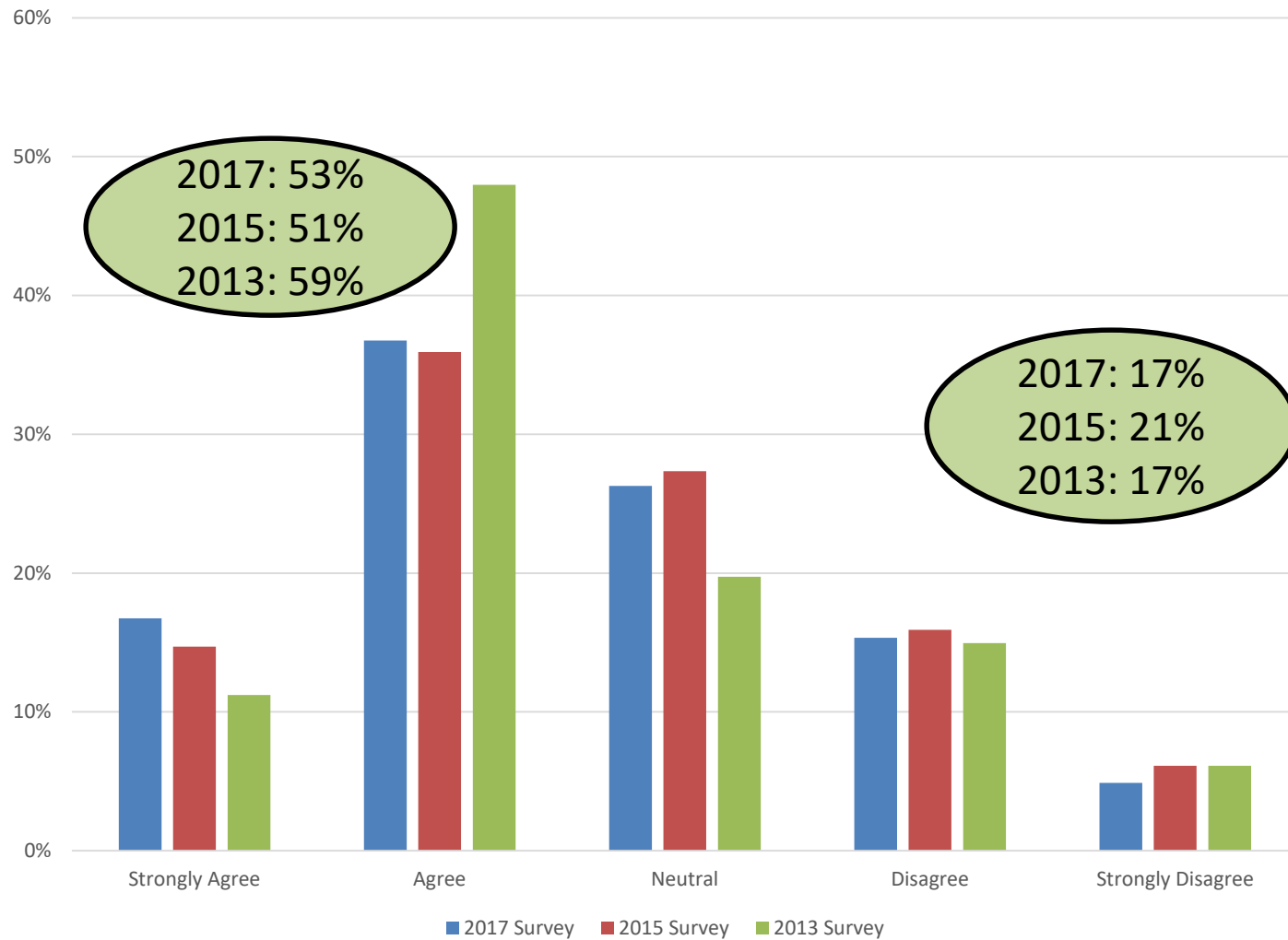
I am able to handle my work load without burnout.



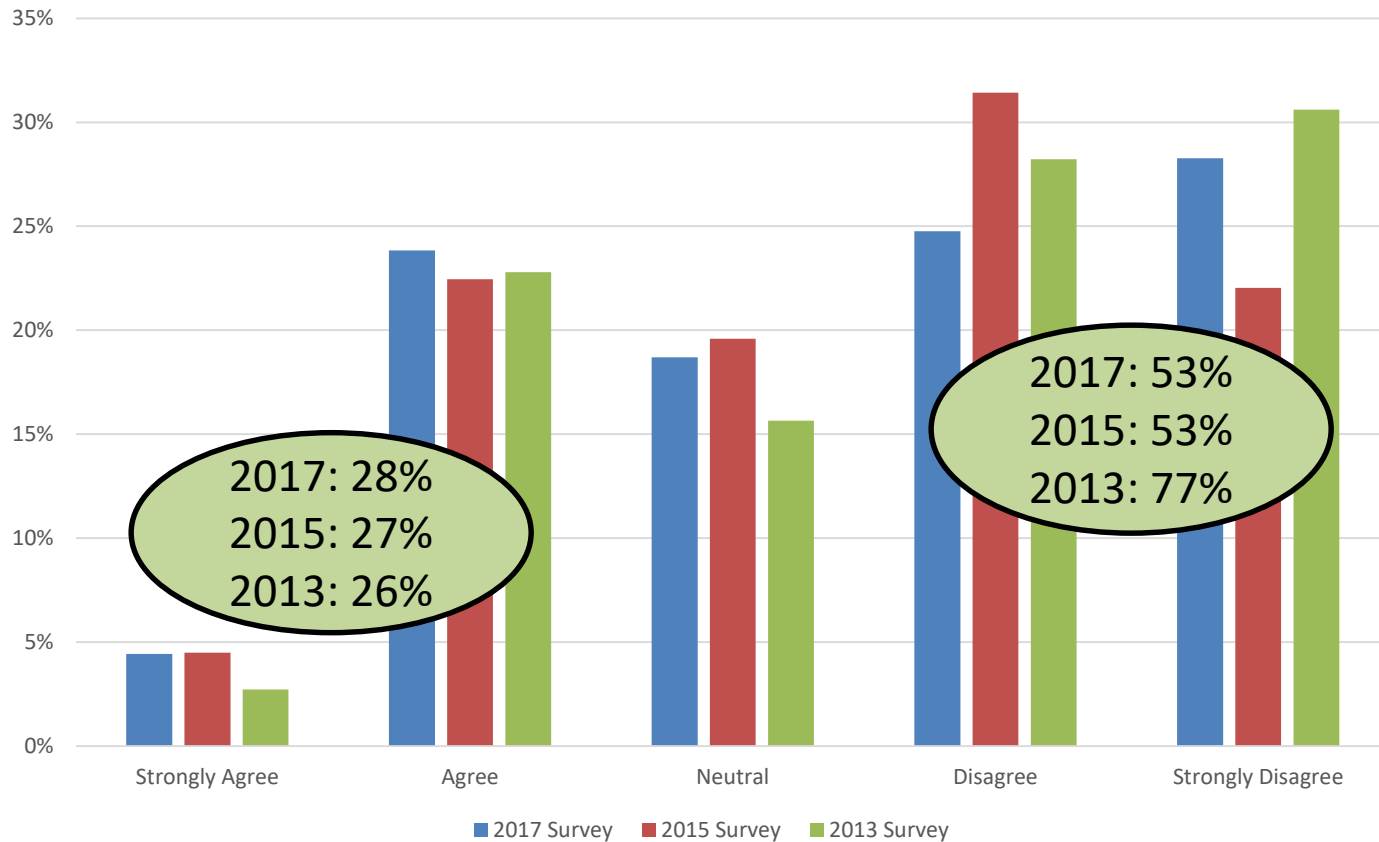
I believe there is a succession plan in place and I will be able to advance during my employment at the City.



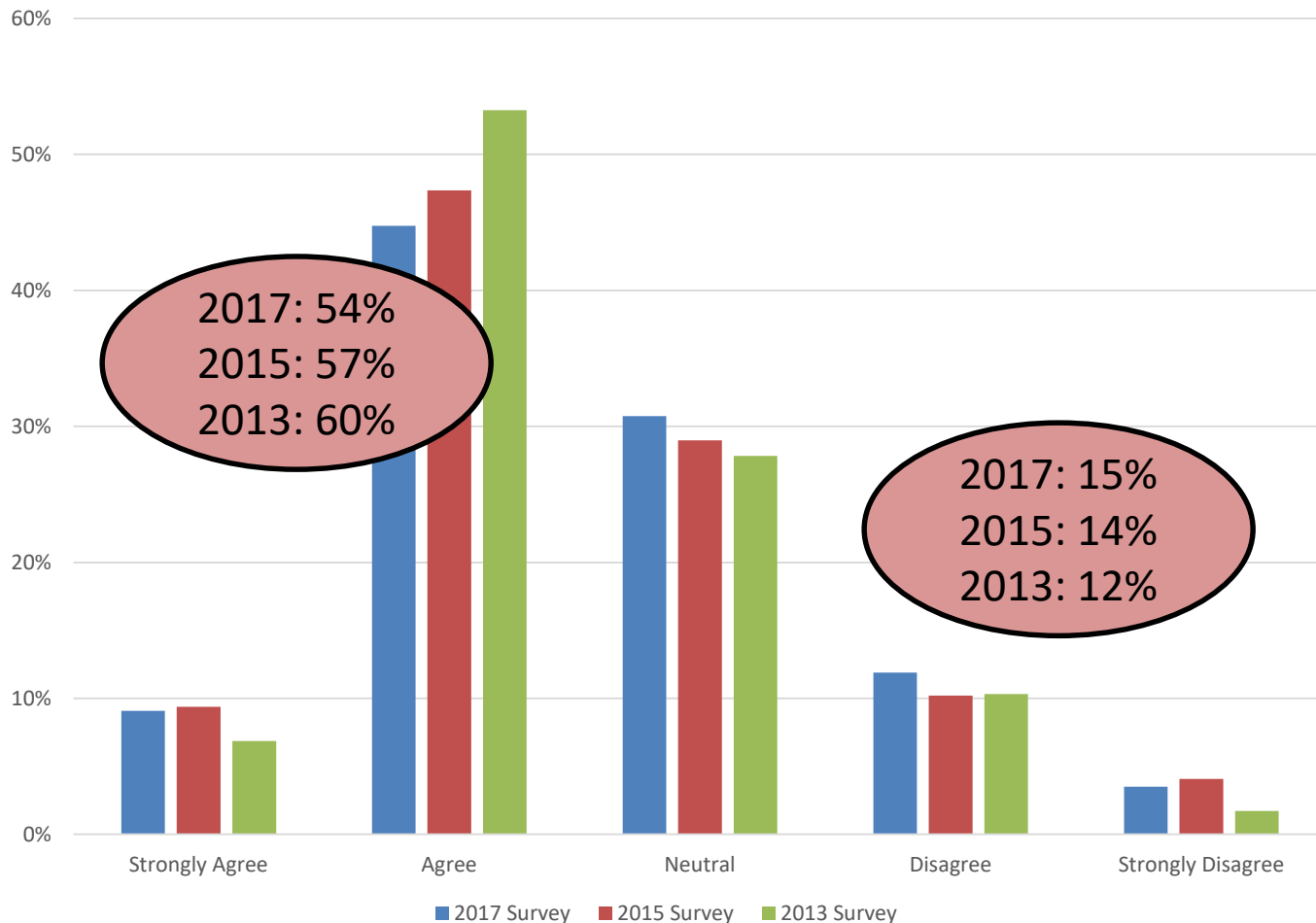
I am appreciated when I put in extra effort.



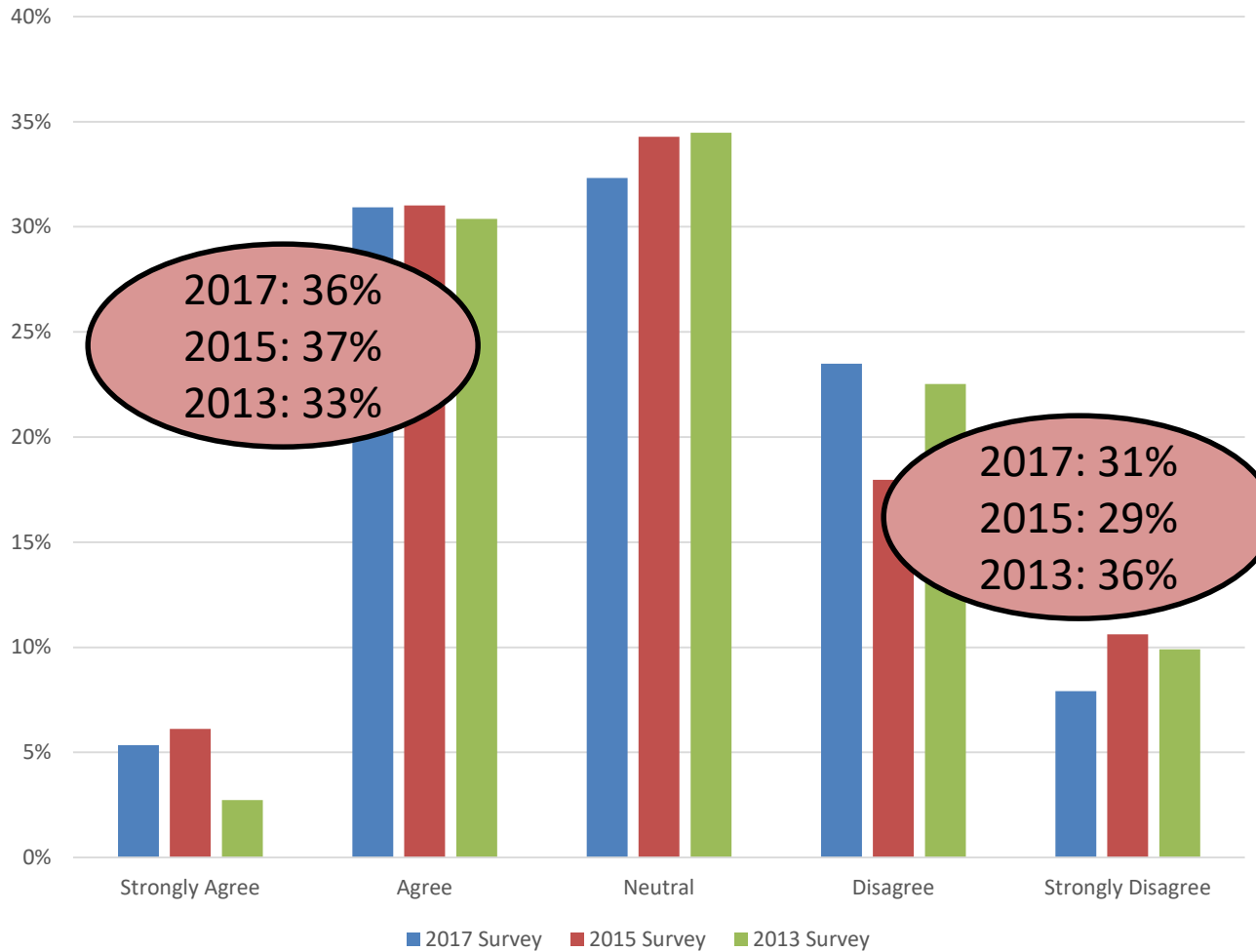
Compared to others in my line of work, I am paid fairly.



Citywide we are accomplishing our mission and upholding our values.



There is open, two-way Communication City wide.



Written Comments

Summary of Written Comments

- ▶ Benefits (55)
 - ▶ “Greater Aquaplex discount!” “Time off for working out/wellness events.” “Better and more affordable benefits.”
- ▶ Compensation (48)
 - ▶ “After 3 years to bring us to market pay, I will still be at the bottom of the salary range for my position with no plan in place for us to move up in the salary range.”
- ▶ Tools and Resources (40)
 - ▶ “Improve City Hall parking.” “An increase in on-site training.”
- ▶ Staffing (31)
 - ▶ “Full support to operate our department sufficiently. We are very short staffed and expected to operate normally. Unable to take time off because staffing is so low.”
- ▶ Communication (15)
 - ▶ “Better communication between and within departments.”
- ▶ Professional Advancement (8)
 - ▶ “More work on the path of succession for those who are interested.”
- ▶ Recognition (7)
 - ▶ “Greater recognition for temporary city employees, such as being eligible for the yearly Workiversary certificates/gifts & City Manager's Award.”

Next Steps

- ▶ Finish workgroup meetings
- ▶ Develop Action Items (Spring 2018)
- ▶ Begin Implementation
- ▶ Re-evaluate in 2019

Reactions and Feedback

The background of the slide is white with abstract blue geometric shapes on the right side. These shapes include overlapping triangles and polygons in various shades of blue, from light sky blue to dark navy blue. The shapes are positioned on the right edge, creating a modern, dynamic feel.