



FALLBROOK PUBLIC UTILITY DISTRICT
MEETING OF THE PERSONNEL COMMITTEE

AGENDA

THURSDAY, JUNE 25, 2026
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/89240481317?pwd=d8Ga1gg0PYoMPlwOpQjTwJhqWtiWbn.1>

MEETING ID: 892 4048 1317

AUDIO PASSCODE: 733417

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/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 18, 2026
Dated / Fallbrook, CA

/s/ Lauren Eckert
Executive Assistant/Board Secretary

MEMO

TO: Personnel Committee
FROM: John Marchetta, Human Resources Manager
DATE: June 25, 2026
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 April 29, 2026, and was closed on May 28, 2026. Fifty-three employees completed this year's survey, which is a new record for the most responses we've received in a single year. Last year's total was 43.

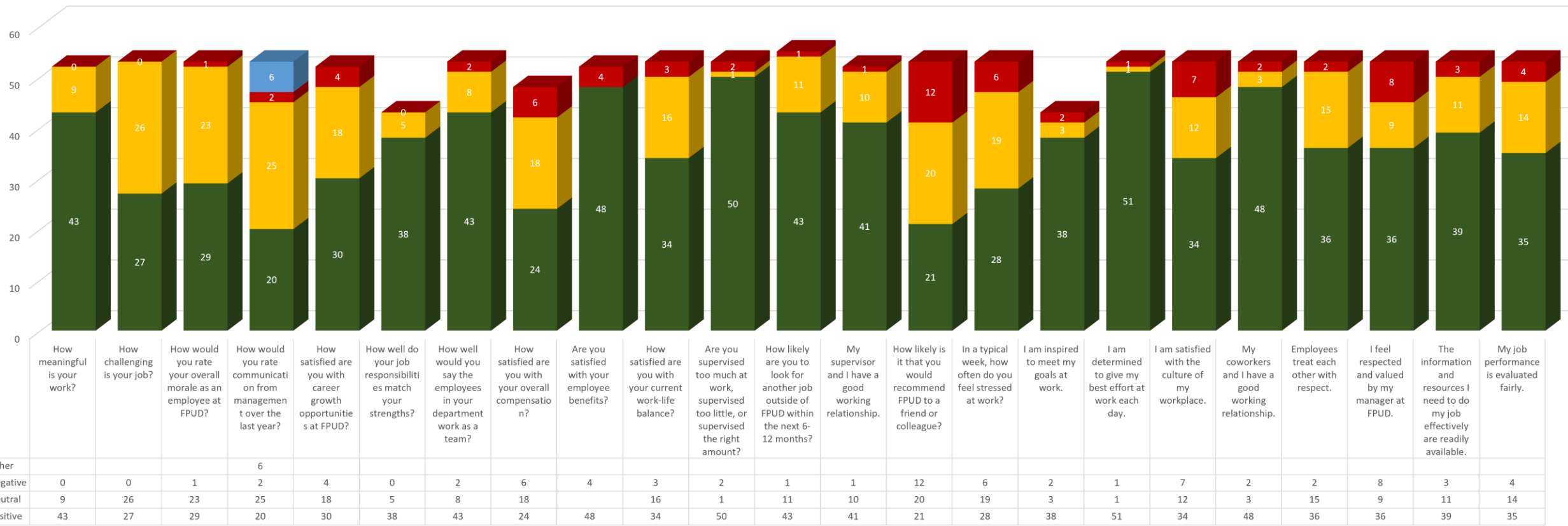
A summary of the results was shared with all employees on Wednesday, June 17, 2026.

Budgetary Impact

There is no budgetary impact.

Recommended Action

To review the results and provide any necessary feedback.



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.

Upper management support is fantastic compared to other water districts I have worked at. The overall morale of the company seems to be high, and people seem to enjoy working at FPUD.

I like that FPUD appreciates the work I do for the district. It fuels the craftsmanship that not all places have instilled. I believe there is a good camaraderie established among co-workers across all departments.

The work is interesting and engaging. Work flow can be a little unpredictable/inconsistent at times.

Mostly good people. Mostly relaxed environment.

Great safety culture

I enjoy the type of work that I do here. Mentally challenging and sometimes physically challenging. Good coworkers and boss make the work days more enjoyable.

I like the job diversity at FPUD.

I enjoy working with my colleagues and interacting with the public.

I love the employee appreciation (lunches, bbqs etc)

I really appreciate the support from supervisors and managers to gain more knowledge/support, and I appreciate the new employees that are hired for the willingness to learn and respect to season employees. I think we have a good group of guys in the field that have knowledge from other agencies or their past to help make employees well rounded.

I enjoy coming to work every day and doing my job. The atmosphere in the office is great, and I am lucky to work with a wonderful group of people.

FPUD cares about its employees but communication could be a lot better.

I love my job but there are certain people who put a drain on others.

I love the diversity and challenge associated with my job.

Great crew of guys who are motivated to achieve our goals.

Extra effort and dedication is recognized and rewarded.

Great benefits and I love what I do.

I Love Working At FPUD Because I Get To Help The People From My Hometown And That Means More Than Anything To Me.

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

Communication can and always should improve.

Listening to the crew suggestions more

Communicate more often and in positive way.

Take input from the field employees.

A positive attitude is easier to approach

We need to have more communication when there are promotion's or when employees move to a new DEPT, and when an employee is no longer working at FPUD.

Inform staff on what is happening in the district, good or bad.

Whenever new policies are enacted or clarified, there should be clear directives, probably through email, from HR. Especially with everything new going on (ERP, CPEN), information seems to drip down rather than being shared in a forthright manner. It can impact our abilities to do our jobs efficiently at first.

We cannot trade perceived efficiency for quality of work. Good ideas in the office don't always transfer practically to the field.

I Believe Management Has Kept Communication Up To It's Highest Since I've Gotten Here.

If you were going to look for another job outside of FPUD, what would be your reason(s) for doing so?

The appeal of not being spread too thin and having the manpower to ensure coverage of tasks

Upward mobility.

Compensation vs. responsibilities

Working with people that give 100% and care than just show up for a paycheck....This is hard to change with the current and upcoming work force. Needs to be a balance of accountability and fostering. Bad apples quickly spoil the bunch.

Better pay and shorter commute

Closer to home.

Location, more remote work, or a job that fits my strengths a bit more

Shorter commute, better pay

Pursue a role that is not available here

As of right now, I don't have any reason to look for a different job. I am happy with the compensation, location and my hours.

Better opportunity within a district

To follow my creative endeavors.

The Only Way I'm Leaving FPUD Is If They Push Me Out And That's Not Going To Happen.

What actions can FPUD take to build a better workforce?

FPUD is a great workplace. The biggest challenge is finding/training qualified staff.

Working as a team does not mean some work while others watch. Working as a team means we all look out for each other. We try to help each other out. We pick up after ourselves and make sure we do not create more work than necessary. For some, work is a social outlet. Fix these things and the team environment comes alive and creates a better working environment for all.

Continue to proactively seek constructive feedback.

I think an all-hands meeting every other month would be beneficial. Management does a great job making employees feel important with all the wellness activities and bagels, pizza lunches, etc.

More activities to get to know other departments. Those working in the field are not always familiar with people in the office.

More communication between departments to understand what others do.

Stay comparable with other agencies salaries

Clearer communication from the top, and from my supervisor, and maybe the opportunity to work remote once in a while.

There's Always Room For Improvement I'd Say Talk More With Employees In Person Listen To What They Have To Say.

I CAN'T THINK OF ANYTHING. I DO LIKE THAT THE MANAGEMENT IS COMMUNICATING WITH STAFF THE ACTIVITIES AND ACCOMPLISHMENTS. ESPECIALLY WITH CPEN HAPPENING.

More organizations for CPEN.

Have managers take leadership trainings and make sure they apply what they learned.

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

As a new department we are still getting a feel for how everyone will interact with each other long term, but I make it a priority of mine to support the employees under me and make them feel like they are important and appreciate what they do while here at FPUD.

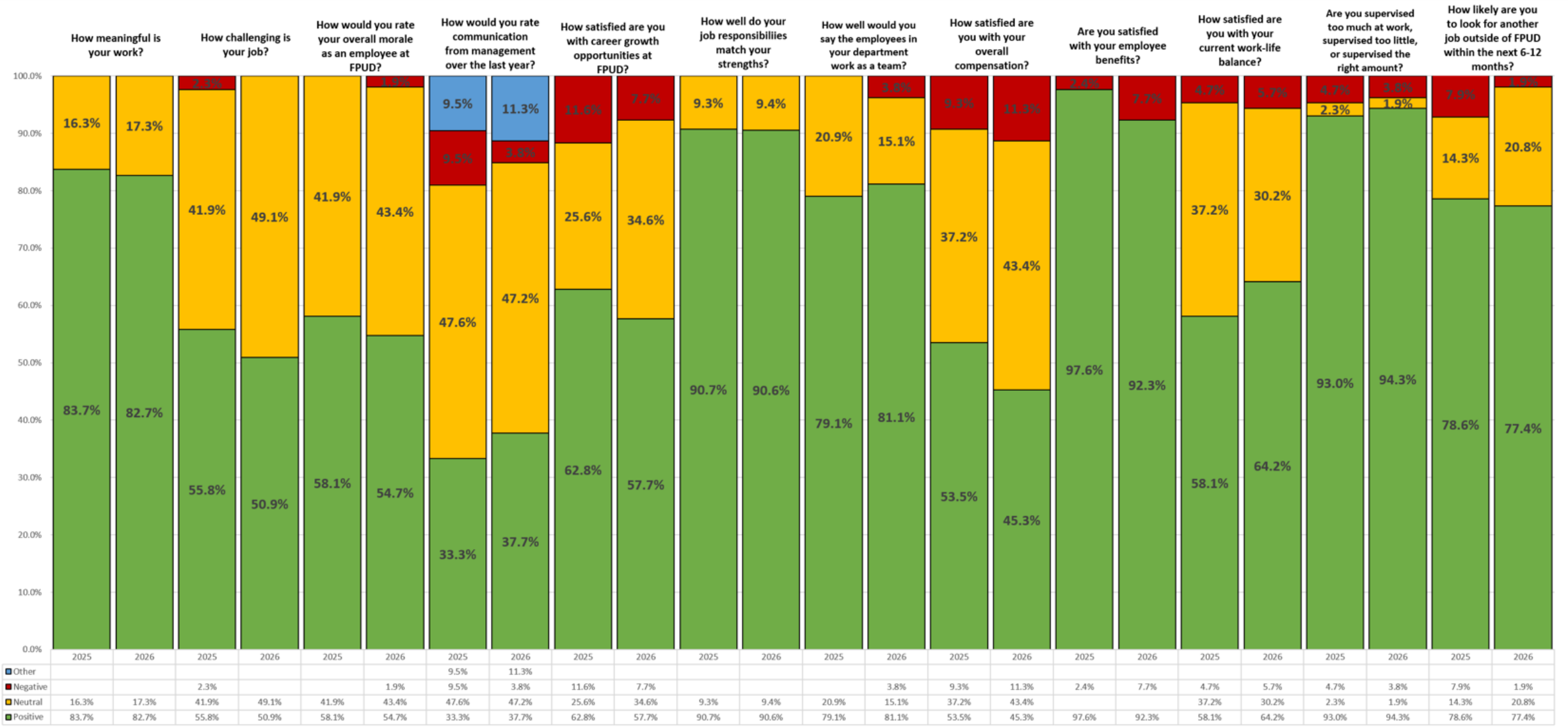
It would be nice to have a better dental insurance plan. I've heard of some agencies offering pre-paid legal services with the cost shared between the employee and the agency. That would be nice to have.

I'm Good.

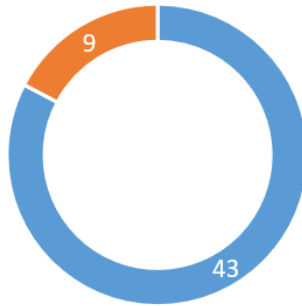
I'm truly honored and privileged to be working for such a strong district!

FPUD is a solid place to work, and some of the culture issues have really improved over the years, especially under the current office-side upper management group. And they could improve further with efforts to build better manager listening skills, collaboration, and a reevaluation of current top-down approaches to management.

I don't feel that things that are discussed at the managers' meetings are communicated well by my supervisor, and when there are important decisions made there is not communication from HR either.

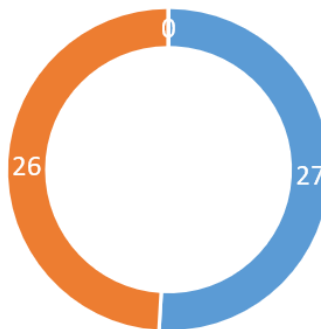


How meaningful is your work?



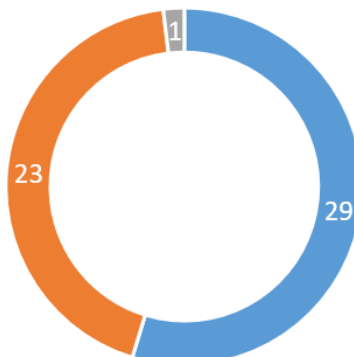
■ Very to Extremely Meaningful ■ Slightly to Moderately Challenging

How challenging is your job?



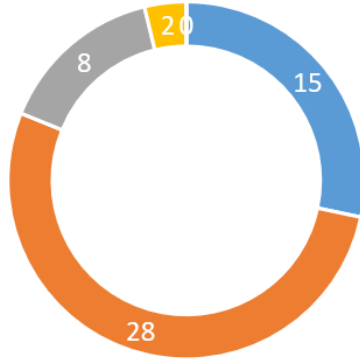
■ Very to Extremely Challenging ■ Slightly to Moderately Challenging
■ Not At All Challenging

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



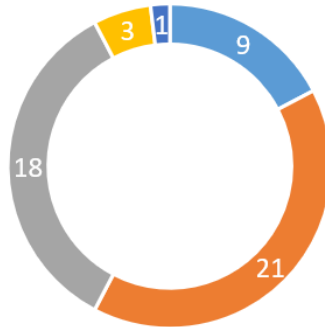
■ I Love Working at FPUD ■ I Like Working at FPUD Just Fine ■ I Hate Working at FPUD

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



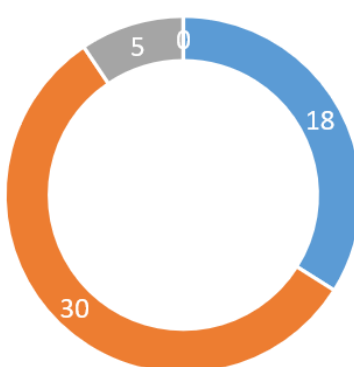
■ Extremely Well ■ Very Well ■ Somewhat Well ■ Not So Well ■ Not Well At All

How satisfied are you with career growth opportunities at FPUD?



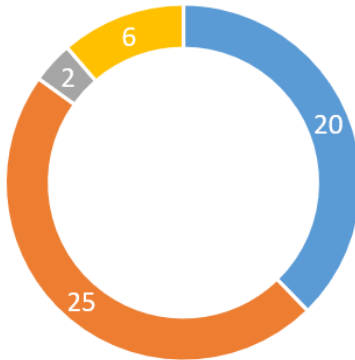
■ Extremely Satisfied ■ Very Satisfied ■ Somewhat Satisfied
■ Not So Satisfied ■ Not At All Satisfied

How well do your job responsibilities match your strengths?



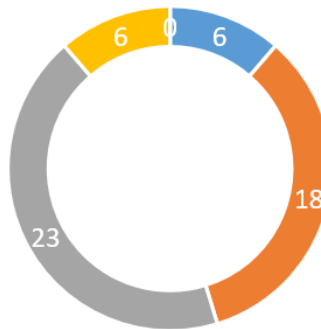
■ Extremely Well ■ Very Well ■ Somewhat Well ■ Not So Well

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



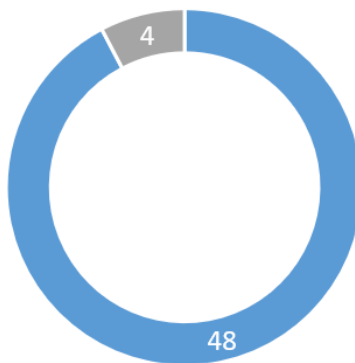
■ Communication Has Improved ■ Remained The Same ■ Has Gotten Worse ■ Other

How satisfied are you with your overall compensation?



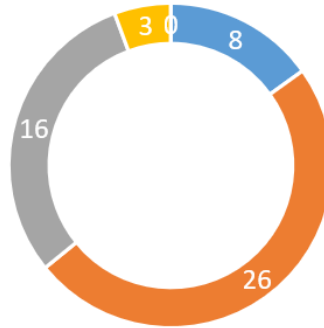
■ Extremely Satisfied ■ Very Satisfied ■ Somewhat Satisfied
■ Not So Satisfied ■ Not At All Satisfied

Are you satisfied with your employee benefits?



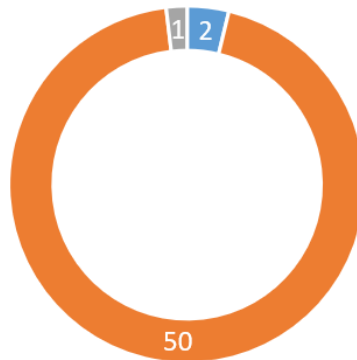
■ Yes ■ No

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



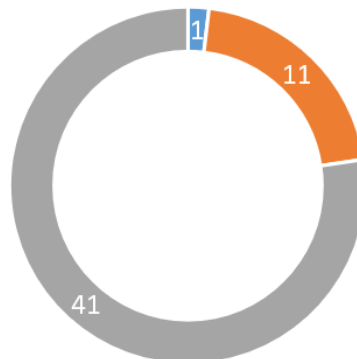
■ Extremely Satisfied ■ Very Satisfied ■ Somewhat Satisfied
■ Not So Satisfied ■ Not At All Satisfied

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



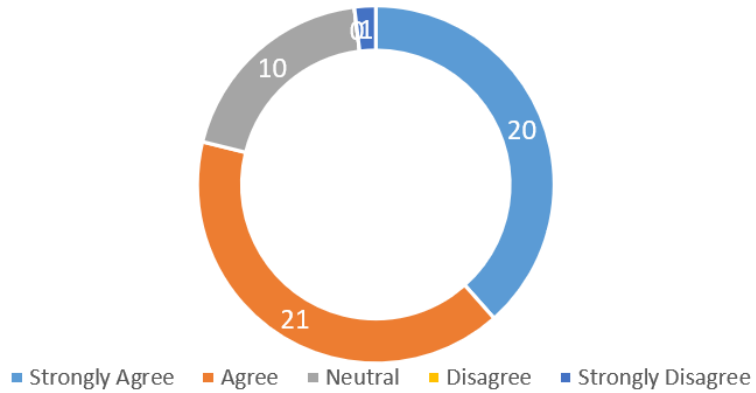
■ Too Much ■ About the Right Amount ■ Too Little

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

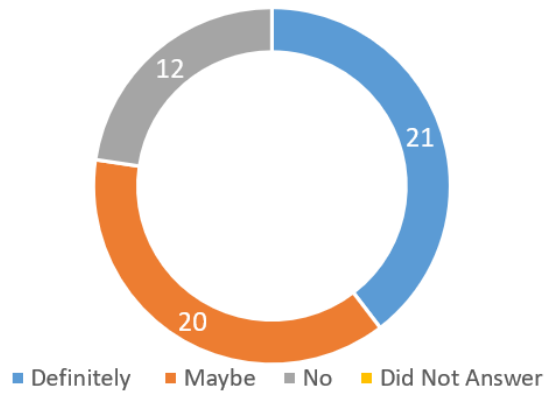


■ Very Likely ■ Likely ■ Unlikely

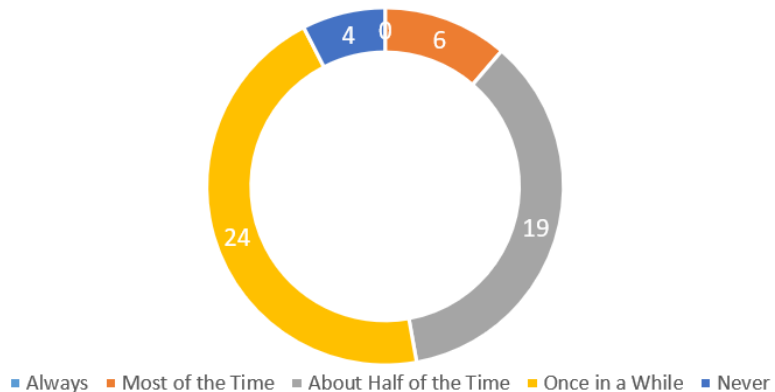
My supervisor and I have a good working relationship.



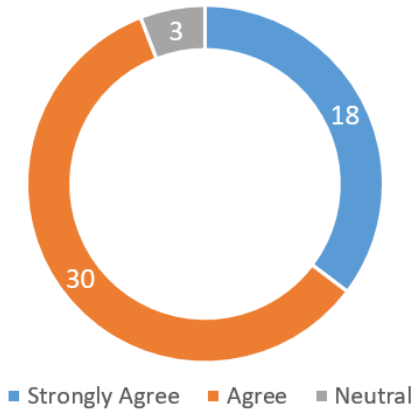
How likely is it that you would recommend FPUD to a friend or colleague?



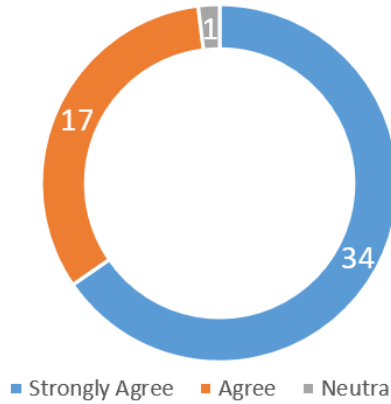
In a typical week, how often do you feel stressed at work?



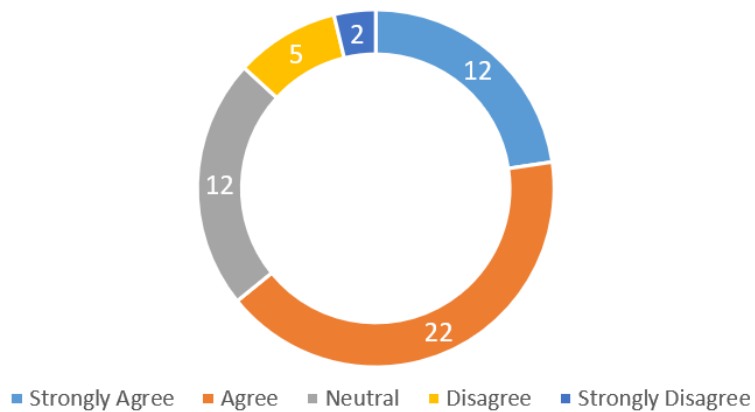
I am inspired to meet my goals at work.



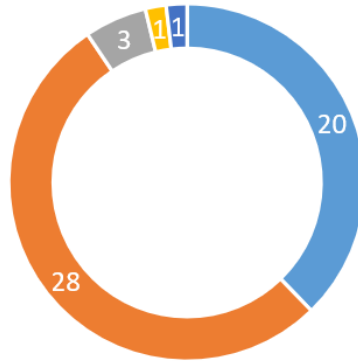
I am determined to give my best effort at work each day.



I am satisfied with the culture of my workplace.

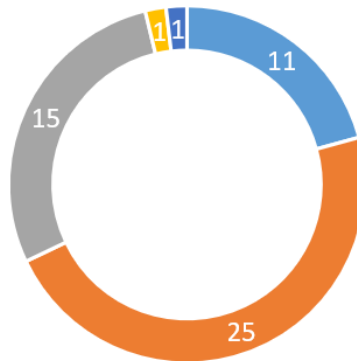


My coworkers and I have a good working relationship.



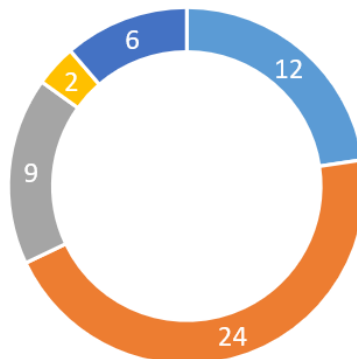
■ Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree

Employees treat each other with respect.



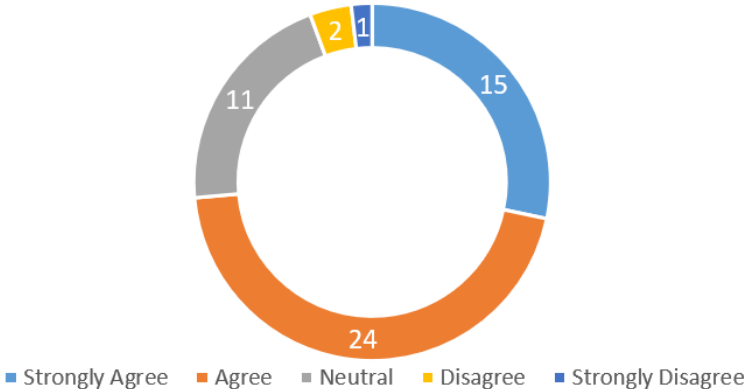
■ Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree

I feel respected and valued by my manager at FPUD.



■ Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree

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



My job performance is evaluated fairly.

