

EmployeePOV Survey Inputs

Saginaw, TX - April 4, 2023

Tenure

How long have you worked for the city?

- Less than 1 year
- 1-4 years
- 5-9 years
- 10-14 years
- 15-19 years
- 20+ years

Level

What is your job level?

- Department heads
- Mid-level managers / Supervisors
- Staff, Field, Other Support Members
-

CityRating - Improved/Declined

Not counting the city building and facilities, in your opinion has the mood or vibe of our working environment improved, stayed the same or declined in the past year or two?

- Improved
- Stayed the same
- Declined

CityRating - Right/Wrong Direction

Overall, as a place to work, would you say that the city is headed in the right direction or wrong direction?

- Right direction
- Wrong direction

CityRating - Motivation

At the start of each new day, how motivated do you feel to do your job?

- Very motivated
- Somewhat motivated
- Neutral
- Somewhat unmotivated
- Very unmotivated

Intent To Stay

Please select the response below that is true for you.

- I see myself working at the city less than six months
- I see myself working at the city in a year
- I see myself working at the city in three years
- I see myself working at the city in five years or longer

ENGAGEMENT & MEANING

Note: The next few questions will help the city know what you feel are important priorities. We'll ask you to select 2 items from a list that are MOST important to you. You may wish you could choose 3 or more, because as many things are important to you - but pick the top 2. This time-tested approach keeps the survey short while creating an aggregate priority that is informative.

The desire of the city is that all employees feel ENGAGEMENT and MEANING in their work. Of the statements below on the topic, which 2 are MOST important for city leaders to focus on now?

Examples	Items for the Survey (City to refine)
Recognition for work accomplishments	
A sense of pride because of work done for the city	
Leaders who value and appreciate your opinions	
Work that is challenging, yet satisfying	
Work that is meaningful and worthwhile	
Leaders capitalize on your strengths	

ACCEPTING & DIVERSIFIED

The city desires all employees to feel ACCEPTED and that we create a HEALTHY and DIVERSIFIED environment. Of the statements below on the topic, which 2 are MOST important for city leaders to focus on now?

Examples	Items for the Survey (City to refine)
A welcoming environment for all age groups, genders and sexual orientations	
People of all races are welcome	
Policies applied fairly to all employees	
The city welcomes a healthy balance of opinions	
Different ideas and opinions are heard and respected	
A work environment free of any form of harassment	

GROWTH & AUTONOMY

The city desires city employees to experience GROWTH and have a healthy level of AUTONOMY. Of the statements below on the topic, which 2 are MOST important for city leaders to focus on now?

Examples	Items for the Survey (City to refine)
Appropriate level of autonomy in your job	
Leaders who care about your success	
Routine discussions/reviews about your career path	
The right tools and resources to execute your responsibility	
Sufficient training to perform job well	
Opportunities that help in gaining new skills	

TEAMWORK / WORK-LIFE-HARMONY

Fostering TEAMWORK and assuring employees have WORK/LIFE HARMONY is important. Of the statements below on the topic, which 2 are MOST important for city leaders to focus on now?

Examples	Items for the Survey (City to refine)
Positive environment within your team	
Collaboration with other departments/teams	
Workload you can manage	
Balance between personal and professional life	
Work in your team is well planned and organized	
Clear goals/objectives	

LEADERSHIP

Think for a moment about the Department Heads and the Executive Leadership team for the city. Of the statements below, which 2 are MOST important for city leaders to focus on now?

Examples	Items for the Survey (City to refine)
Leaders have solid job/technical knowledge	
Leaders lead with integrity	
Leaders seek the best interest of citizens of the city	
Leaders communicate effectively with employees	
Elected officials are supportive of city employees	
Leaders work well with elected officials to maintain city's strategic vision	

OVERALL RATINGS

This list now combines all of the issues you selected as being MOST important. How is *CityName* doing on these important issues?

NOTE: 10 items selected above will be shown	<i>Very Good, Good, Fair, Poor, Very Poor</i>

OVERALL MOST IMPORTANT

From the same list of your MOST important issues, which 3 do you feel are MOST important for city leaders to focus on now? (Select 3).

NOTE: 10 items selected above will be shown	Respondents will select Most Important 3

COMPENSATION / BENEFITS RATING

We're almost done. Think briefly about your compensation and benefits. How would you rate your level of satisfaction?

5-Point Scale on Right	<i>Very Satisfied . . . Very dissatisfied</i>
Your current salary	
Healthcare benefits	
Retirement benefits	
Vacation/holiday benefits	
Maternal/paternal leave	
Longevity pay	
Education and professional development	

FINAL OPEN END

This is optional, but if you think there are areas where the city leadership should make changes or improvements, share your thoughts below. Anything you share will be kept anonymous

(Note: If using your phone and it is supported, you may **press the microphone and speak** your message.)

OPEN END

Contact

If you wish to speak with the leadership team about your comments, and you want to share your contact information, you may. This is optional.

- Name
- Email