

Employee Survey 2019 Results



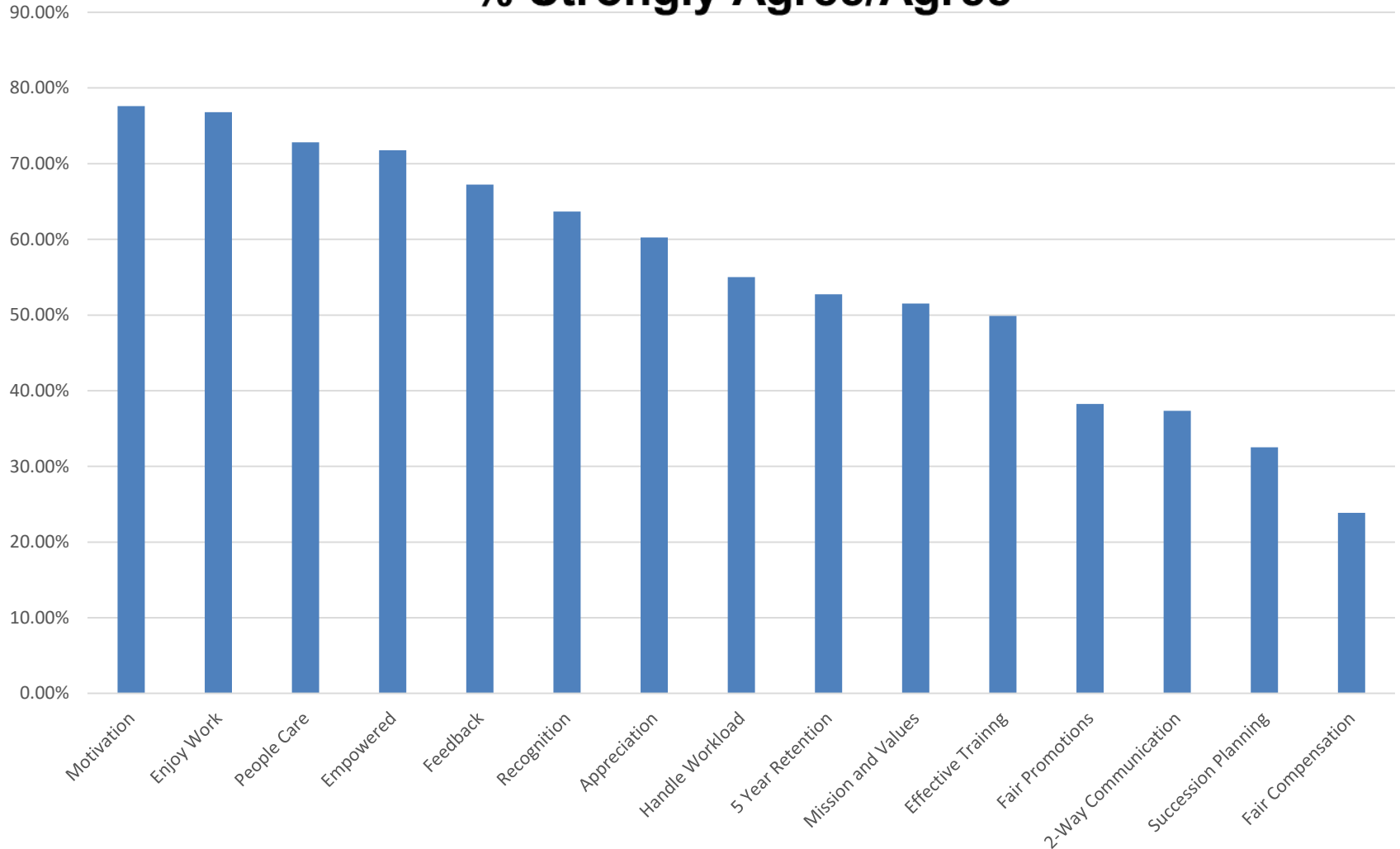
Champions of Team Flagstaff

2019 Employee Survey

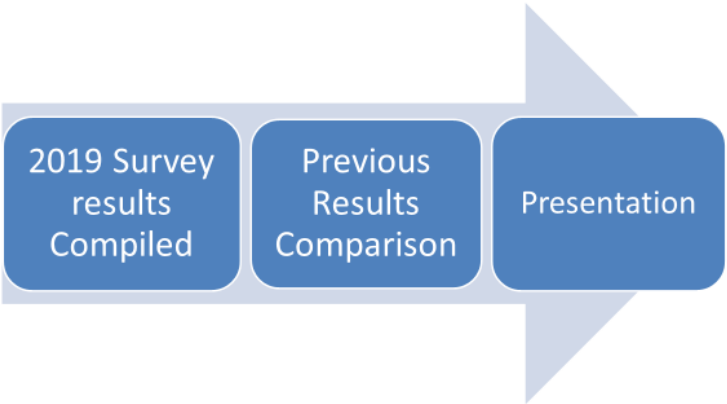
- 7/1-10/31 2019 (Pre-COVID)
- 16 questions
 - Baseline questions from previous three surveys
- Open to all City employees
- 461 Respondents (up from 434 in 2017)

2019 Overall Results

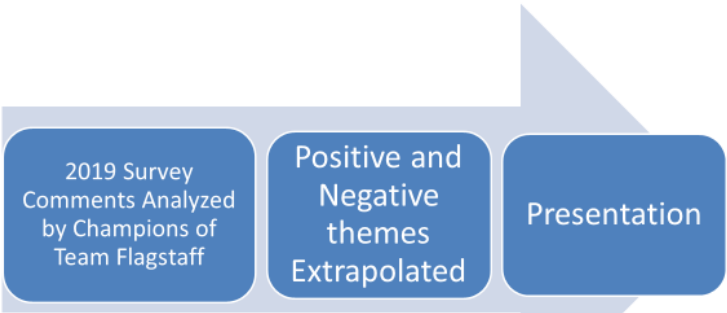
% Strongly Agree/Agree



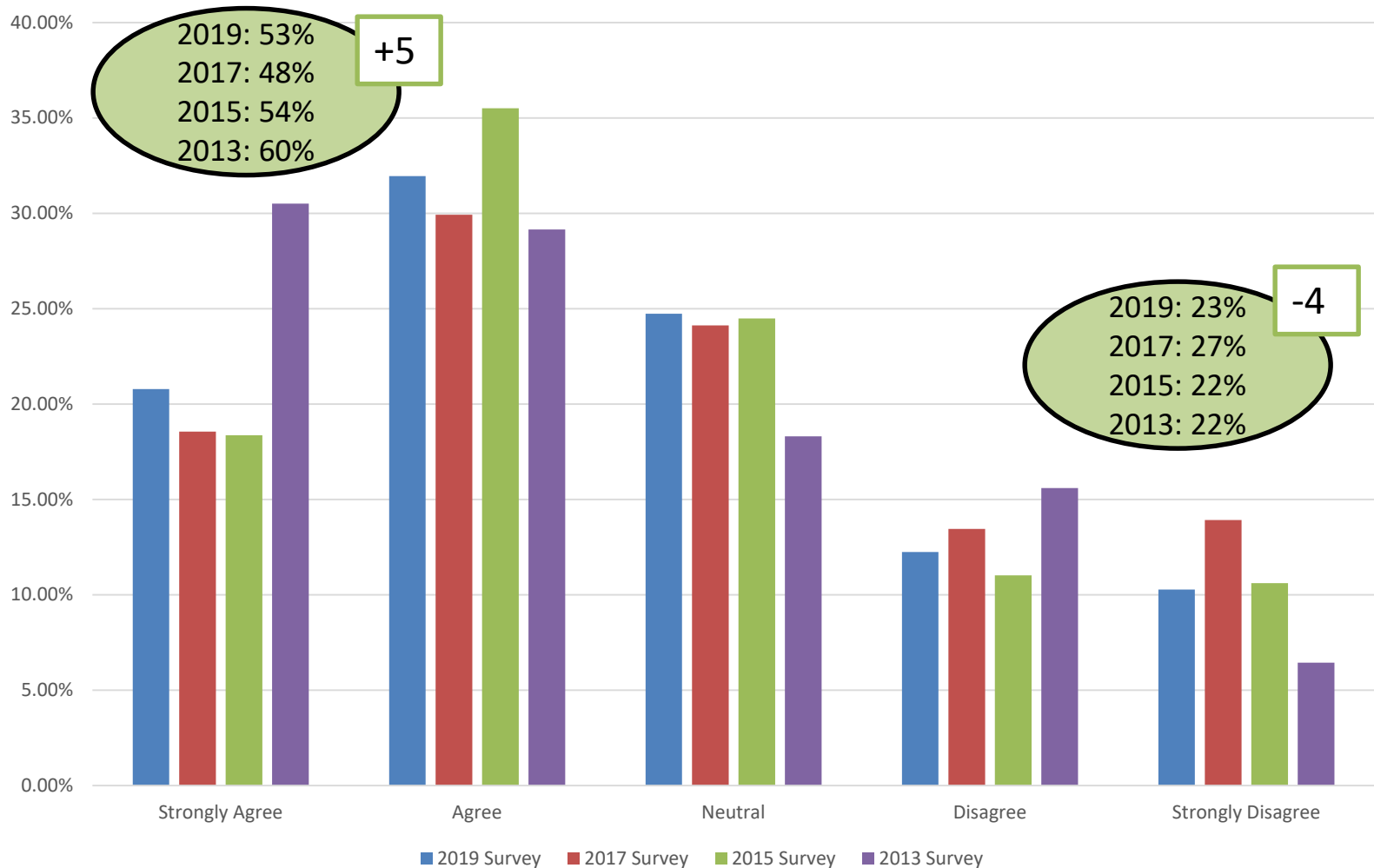
Data Compilation - Quantitative



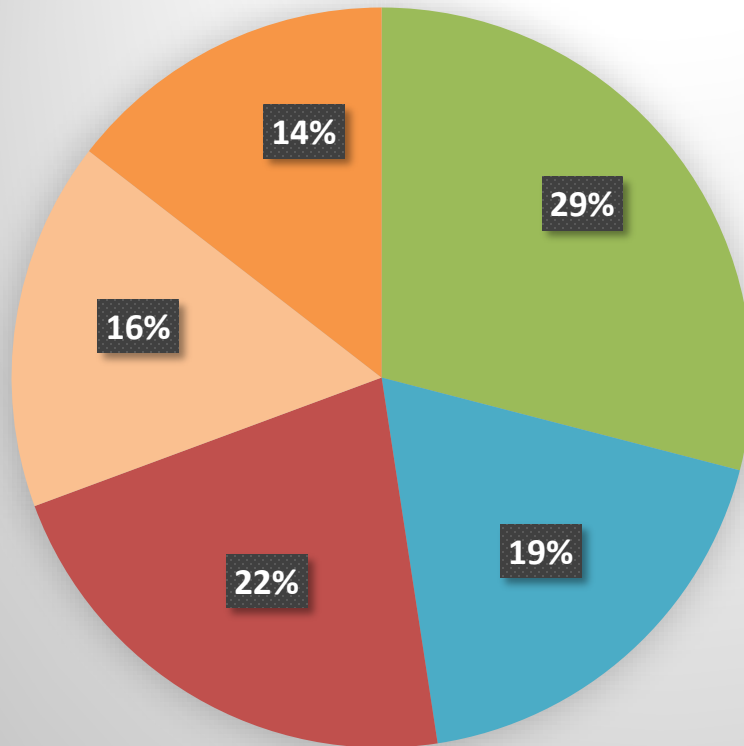
Data Compilation – Qualitative



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



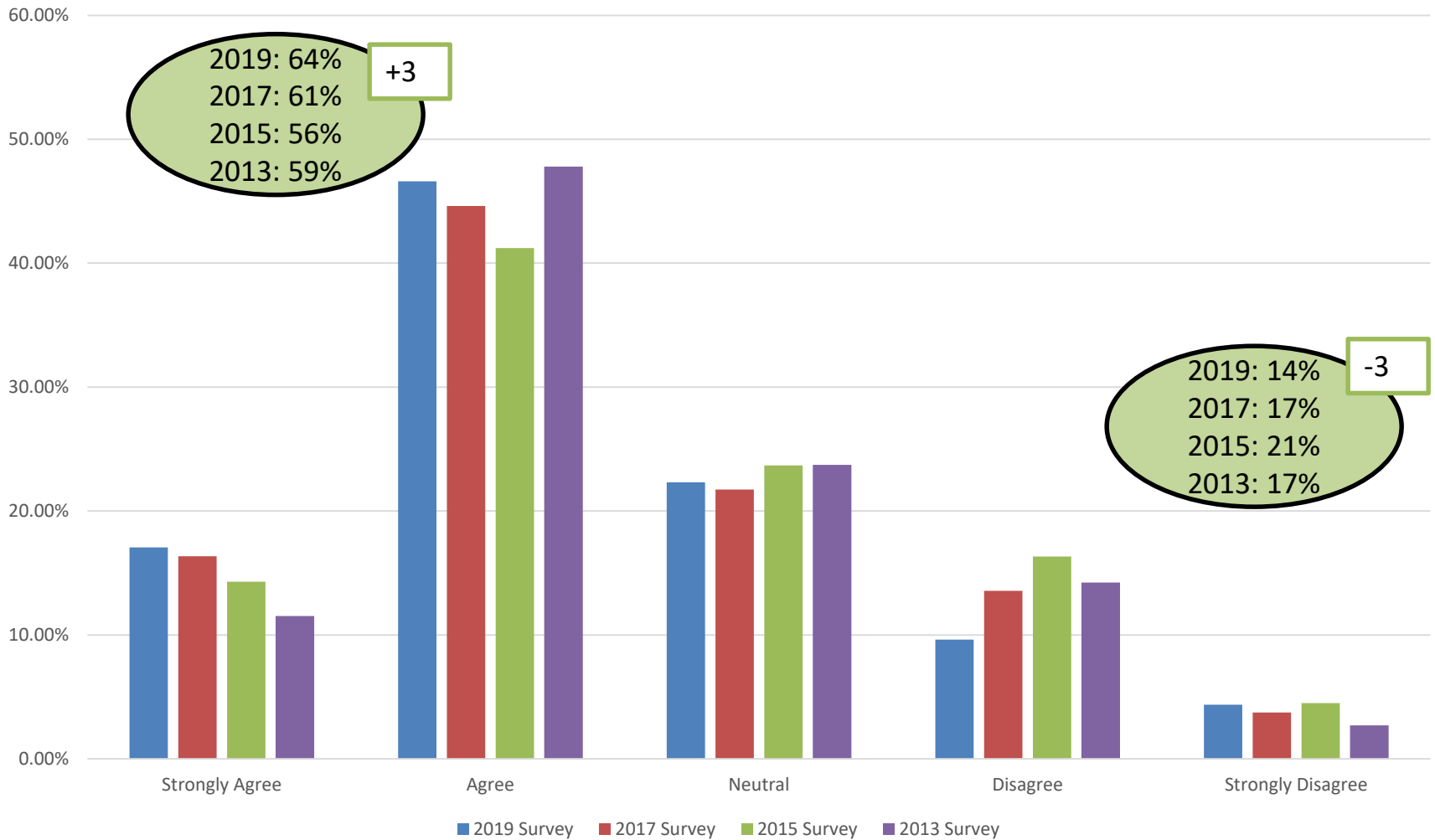
If you do not anticipate working for the City in 5 years, please state why (moving, retiring, seeking other employment, total compensation, cost of living, etc.)



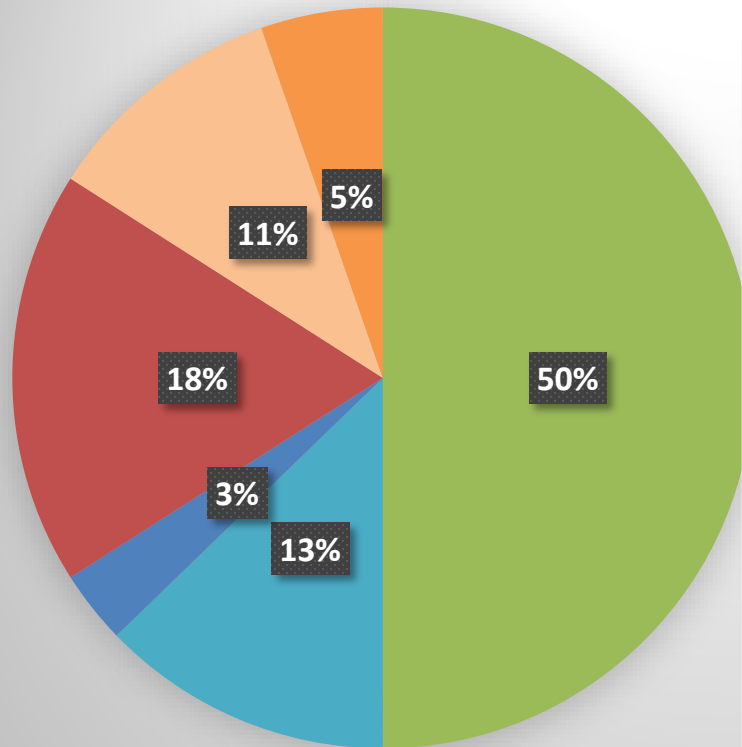
27% Response Rate

- Retirement
- I want to stay with the City
- Compensation
- Cost of Living
- Advancement Opportunity

I am recognized when I do good work.



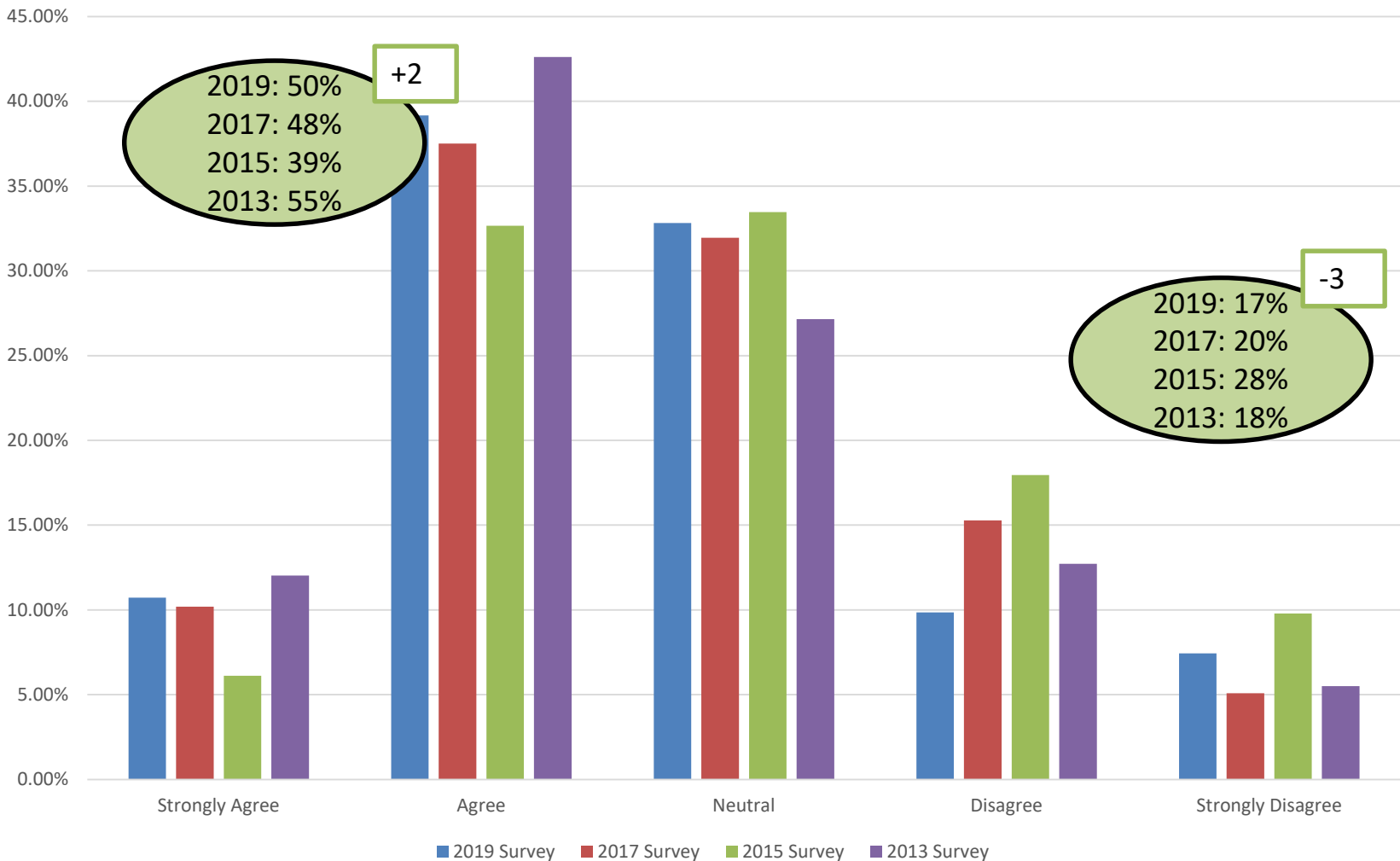
Give an example of effective recognition you have received.



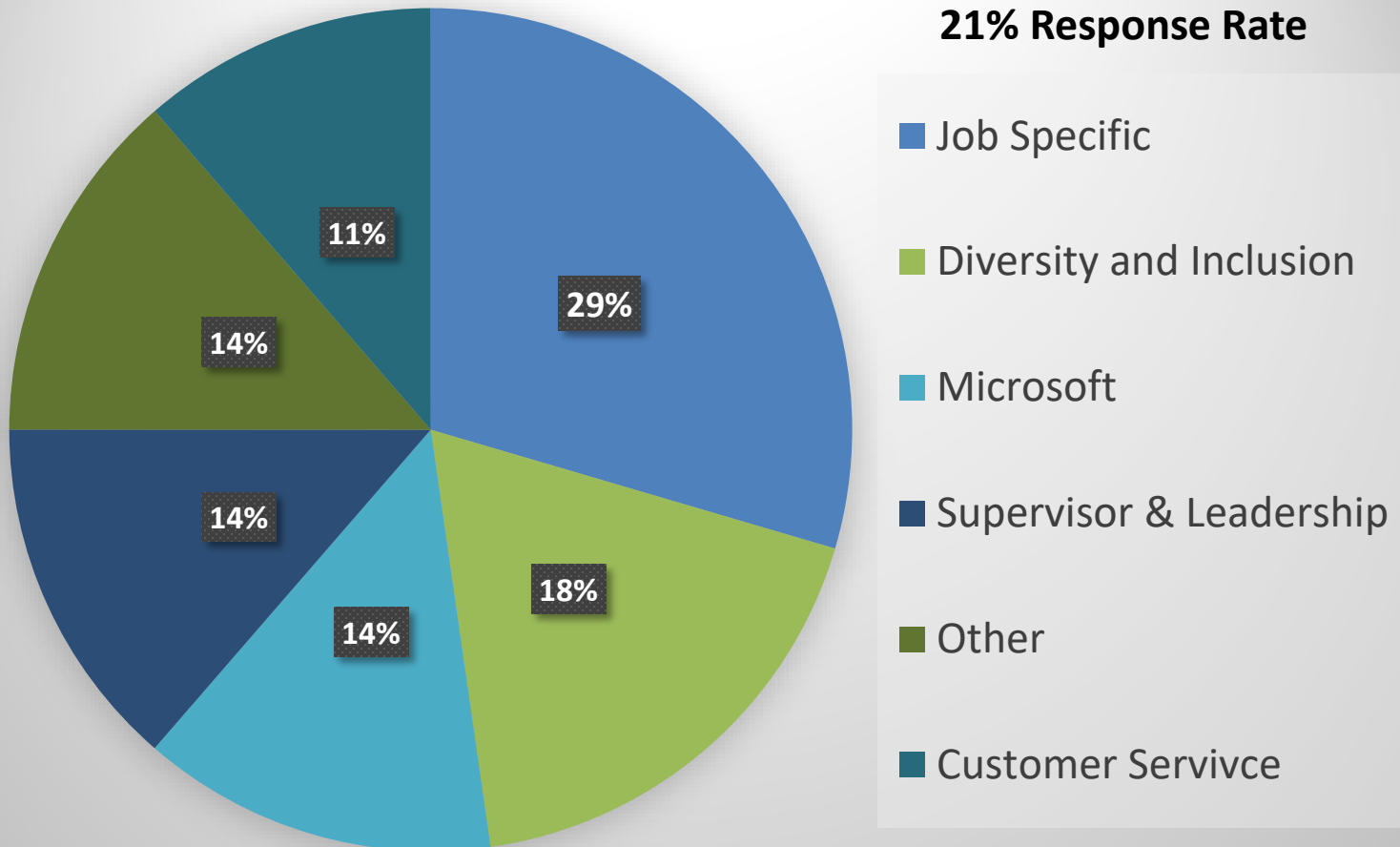
21% Response Rate

- Words of appreciation & acknowledgement
- Nomination for or recipient of award
- Recognition from other departments and/or the public
- Do not receive recognition
- No consistent system for recognition
- Extra effort backfires

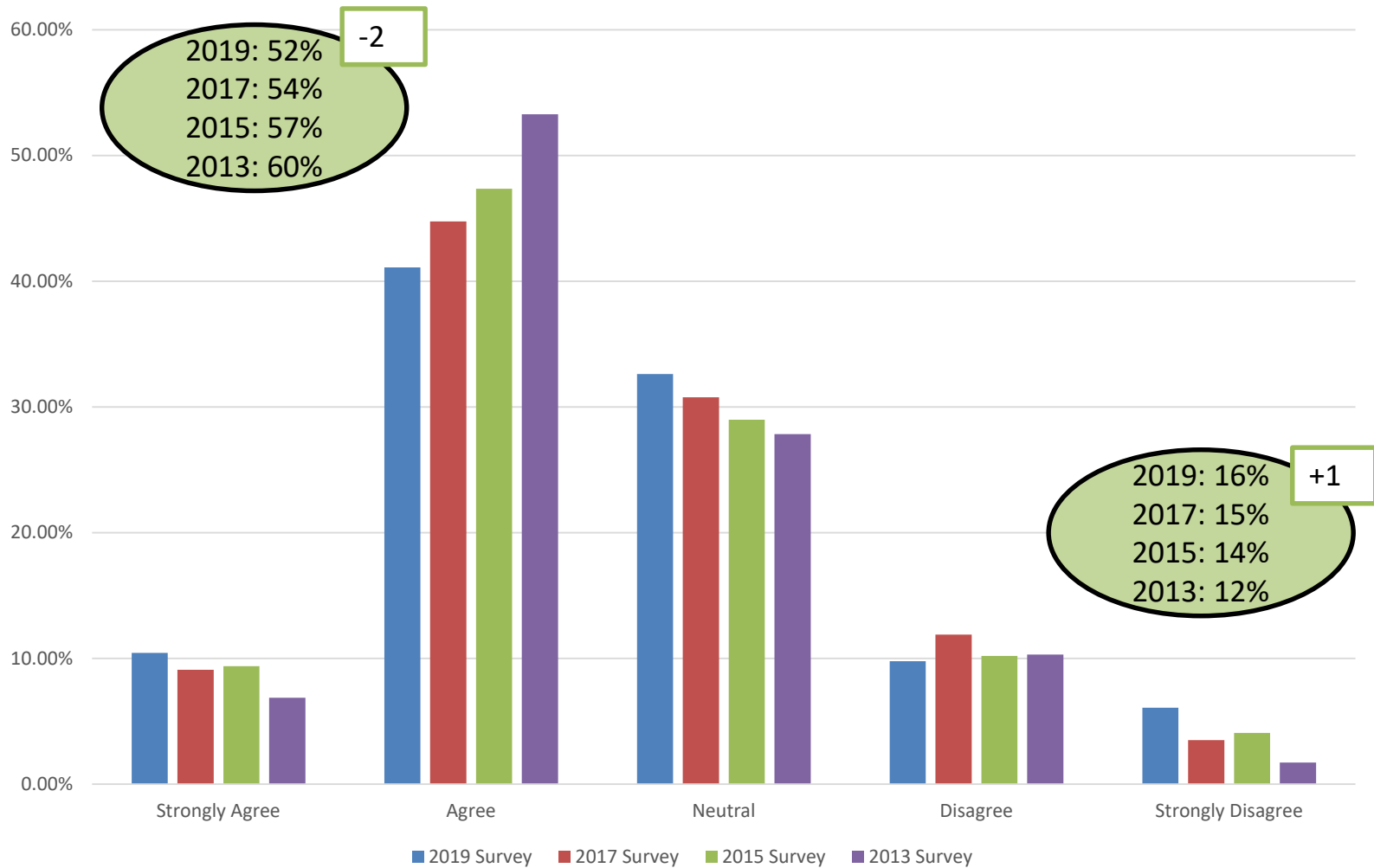
The City of Flagstaff provides effective training in areas of need.



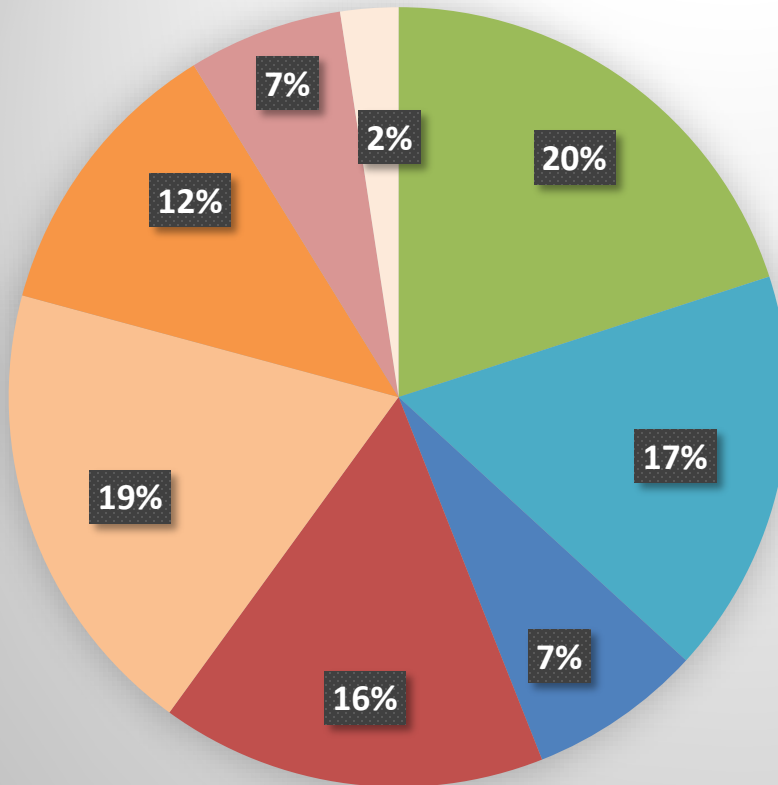
What City-sponsored trainings would you like to see offered in the future?



Citywide we are accomplishing our mission and upholding our values.



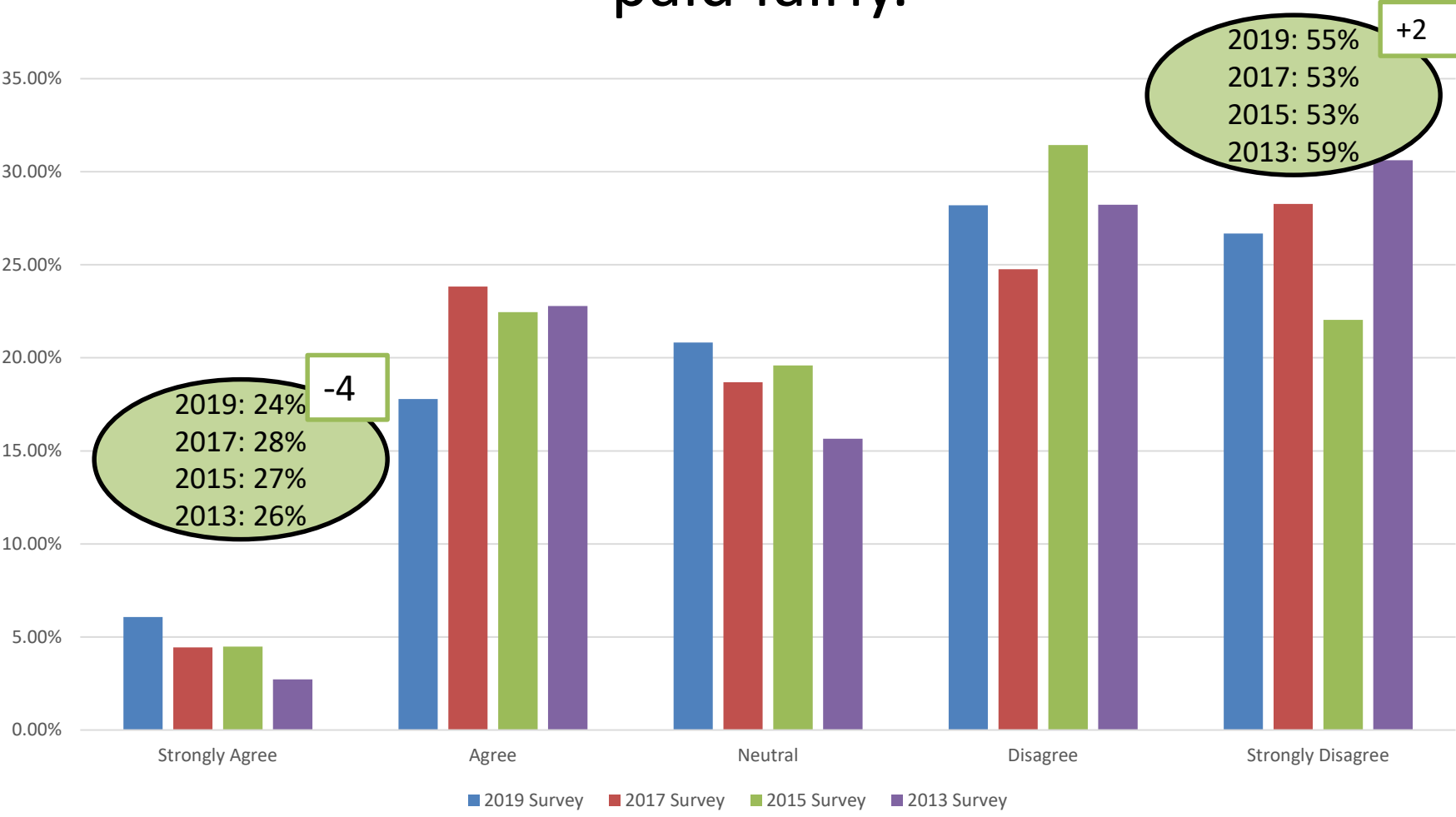
What demonstrates that we are accomplishing our mission and values?



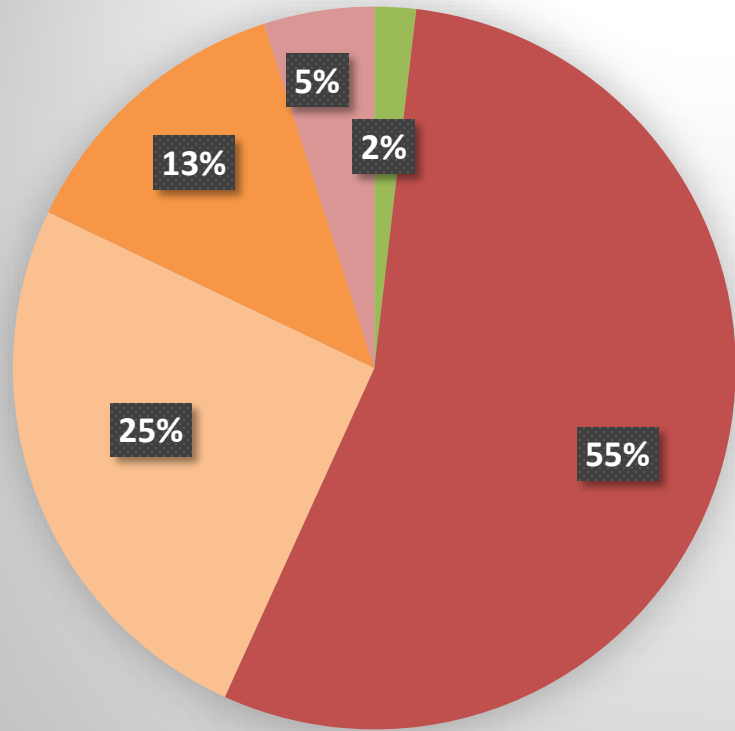
23% Response Rate

- Service Levels
- Employee Engagement
- Leadership/Alignment to Mission
- Leadership
- Alignment to Mission/goals
- Service Levels
- Employee Engagement
- Compensation- Pay Equity

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



Paid Fairly Comments:



36% Response Rate

- Paid Fairly
- Pay too low, under market
- Pay not aligned to responsibility or experience
- Pay scales not equitable; Advancement not clearly defined
- Don't know

Next Steps:

Present results to
EAC

Conduct analysis to
create initiatives

Present findings and
recommended
initiatives to all
employees

Create Champions
subcommittees to
implement
initiatives

Evaluate
improvements on
next survey

Questions?

Suggestions? Send them to ChampionsOfTeamFlagstaff@flagstaffaz.gov