

**FALLBROOK PUBLIC UTILITY DISTRICT
MEETING OF THE PERSONNEL COMMITTEE**

AGENDA

**WEDNESDAY, MARCH 1, 2023
2:30 P.M.**

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

THIS MEETING WILL BE HELD PURSUANT TO GOVERNMENT CODE SECTION 54953(e)(1)(A), WHICH WAIVES CERTAIN BROWN ACT TELECONFERENCING REQUIREMENTS DURING A PROCLAIMED STATE OF EMERGENCY WHEN STATE OR LOCAL OFFICIALS HAVE IMPOSED OR RECOMMENDED MEASURES TO PROMOTE SOCIAL DISTANCING, AND ALLOWS SOME OR ALL OF THE MEMBERS OF THE PERSONNEL COMMITTEE TO ATTEND THIS MEETING TELEPHONICALLY OR VIA VIDEO CONFERENCE. MEMBERS OF THE PUBLIC WHO DO NOT WISH TO ATTEND IN PERSON ARE ENCOURAGED TO PARTICIPATE IN THE MEETING VIA WEB CONFERENCE USING THE BELOW CALL-IN AND WEBLINK INFORMATION. MEMBERS OF THE PUBLIC MAY ALSO PARTICIPATE IN THIS MEETING BY ATTENDING IN PERSON AT THE DISTRICT OFFICE LOCATED AT 990 E. MISSION RD., FALLBROOK, CA 92028.

Join Zoom Meeting

<https://us06web.zoom.us/j/85826183149?pwd=cVA1WU1yc0dZUXFZdTIPWDNVbnpVdz09>

MEETING ID: 858 2618 3149

AUDIO PASSCODE: 309966

Dial by your location

+1 346 248 7799 US (Houston); +1 720 707 2699 US (Denver); +1 253 215 8782 US (Tacoma);
+1 312 626 6799 US (Chicago); +1 646 558 8656 US (New York); +1 301 715 8592 US (Washington DC)

Find your local number: <https://us06web.zoom.us/j/85826183149?pwd=cVA1WU1yc0dZUXFZdTIPWDNVbnpVdz09>

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.

February 23, 2023
Dated / Fallbrook, CA

/s/ Lauren Eckert
Executive Assistant/Board Secretary

MEMO

TO: Personnel Committee
FROM: Lisa Chaffin, Human Resources Manager
DATE: March 1, 2023
SUBJECT: Employee Satisfaction Survey Results

Purpose

To discuss the results of the employee satisfaction survey.

Summary

The District's annual employee satisfaction survey was sent to all employees on January 5, 2023. Thirty-six employees completed this year's survey, compared to twenty-nine employees in 2022.

A summary of the results were shared, via email, with all employees on February 15, 2023.

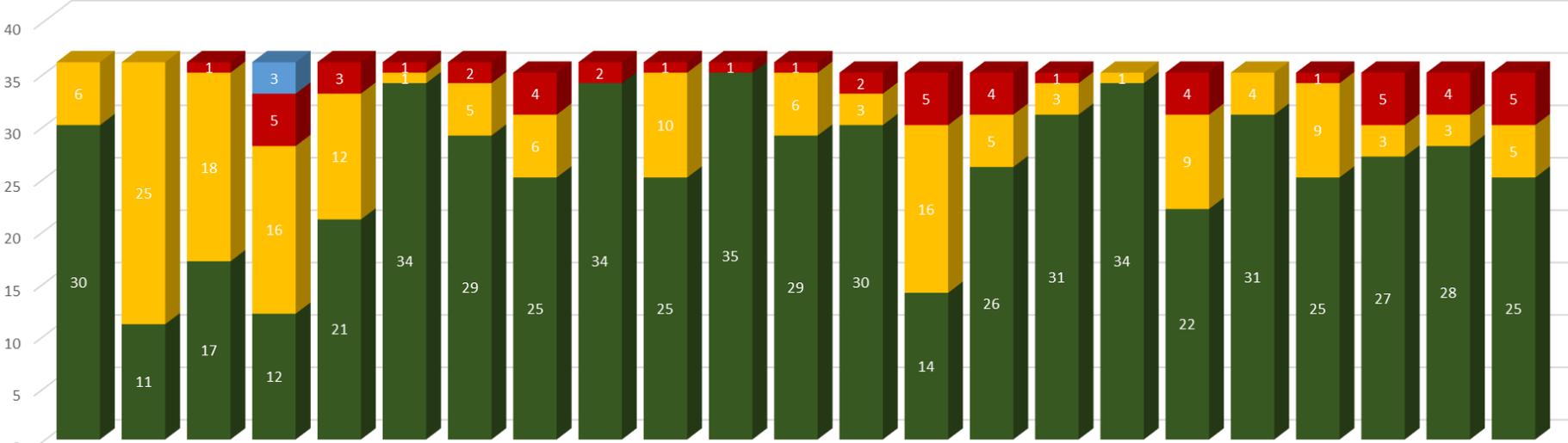
Budgetary Impact

None

Recommended Action

None

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?	Are you satisfied 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				3																			
Negative			1	5	3	1	2	4	2	1	1	1	2	5	4	1		4		1	5	4	5
Neutral	6	25	18	16	12	1	5	6		10	6	6	3	16	5	3	1	9	4	9	3	3	5
Positive	30	11	17	12	21	34	29	25	34	25	35	29	30	14	26	31	34	22	31	25	27	28	25

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.

Love the working environment, coworkers, salary, community of Fallbrook, and challenge of the work.

FPUD is making a better work place for current employees.

Morale needs to increase - lacks enthusiasm, pride of working at FPUD has decreased. Management does not care about employees.

Employee engagement needs to improve.

There's no structure as far as chain of command. Employees do what they want.

Flexibility in things like remote working.

Hard work and dedication is recognized.

There has been a culture shift with the new evaluation process, leaving some employees bitter. New evaluation process punishes exceeds employees. Employees getting paid the same as others who have different skills (e.g. those who can weld are getting paid the same as those who cannot).

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

Communication has improved.

To hear from more than just the GM - management is more than one person.

Find or create opportunities to listen to staff.

Get to know employees, greet with a good morning, pay attention when speaking with staff, ask about their lives, show appreciation.

Communicate what is communicated at the manager's meetings.

Value employees that go above and beyond.

Implement cross departmental team building exercises.

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

Commute / Appreciation / Favoritism / Tired of rules only applying to some people / Increase in compensation

What actions can FPUD take to build a better workplace?

Allow employees to be able to choose standby dates.

Apply rules equally to all.

FPUD has changed for the better and moving in the right direction.

Rework recognition program to recognize more employees and rework evaluation process and make retaining employees a priority.

Work on appreciating employees, continue to look at salaries and pay employees for responsibilities they perform. Provide high-performing employees a clear path to advancement.

Consider an interdisciplinary approach to meetings and problem solving. Include more staff in meetings.

Let employees who work together be on the same crew, bolster staffing, and set clear expectations of duties.

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

Morale and communication has improved over the past few years.

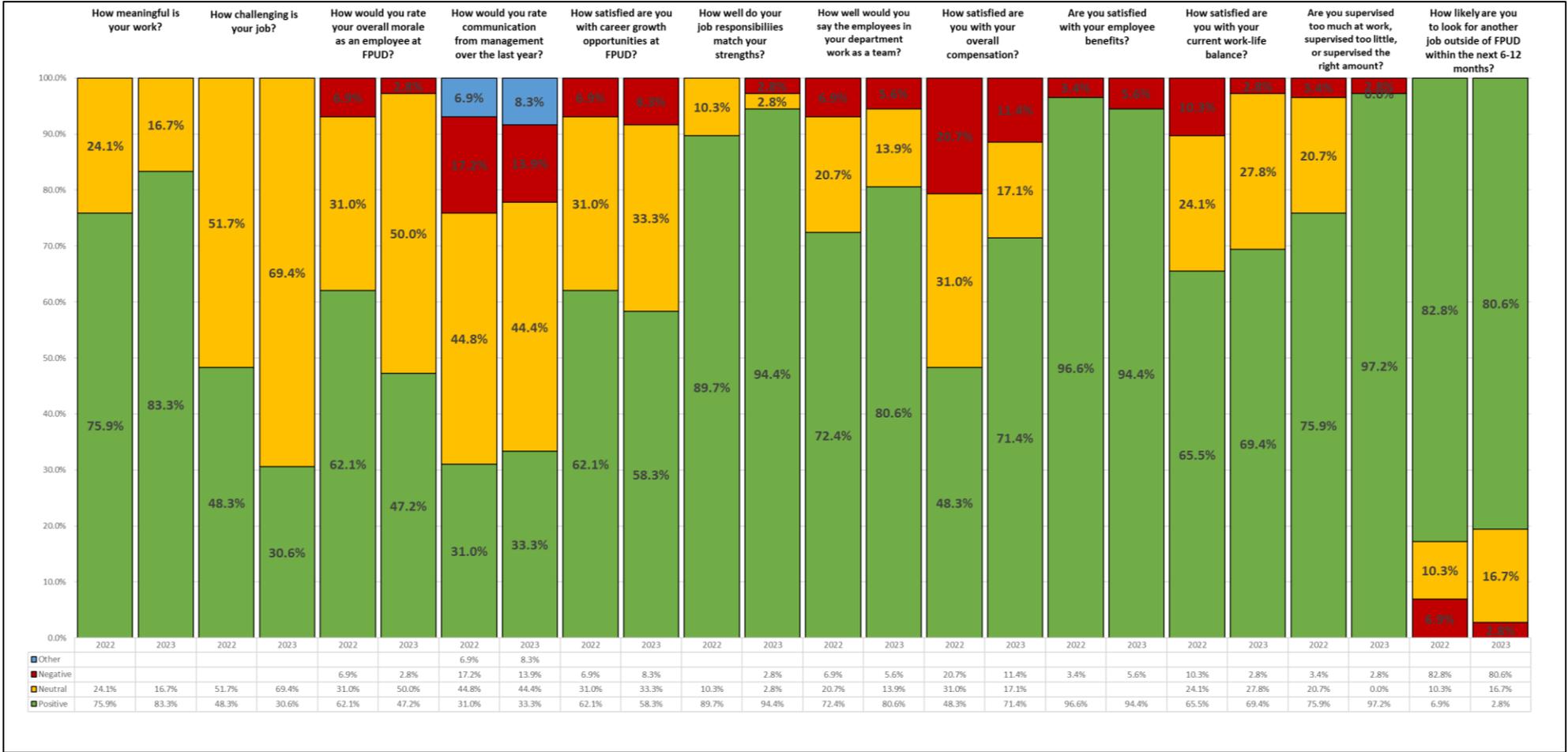
Need more management engagement and presence.

Could be valuable to offer office staff an ergonomic assessment of their work space and fund improvements.

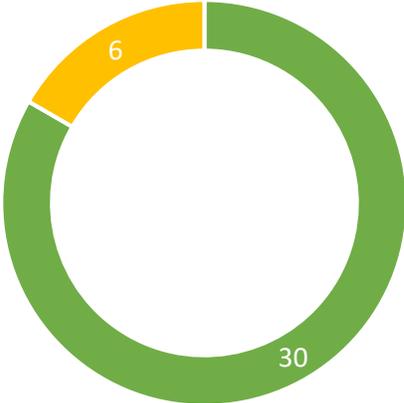
Peer reviews could be more helpful and provide more insight than having reviews done by people who are not working the long hours.

Listen to employees and try to retain them instead of encouraging them to be trained and then go elsewhere.

2023 Results vs. 2022

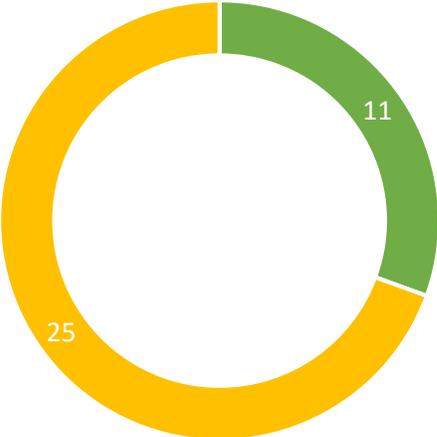


How meaningful is your work?



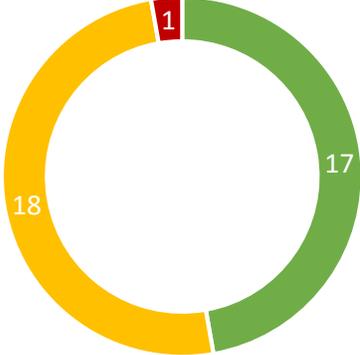
■ Very to extremely ■ Slightly to moderately ■ Not at all meaningful

How challenging is your job?



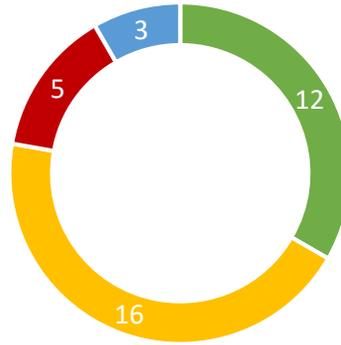
■ Very to extremely ■ Slight to moderately ■ Not at all challenging

How would you rate your overall morale as an employee at FPUD?



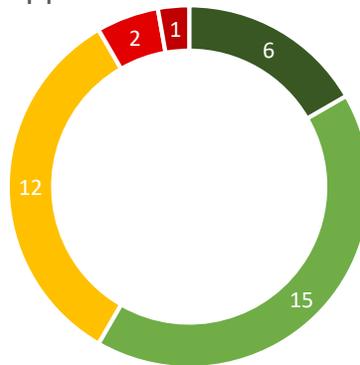
■ High - I love working at FPUD ■ Neither high nor low ■ Low - I hate working at FPUD

How would you rate communication from management over the last year?



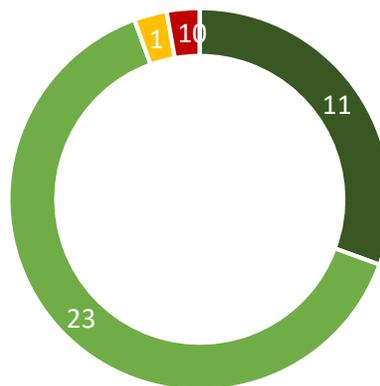
- Communication has improved
- Communication has remained the same
- Communication has worsened
- Other

How satisfied are you with career growth opportunities at FPUD?



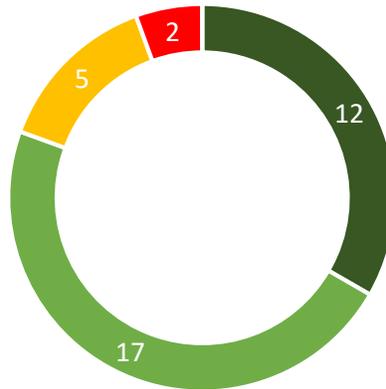
- Extremely satisfied
- Very satisfied
- Somewhat satisfied
- Not so satisfied
- Not at all satisfied

How well do your job responsibilities match your strengths?



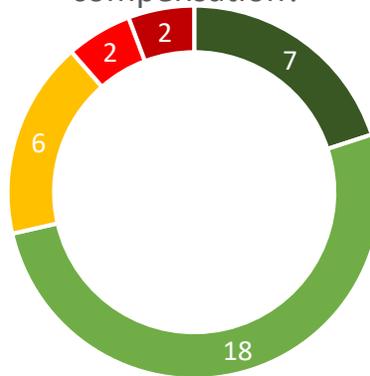
- Extremely well
- Very well
- Somewhat well
- Not so well
- Not at all well

How well would you say the employees in your department work as a team?



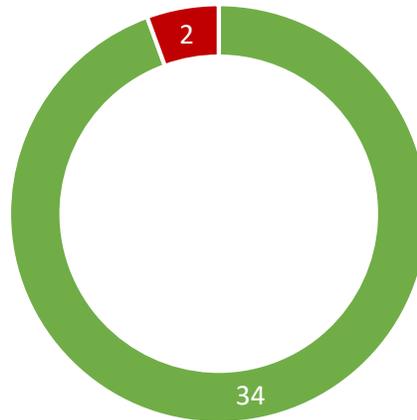
■ Extremely well ■ Very well ■ Somewhat well ■ Not so well ■ Not at all well

How satisfied are you with your overall compensation?



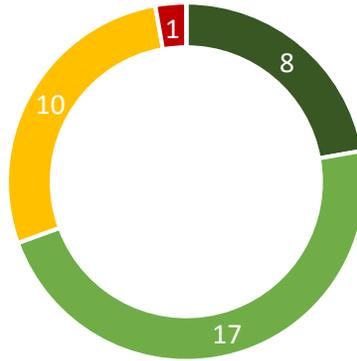
■ Extremely satisfied ■ Very satisfied ■ Somewhat satisfied
■ Not so satisfied ■ Not at all satisfied

Are you satisfied with your employee benefits?



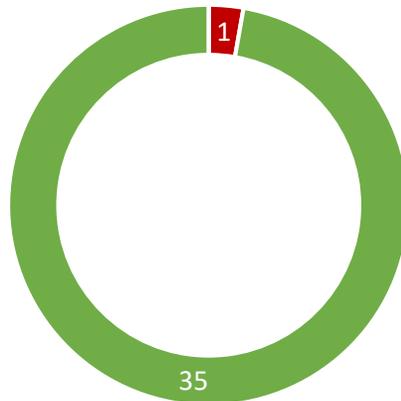
■ Yes ■ No

How satisfied are you with your current work-life balance?



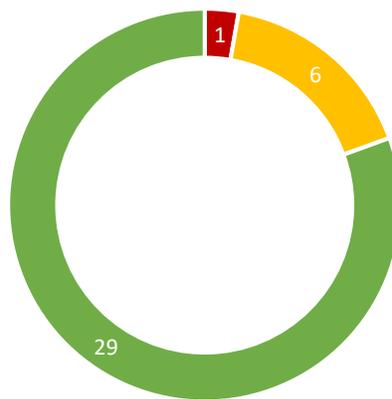
■ Extremely satisfied ■ Very satisfied ■ Somewhat satisfied ■ Not so satisfied ■ Not at all satisfied

Are you supervised too much at work, supervised too little, or supervised about the right amount?



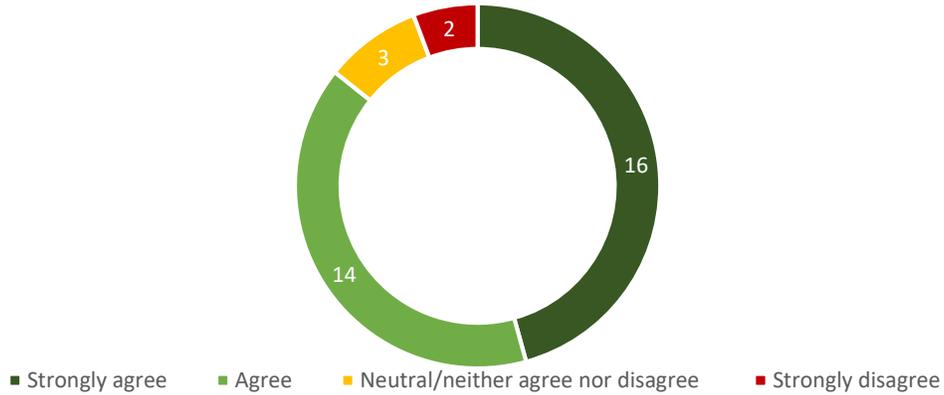
■ Too much ■ About the right amount ■ Too little

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

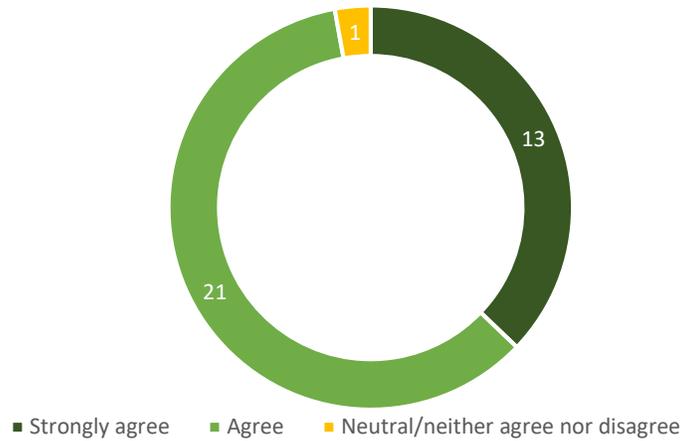


■ Very likely ■ Likely ■ Not likely

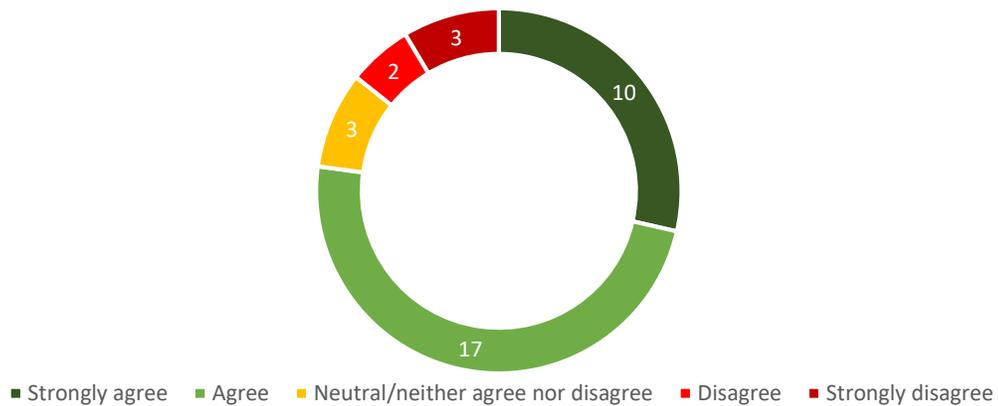
My supervisor and I have a good working relationship



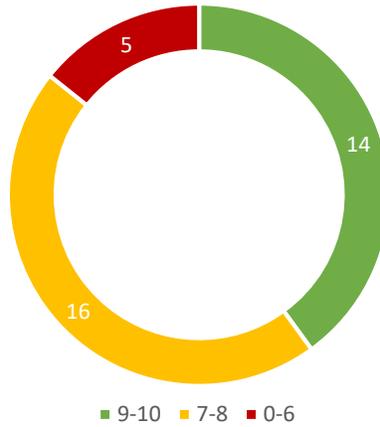
I am determined to give my best effort at work each day



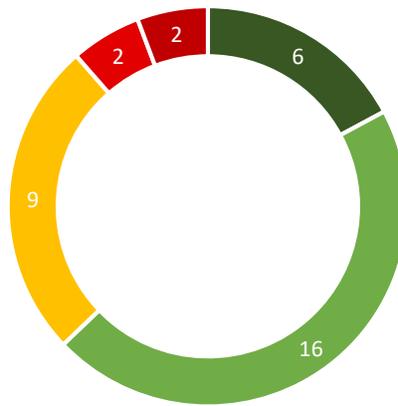
I feel respected and valued by my manager at FPUD



How likely is it that you would recommend FPUD to a friend or colleague?

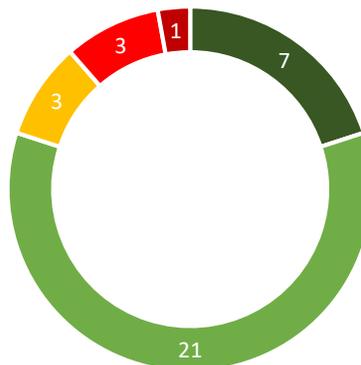


I am satisfied with the culture of my workplace



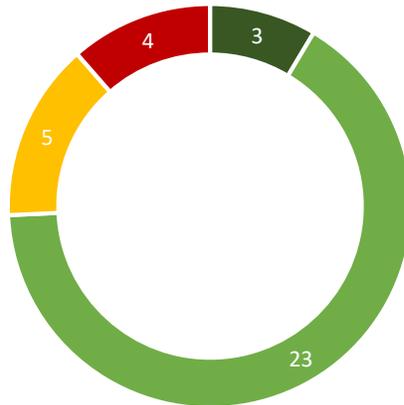
Strongly agree Agree Neutral/neither agree nor disagree Disagree Strongly disagree

The information and resources I need to do my job effectively are readily available



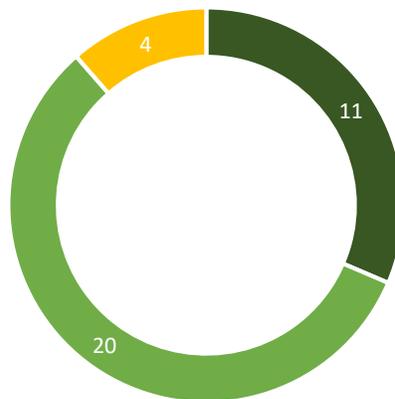
Strongly agree Agree Neutral/neither agree nor disagree Disagree Strongly disagree

In a typical week, how often do you feel stressed at work?



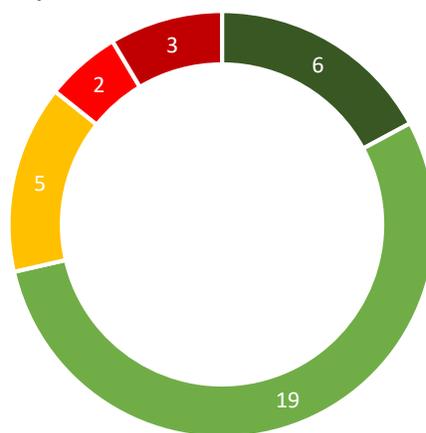
■ Never ■ Once in a while ■ About half of the time ■ Most of the time

My coworkers and I have a good working relationship



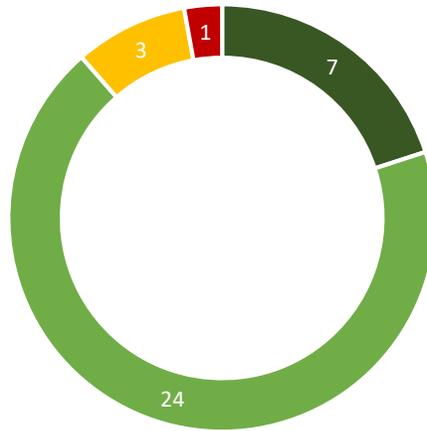
■ Strongly agree ■ Agree ■ Neutral/neither agree nor disagree

My job performance is evaluated fairly



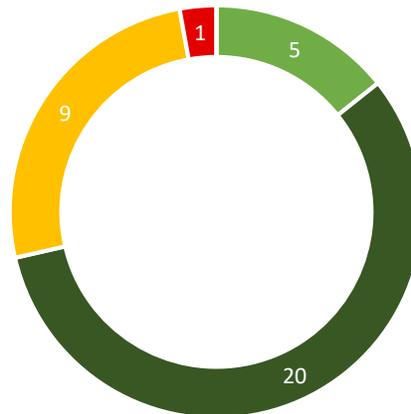
■ Strongly agree ■ Agree ■ Neutral/neither agree nor disagree ■ Disagree ■ Strongly disagree

I am inspired to meet my goals at work



■ Strongly agree ■ Agree ■ Neutral/neither agree nor disagree ■ Disagree

Employees treat each other with respect



■ Strongly agree ■ Agree ■ Neutral/neither agree nor disagree ■ Disagree ■ Strongly disagree