



FALLBROOK PUBLIC UTILITY DISTRICT
MEETING OF THE PERSONNEL COMMITTEE

REVISED AGENDA

WEDNESDAY, **MARCH 11**, 2020
9:00 A.M.

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

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.

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I. PRELIMINARY FUNCTIONS

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

II. ACTION / DISCUSSION ----- (ITEMS A – C)

A. EMPLOYEE SATISFACTION SURVEY RESULTS

B. DISTRICT OF DISTINCTION APPLICATION PROCESS

C. SEPARATING THE PERSONNEL REGULATIONS FROM THE ADMINISTRATIVE CODE

III. ADJOURNMENT OF MEETING

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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.

March 2, 2020
Dated / Fallbrook, CA

/s/ Lauren Eckert
Executive Assistant/Board Secretary

MEMO

TO: Personnel Committee
FROM: Lisa Chaffin, Human Resources Manager
DATE: March 11, 2020
SUBJECT: Employee Satisfaction Survey Results

Purpose

To discuss the results of the employee satisfaction survey.

Summary

A satisfaction survey was sent out to all employees on January 28, 2020. Forty employees completed the survey by the February 11, 2020 deadline and a summary of the results were shared, via email, to all employees on February 19, 2020.

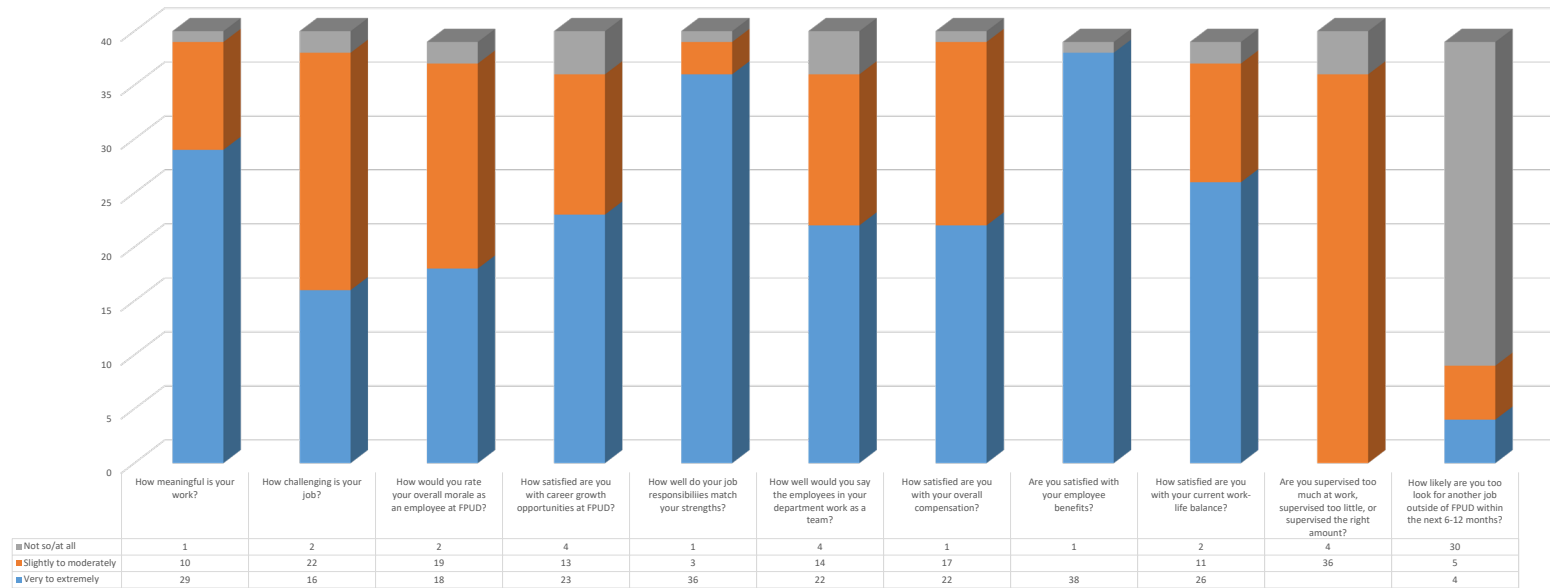
Budgetary Impact

None

Recommended Action

None

EMPLOYEE SATISFACTION SURVEY 2020



	Very to extremely	Slightly to moderately	Not so/at all
1 How meaningful is your work?	29	10	1
2 How challenging is your job?	16	22	2
3 How would you rate your overall morale as an employee at FPUD?	18	19	2
4 How satisfied are you with career growth opportunities at FPUD?	23	13	4
5 How well do your job responsibilities match your strengths?	36	3	1
6 How well would you say the employees in your department work as a team?	22	14	4
7 How satisfied are you with your overall compensation?	22	17	1
8 Are you satisfied with your employee benefits?	38		1
9 How satisfied are you with your current work-life balance?	26	11	2
10 Are you supervised too much at work, supervised too little, or supervised the right amount?		36	4
11 How likely are you too look for another job outside of FPUD within the next 6-12 months?	4	5	30

GENERAL SUMMARY OF COMMENTS

- Improve communication from management
- Better communication of changes to all employees
- Better coordination of front office and field activities
- More consistent discipline
- Improve employee recognition

NOTE: Question 10, "Are you supervised too much at work, supervised too little, or supervised about the right amount?" had different rating response choices - 36 responded "About the right amount" and 4 responded "Too much."