FALLBROOK PUBLIC UTILITY DISTRICT
MEETING OF THE PERSONNEL COMMITTEE

AGENDA

TUESDAY, JUNE 24, 2025
10:00 A.M.

FALLBROOK PUBLIC UTILITY DISTRICT
990 E. MISSION RD., FALLBROOK, CA 92028
PHONE: (760) 728-1125

THIS MEETING WILL BE HELD AT THE ABOVE DATE, TIME, AND LOCATION AND MEMBERS OF THE PUBLIC MAY ATTEND IN PERSON AT THE DISTRICT OFFICE LOCATED AT 990 E. MISSION RD., FALLBROOK, CA 92028. FOR THE CONVENIENCE OF MEMBERS OF THE PUBLIC WHO DO NOT WISH TO ATTEND IN PERSON, FALLBROOK PUBLIC UTILITY DISTRICT PROVIDES A MEANS TO OBSERVE AND PROVIDE PUBLIC COMMENTS AT THE MEETING VIA WEB CONFERENCE USING THE BELOW CALL-IN AND WEBLINK INFORMATION. PLEASE NOTE THAT IN THE EVENT OF TECHNICAL ISSUES THAT DISRUPT THE ABILITY OF MEMBERS OF THE PUBLIC TO VIEW THE MEETING OR PROVIDE PUBLIC COMMENTS THROUGH THE WEB CONFERENCE OPTION, THE MEETING WILL CONTINUE.

Join Zoom Meeting
https://us06web.zoom.us/j/85883483462?pwd=pse163oabQNLncEe2d3CQEfdIUwuwu.1
MEETING ID: 858 8348 3462
AUDIO PASSCODE: 528470

Dial by your location
+1 346 248 7799 US (Houston); +1 720 707 2699 US (Denver); +1 253 215 8782 US (Tacoma);
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Find your local number: https://us06web.zoom.us/u/kdtwJJ7KrK

PUBLIC COMMENTS: Members of the public may submit public comments and comments on agenda items in one of the following ways:

SUBMIT COMMENTS BEFORE THE MEETING:
- By emailing to our Board Secretary at leckert@fpud.com
- By mailing to the District Offices at 990 E. Mission Rd., Fallbrook, CA 92028
- By depositing them in the District's Payment Drop Box located at 990 E. Mission Rd., Fallbrook, CA 92028

All comments submitted before the meeting by whatever means must be received at least 1 hour in advance of the meeting. All comments will be read to the Board during the appropriate portion of the meeting. Please keep any written comments to 3 minutes.

REMOTELY MAKE COMMENTS DURING THE MEETING: The Committee Chair will inquire prior to Board discussion if there are any comments from the public on each item.
- Via Zoom Webinar go to the "Participants List," hover over your name and click on "raise hand." This will notify the moderator that you wish to speak during oral communication or during a specific item on the agenda.
- Via phone, you can raise your hand by pressing *9 to notify the moderator that you wish to speak during the current item.

MAKE IN-PERSON COMMENTS DURING THE MEETING: The Committee Chair will inquire prior to discussion if there are any comments from the public on each item, at which time members of the public attending in person may make comments.

THESE PUBLIC COMMENT PROCEDURES SUPERSEDE THE DISTRICT'S STANDARD PUBLIC COMMENT POLICIES AND PROCEDURES TO THE CONTRARY.

If you have a disability and need an accommodation to participate in the meeting, please call the Board Secretary at (760) 999-2704 for assistance.

I. PRELIMINARY FUNCTIONS

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

II. ACTION/DISCUSSION----------(ITEM A)

A. EMPLOYEE SATISFACTION SURVEY RESULTS

III. ADJOURNMENT OF MEETING

* * * * *

DECLARATION OF POSTING

I, Lauren Eckert, Executive Assistant/Board Secretary of the Fallbrook Public Utility District, do hereby declare that I posted a copy of the foregoing agenda in the glass case at the entrance of the District Office located at 990 East Mission Road, Fallbrook, California, at least 72 hours prior to the meeting in accordance with Government Code § 54954.2(a).

I, Lauren Eckert, further declare under penalty of perjury and under the laws of the State of California that the foregoing is true and correct.

June 19, 2025
Dated / Fallbrook, CA

/s/ Lauren Eckert
Executive Assistant/Board Secretary

MEMO

TO: Personnel Committee
FROM: John Marchetta, Human Resources Manager
DATE: June 24, 2025
SUBJECT: Employee Satisfaction Survey Results

Purpose

To inform and discuss the results of the recent employee satisfaction survey.

Summary

The District's annual employee satisfaction survey was sent to all employees on March 27, 2025, and was closed on April 25, 2025. Forty-three employees completed this year's survey, just shy of our record response of 44 employees in 2024.

A summary of the results was shared, via email, with all employees on Monday, June 23, 2025.

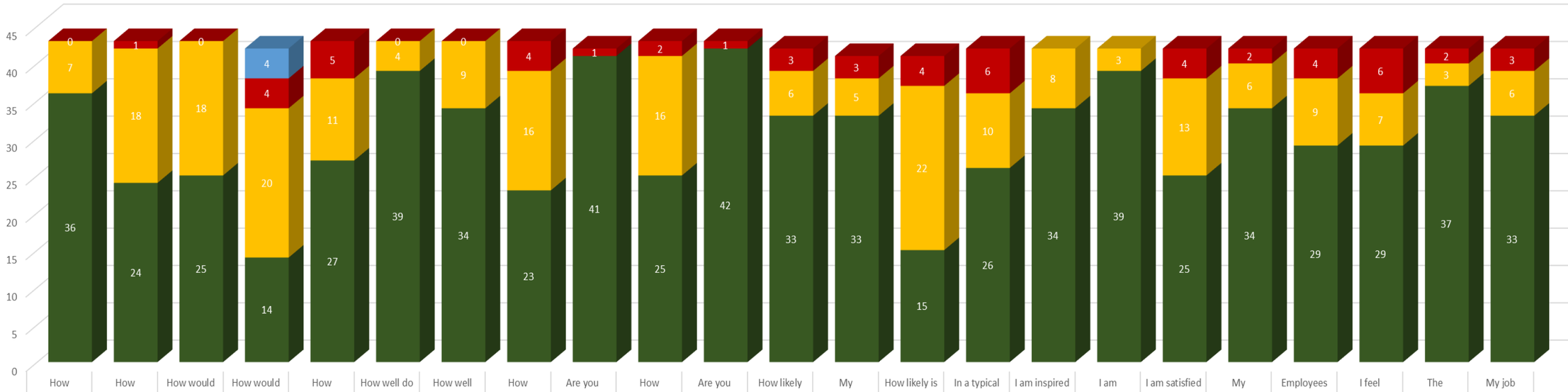
Budgetary Impact

There is no budgetary impact.

Recommended Action

To review the results and provide any necessary feedback.

Summary Chart



	How meaningful is your work?	How challenging is your job?	How would you rate your overall morale as an employee at FPUD?	How would you rate communication from management over the last year?	How satisfied are you with career growth opportunities at FPUD?	How well do your job responsibilities match your strengths?	How well would you say the employees in your department work as a team?	How satisfied are you with your overall compensation?	How satisfied are you with your employee benefits?	How satisfied are you with your current work-life balance?	Are you supervised too much at work, supervised too little, or supervised the right amount?	How likely are you to look for another job outside of FPUD within the next 6-12 months?	My supervisor and I have a good working relationship.	How likely is it that you would recommend FPUD to a friend or colleague?	In a typical week, how often do you feel stressed at work?	I am inspired to meet my goals at work.	I am determined to give my best effort at work each day.	I am satisfied with the culture of my workplace.	My coworkers and I have a good working relationship.	Employees treat each other with respect.	I feel respected and valued by my manager at FPUD.	The information and resources I need to do my job effectively are readily available.	My job performance is evaluated fairly.
Other				4																			
Negative	0	1	0	4	5	0	0	4	1	2	1	3	3	4	6			4	2	4	6	2	3
Neutral	7	18	18	20	11	4	9	16		16		6	5	22	10	8	3	13	6	9	7	3	6
Positive	36	24	25	14	27	39	34	23	41	25	42	33	33	15	26	34	39	25	34	29	29	37	33

Summary of Comments

As a follow up to your answer to question #3, please share what you love, like, or hate about working for FPUD.

Enjoy the small district challenges and the need to use actual experience to problem solve.

Love the support with clothing, material, and tools. Like the work environment most of the time. Hate the lack of communication and accountability.

I love my co-workers and the experiences i have while here.

I appreciate the benefits and compensation

I like working with a great team of coworkers.

I like the people who work here. Small district means more personal relationships. I don't feel like a number here.

Majority of people are nice and want to do a good job.

Variety in my workload, managers I like working with and trust, good work/life balance

Most of us wear multiple different hats but with the experience, great knowledge, and support from other employees makes super busy days fly by smoothly.

Too much drama. Need to hold everyone to the same standards when it comes to the amount of work each individual does.

What recommendations, if any, do you have for how management could improve communication over the next year?

Think as a team not as an individual.

Follow up with staff on management meetings with a bi-weekly or monthly staff meeting

Plan between departments a little better.

Talk about improvement, training, and development opportunities.

Monthly meetings to collaborate and bring up issues or praises or things we can be doing as a team to make our jobs easier or more efficient.

Just open, honest conversation without getting frustrated when others have a different approach or opinion

Keep doing what they're doing.

If you plan on looking for another job outside of FPUD, please provide your reason/s for doing so

There are no promotional opportunities available and have not heard from management that I am a likely candidate for promotion

Moving to another state

More money, closer to home.

More pay with similar or better benefits

Career growth, Closer to home, better pay, and more days off.

I don't see myself looking for anything at this time.

What actions can FPUD take to build a better workplace?

Salary surveys

Accountability and department communication.

FPUD is doing well, so nothing quite comes to mind.

Management has done a good job to create a good workplace

Give credit where credit is due

Career growth, Closer to home, better pay, and more days off.

Team building between the front and the back of the house. No idea what this might look like, but we feel segregated sometimes.

More succession planning.

Please feel free to elaborate on any of your answers above and/or share any other comments you have:

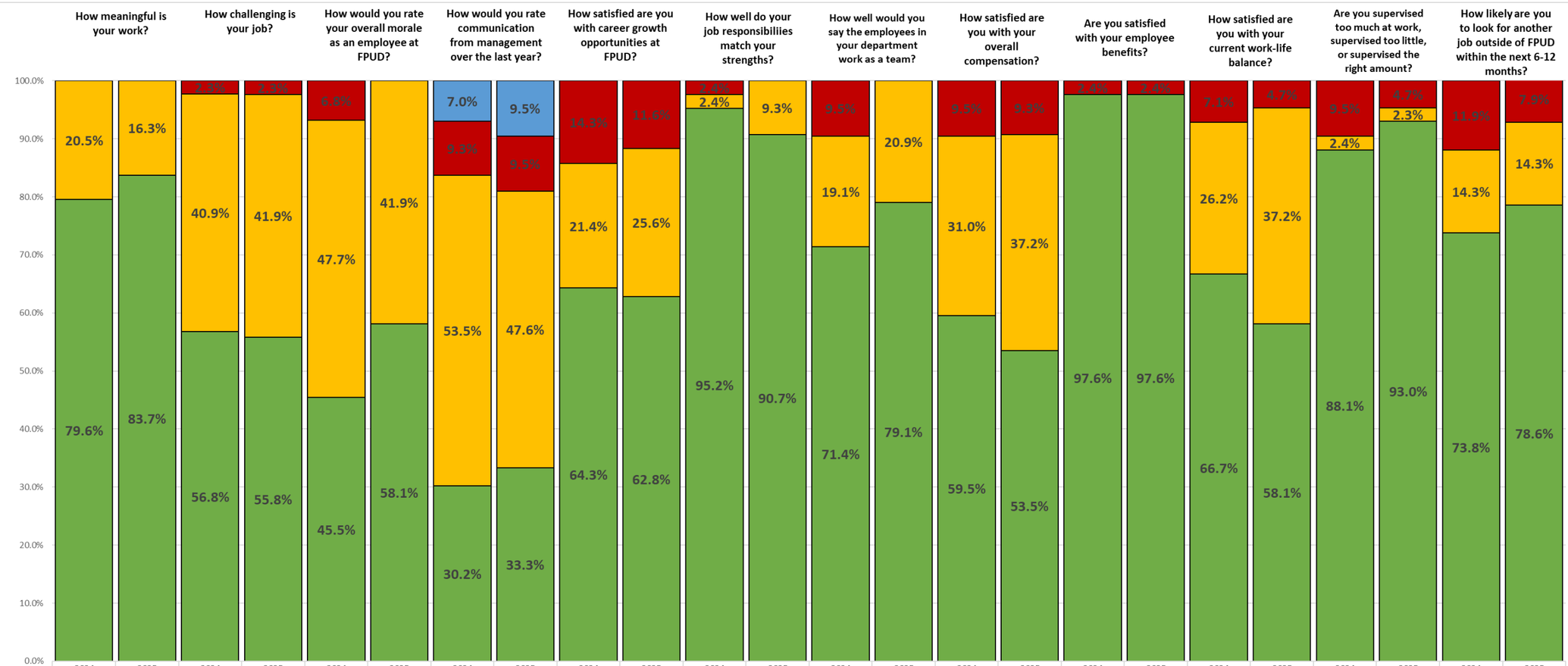
There is someone that my be put in a lead role that is not liked and doesn't have the respect of the crew.

This could be a great place to work if the consistency was there. Different rules for different departments, lack of accountability and not all departments treated the same make it hard to be here sometimes.

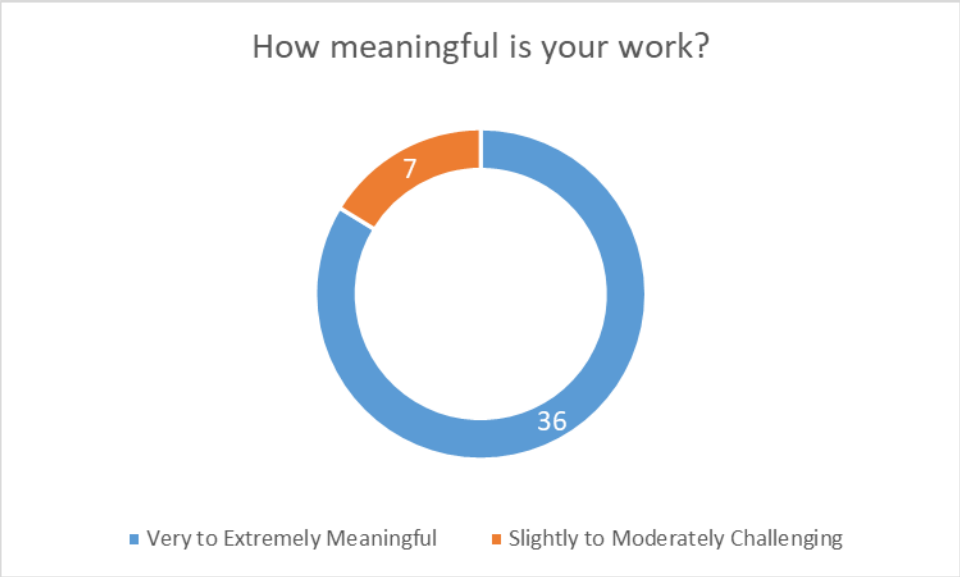
I love working here in Fallbrook.

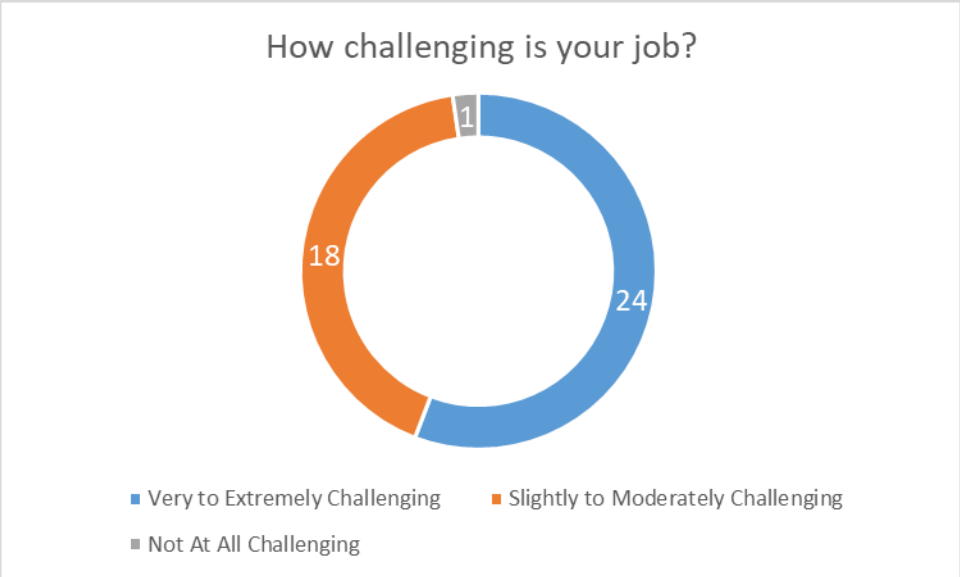
2025 vs. 2024

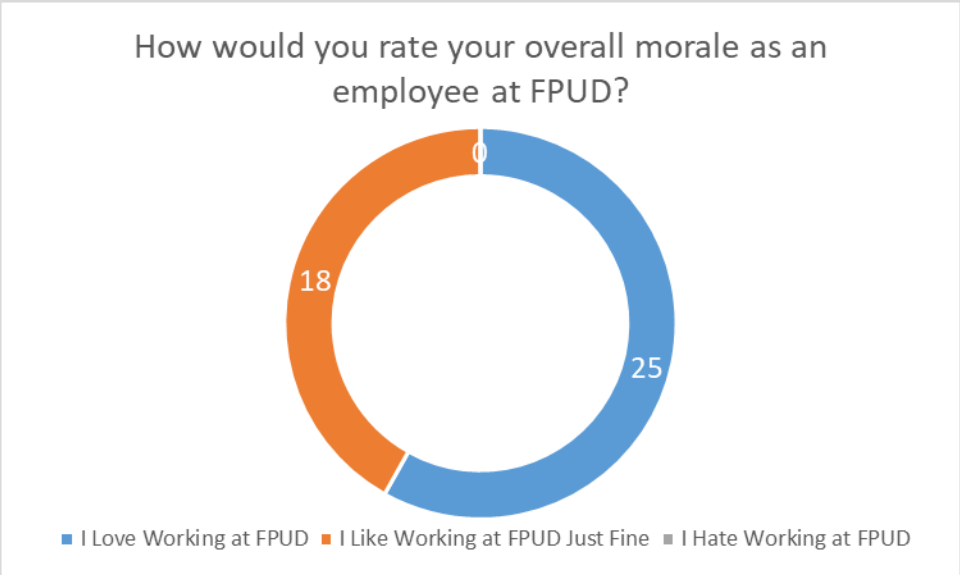
Results

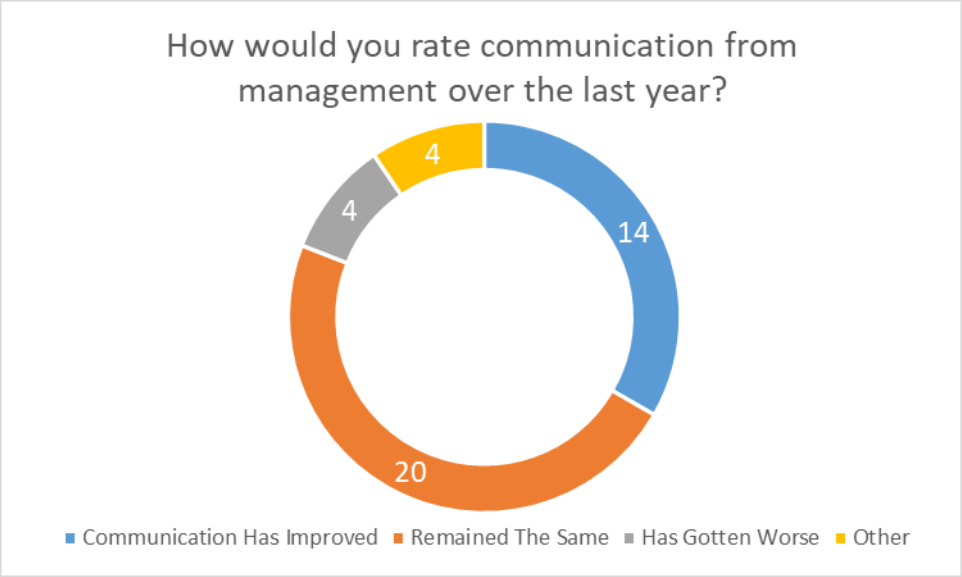


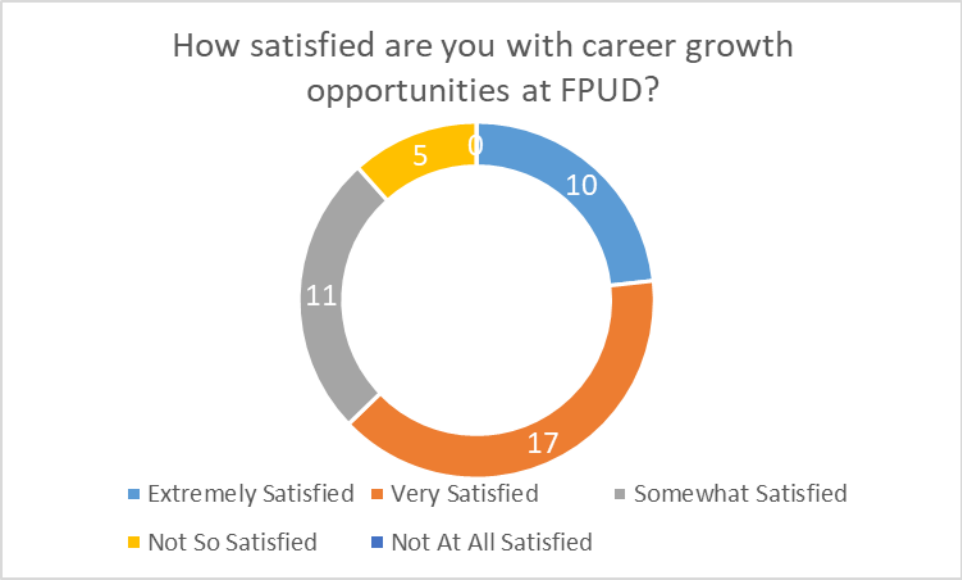
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Other							7.0%	9.5%																		
Negative			2.3%	2.3%	6.8%		9.3%	9.5%	14.3%	11.6%	2.4%		9.5%		9.5%	9.3%	2.4%	2.4%	7.1%	4.7%	9.5%	4.7%	11.9%	7.9%
Neutral	20.5%	16.3%	40.9%	41.9%	47.7%	41.9%	53.5%	47.6%	21.4%	25.6%	2.4%	9.3%	19.1%	20.9%	31.0%	37.2%			26.2%	37.2%	2.4%	2.3%	14.3%	14.3%
Positive	79.6%	83.7%	56.8%	55.8%	45.5%	58.1%	30.2%	33.3%	64.3%	62.8%	95.2%	90.7%	71.4%	79.1%	59.5%	53.5%	97.6%	97.6%	66.7%	58.1%	88.1%	93.0%	73.8%	78.6%

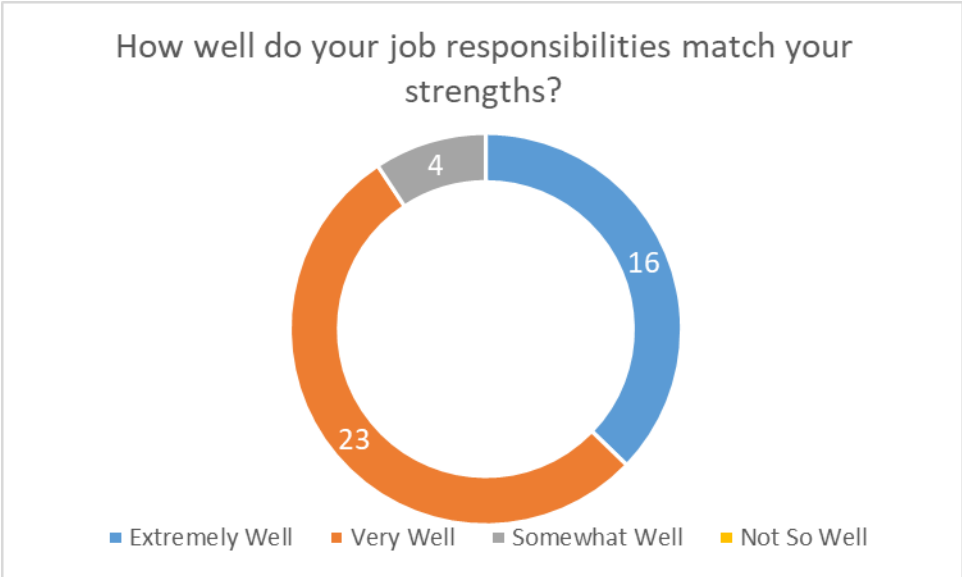

How meaningful is your work?
7
36
Very to Extremely Meaningful
Slightly to Moderately Challenging

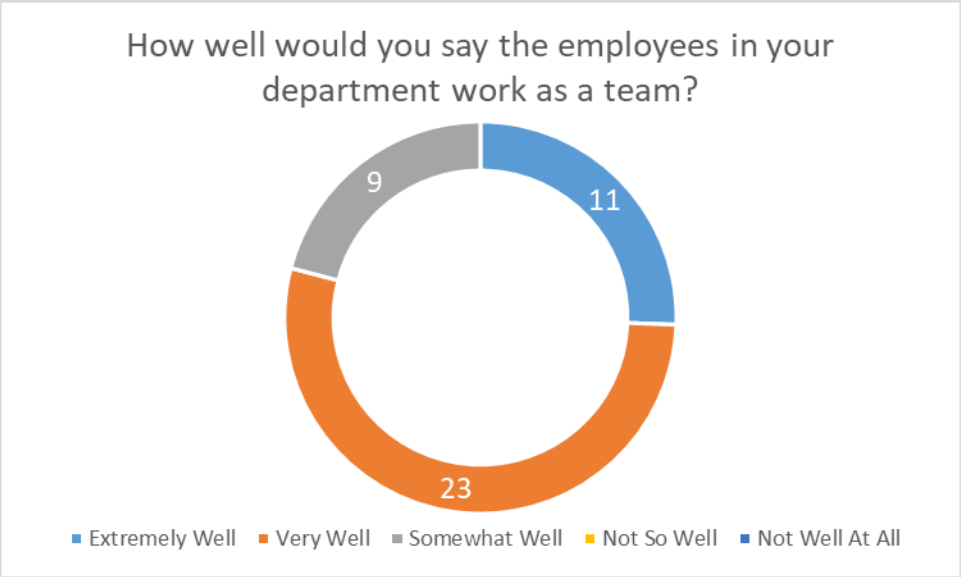

How challenging is your job?
1
18
24
Very to Extremely Challenging
Slightly to Moderately Challenging
Not At All Challenging

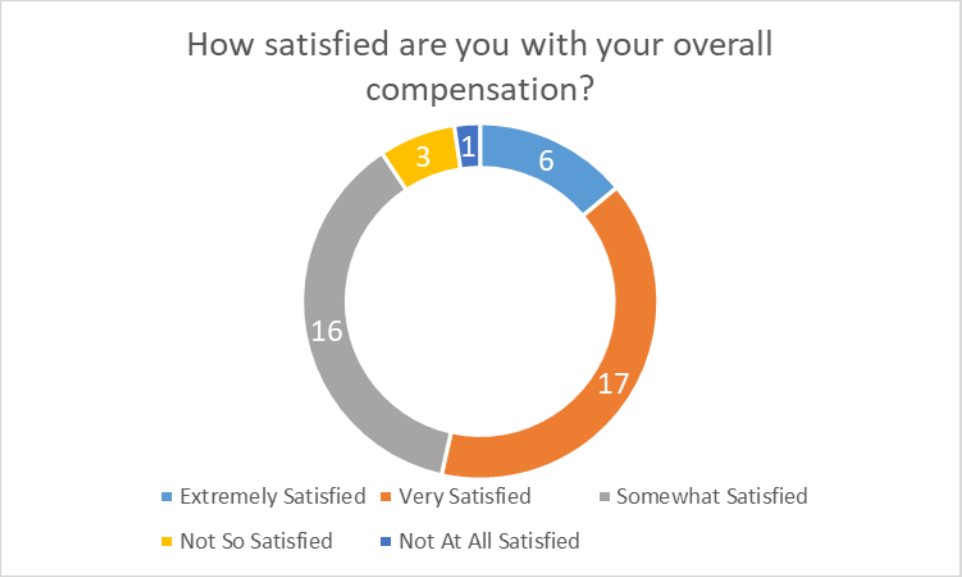

How would you rate your overall morale as an employee at FPUD?
0
18
25
I Love Working at FPUD
I Like Working at FPUD Just Fine
I Hate Working at FPUD

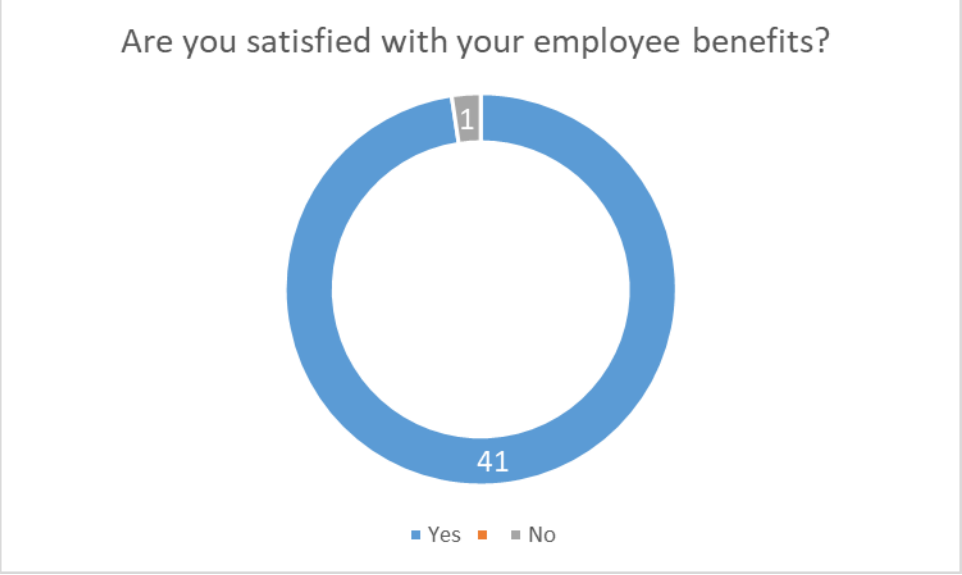

How would you rate communication from management over the last year?
14
20
4
4
Communication Has Improved
Remained The Same
Has Gotten Worse
Other

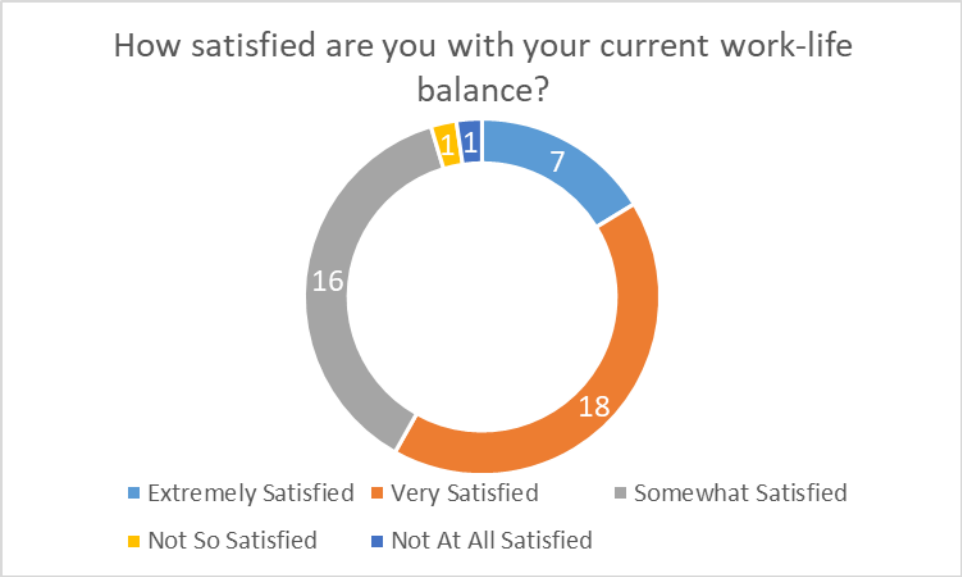

How satisfied are you with career growth opportunities at FPUD?
10
17
11
5
0
Extremely Satisfied
Very Satisfied
Somewhat Satisfied
Not So Satisfied
Not At All Satisfied

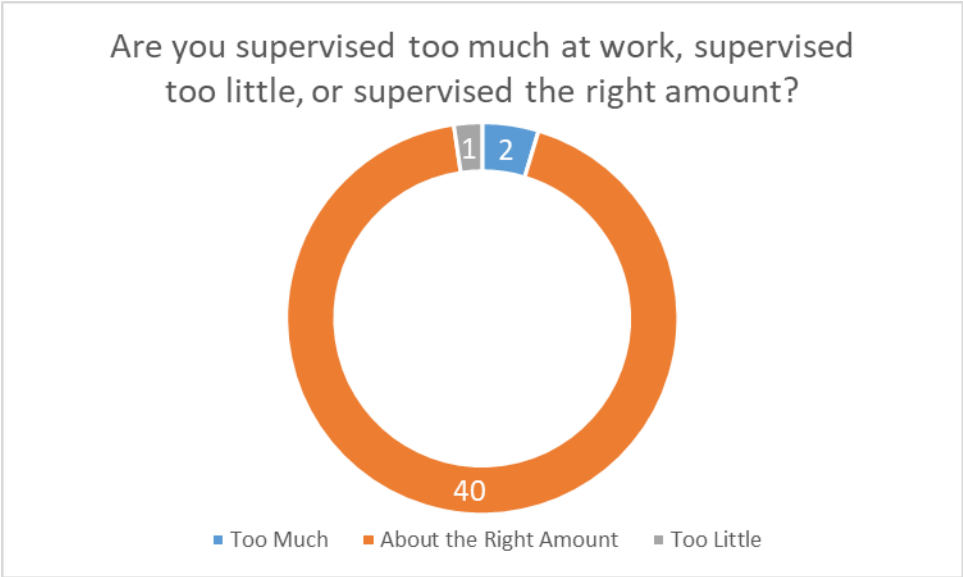

How well do your job responsibilities match your strengths?
16
23
4
Extremely Well
Very Well
Somewhat Well
Not So Well

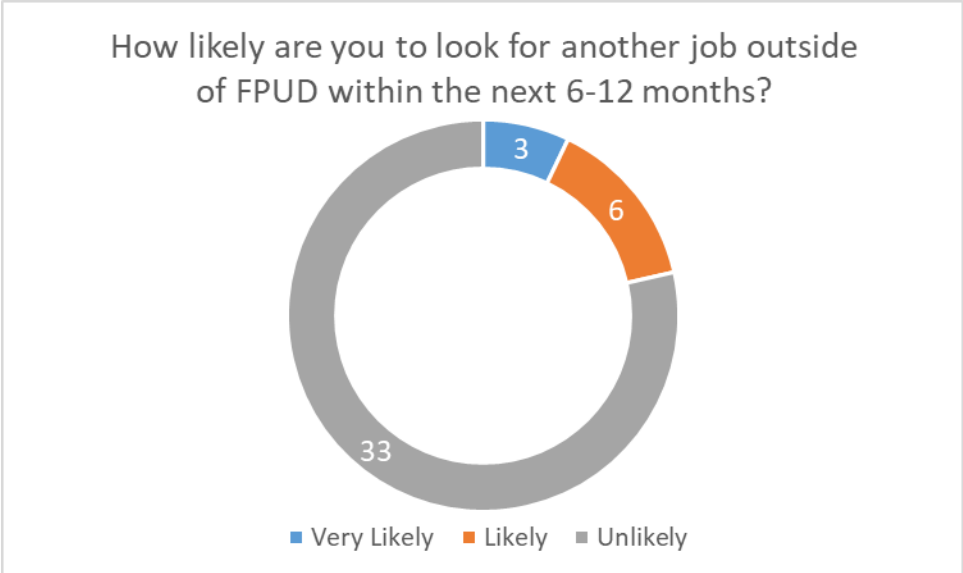

How well would you say the employees in your department work as a team?
11
23
9
Extremely Well
Very Well
Somewhat Well
Not So Well
Not Well At All

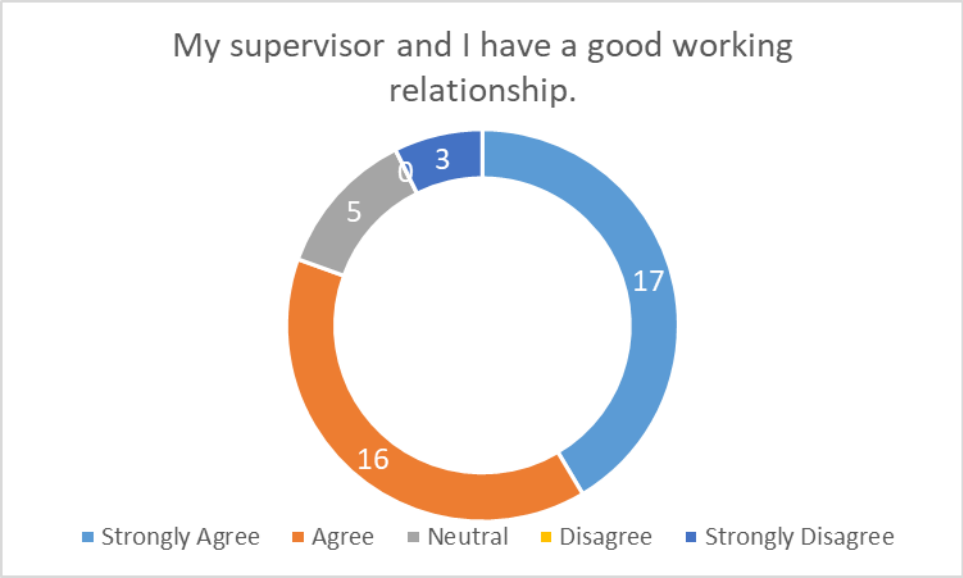

How satisfied are you with your overall compensation?
6
17
16
3
1
Extremely Satisfied
Very Satisfied
Somewhat Satisfied
Not So Satisfied
Not At All Satisfied

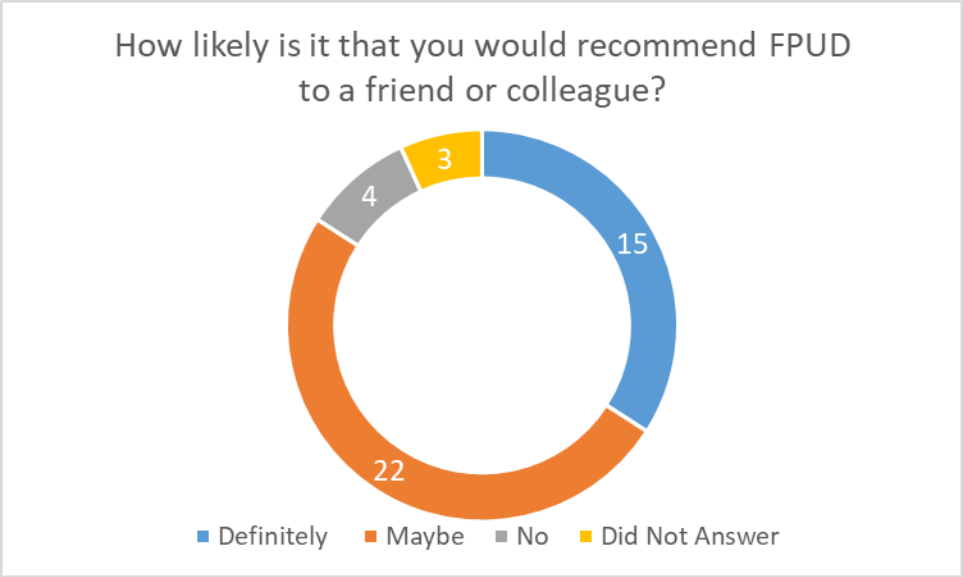

Are you satisfied with your employee benefits?
41
1
Yes
No

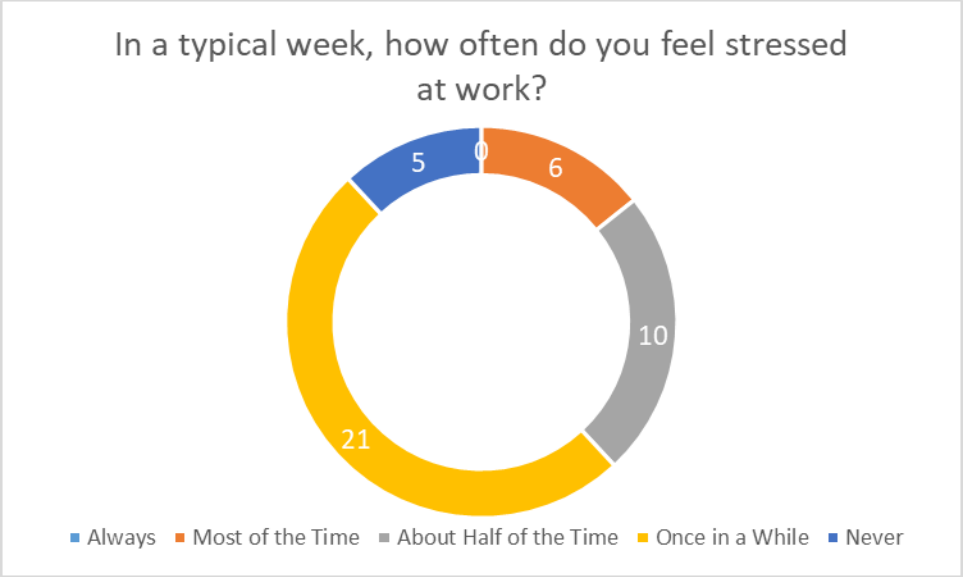

How satisfied are you with your current work-life balance?
7
18
16
1
1
Extremely Satisfied
Very Satisfied
Somewhat Satisfied
Not So Satisfied
Not At All Satisfied

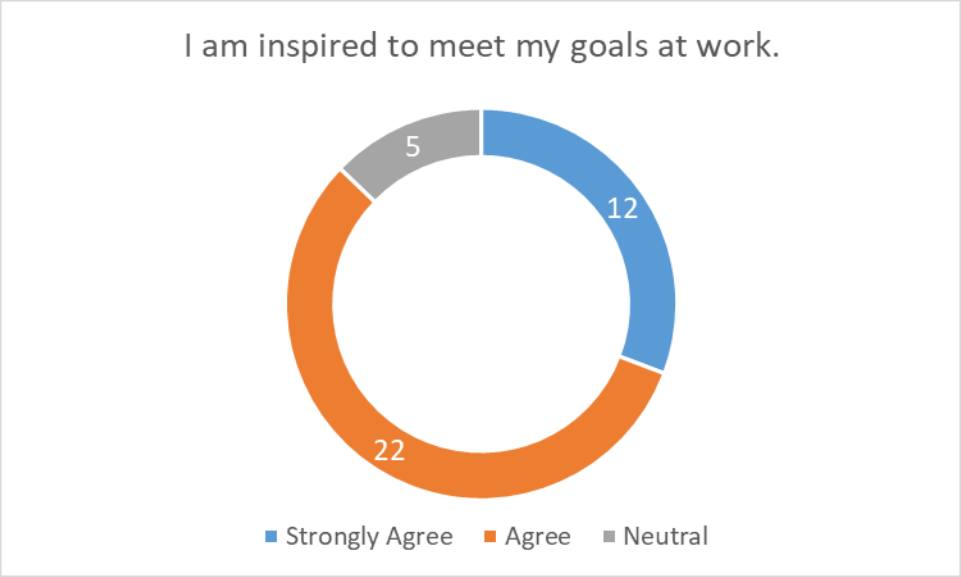

Are you supervised too much at work, supervised too little, or supervised the right amount?
2
40
1
Too Much
About the Right Amount
Too Little

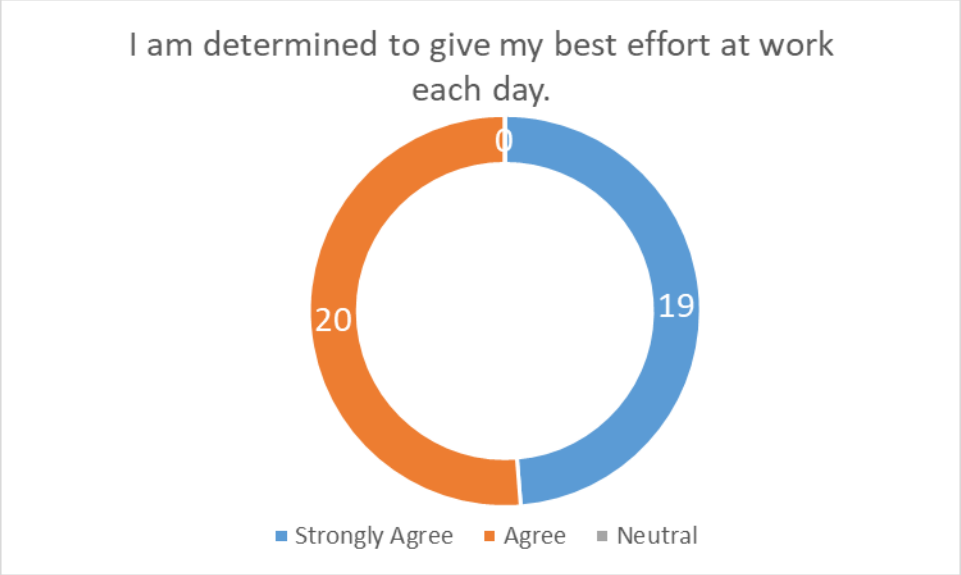

How likely are you to look for another job outside of FPUD within the next 6-12 months?
3
6
33
Very Likely
Likely
Unlikely

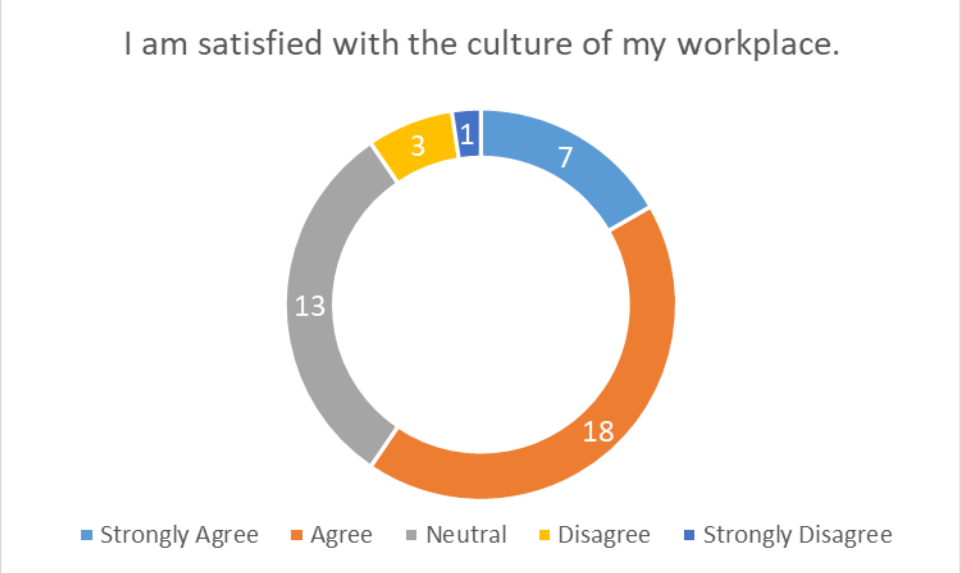

My supervisor and I have a good working relationship.
17
16
5
0
3
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree

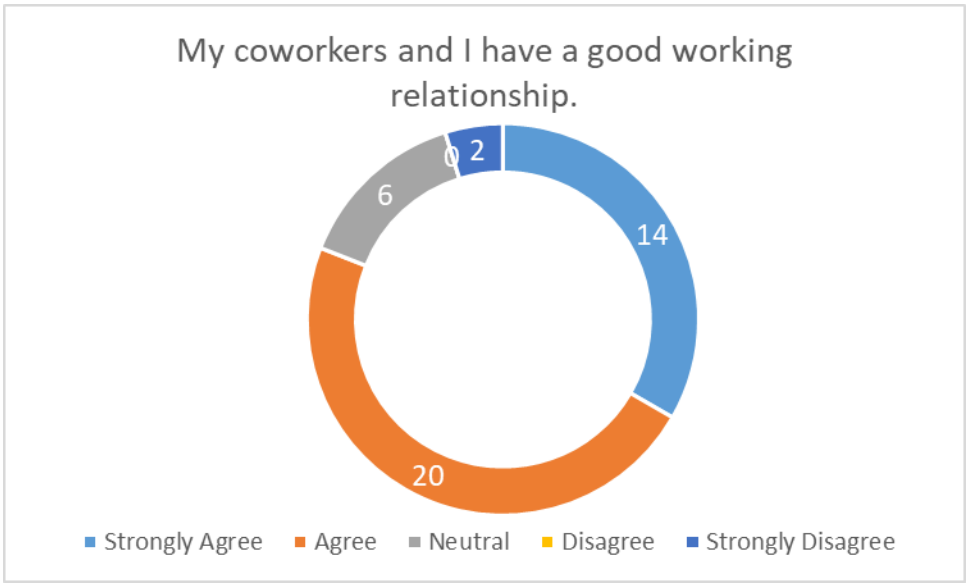

How likely is it that you would recommend FPUD to a friend or colleague?
15
22
4
3
Definitely
Maybe
No
Did Not Answer


In a typical week, how often do you feel stressed at work?
6
10
21
5
0
Always
Most of the Time
About Half of the Time
Once in a While
Never

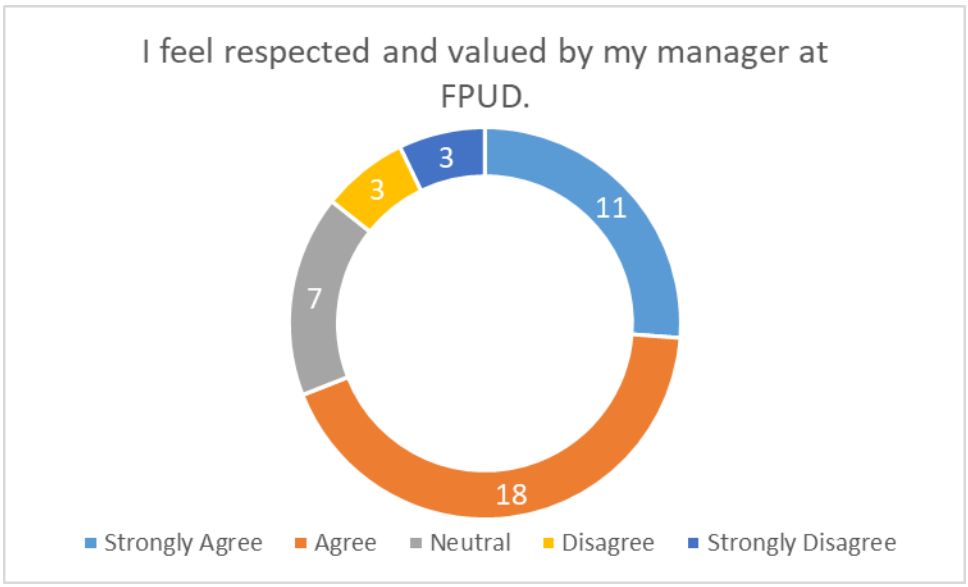

I am inspired to meet my goals at work.
5
12
22
Strongly Agree
Agree
Neutral

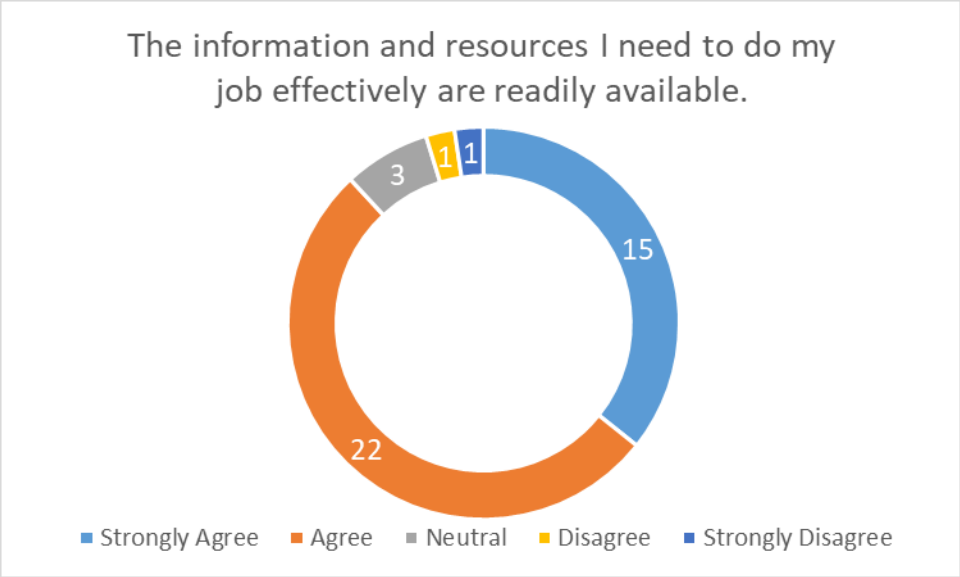

I am determined to give my best effort at work each day.
0
19
20
Strongly Agree
Agree
Neutral

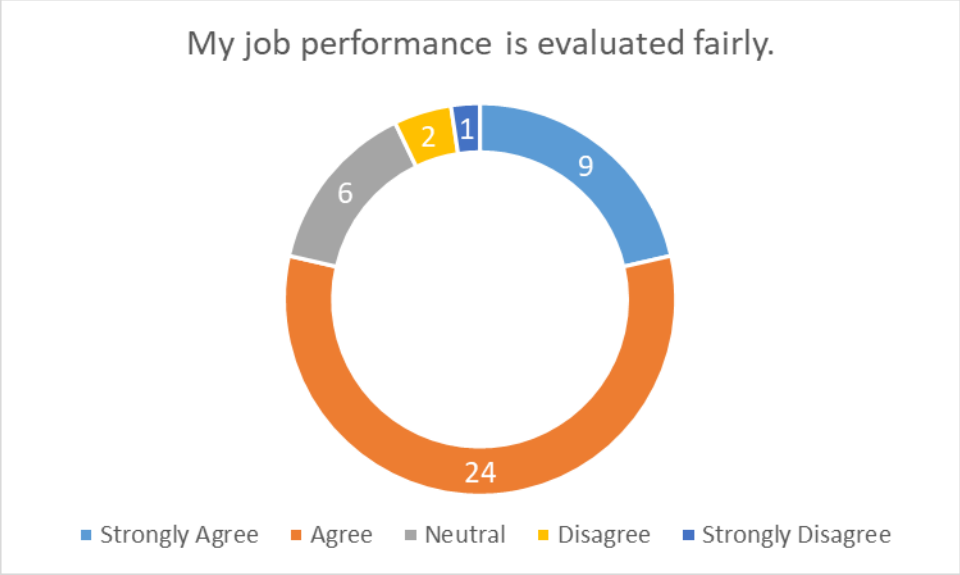

I am satisfied with the culture of my workplace.
3
1
7
13
18
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree


My coworkers and I have a good working relationship.
14
20
6
0
2
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree

Employees treat each other with respect.
6
23
9
2
2
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree


I feel respected and valued by my manager at FPUD.
11
18
7
3
3
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree


The information and resources I need to do my job effectively are readily available.
15
22
3
1
1
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree


My job performance is evaluated fairly.
9
24
6
2
1
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree