

# Survey Report: City of San Bruno 2023 Employee Engagement Survey - Overall

Responses: 177

**Benchmark:** Local Government

Question	Negative	Neutral	Positive	Mean	Weight	Gap
I like the kind of work I do	1.7%	6.2%	92.1%	4.45	12	-1
My job makes good use of my skills and abilities	5.6%	6.8%	87.6%	4.28	30	2
I have a choice in deciding how I do my work	9%	17.5%	73.4%	3.93	20	-3
I know what is expected of me on the job	4%	8.5%	87.6%	4.28	24	-7
I have opportunities to provide input on decisions that affect my work	6.9%	9.8%	83.3%	4.14	14	1
I have a clear understanding of the City's mission	8.1%	13.3%	78.6%	3.95	23	-11
The City's mission is important to me	1.2%	14%	84.8%	4.15	23	-1
I know how my work supports City's mission	1.7%	8.7%	89.6%	4.31	11	-4
I feel I can make a difference by working here	4.6%	11.4%	84%	4.26	26	-1
I feel that I personally contribute to City's successes	2.3%	13.2%	84.5%	4.22	17	-4
The City is successful at accomplishing its mission	18.4%	33.1%	48.5%	3.36		-39
People in my department care about me as a person	4%	12.1%	83.8%	4.19	36	-1
People in my department cooperate to get the job done	5.1%	7.4%	87.5%	4.27	15	-4
People in my department share information with each other	8.5%	9.7%	81.8%	4.08	16	-6

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People in my department work together to find ways to improve	6.8%	9.6%	83.6%	4.15	17	4
People in my department can be relied upon to help when things get difficult in my job	6.3%	6.8%	86.9%	4.3	17	-1
My supervisor keeps me informed about the issues affecting my work	6.8%	10.8%	82.4%	4.15	8	1
My supervisor helps me to understand how I contribute to the City's mission	7.6%	23.3%	69.2%	3.91	13	-7
My supervisor motivates me to be more effective in my job	9.2%	18.4%	72.4%	3.99	22	-1
My supervisor provides constructive feedback on my job performance	12%	13.7%	74.3%	3.96	15	-3
My supervisor recognizes when I have done my job well	6.8%	16.5%	76.7%	4.1	13	-4
My supervisor is open to my ideas	5.8%	12.7%	81.5%	4.2	9	2
My supervisor is available when I need them	3.4%	6.2%	90.4%	4.33	19	
My department leaders are sufficiently visible (e.g., can be seen in action)	9.2%	11%	79.8%	3.99	24	5
I believe the actions of my department leaders are consistent with the City's values	7.7%	9.5%	82.8%	4.06	14	14
I feel that my department as a whole is managed well	13.8%	16.7%	69.5%	3.84	15	1
My department keeps me informed about matters that affect me	12.1%	13.8%	74.1%	3.87	9	14
When changes are made in my department, they are usually for the better	13.2%	24.7%	62.1%	3.68	20	-1
Department leaders value ideas from employees	13%	18.9%	68%	3.83	17	1

Question	Negative	Neutral	Positive	Mean	Weight	Gap
I believe that my department leaders will take action on the results from this survey	20.6%	18.2%	61.2%	3.61		
I get the training I need to do my job well	14.9%	12.1%	73%	3.83	16	-4
I get the information I need to do my job well	7.9%	16.4%	75.7%	3.93	20	-3
I am given a real opportunity to improve my skills in the City	9.7%	17%	73.3%	3.91	21	1
Training and development activities I have completed while working for the City are helping me to develop in my career	10.5%	19.9%	69.6%	3.88	15	2
Training and development activities I have completed in the past 12 months have helped to improve my performance	9.9%	24.7%	65.4%	3.82	27	1
I have clear work objectives	5.1%	9.6%	85.3%	4.08	29	-1
I have the resources I need to do my job well	13.1%	15.9%	71%	3.78	21	-14
My workload is reasonable	24.3%	18.6%	57.1%	3.4	11	-19
I can manage the pressure of my work very well	5.1%	18.2%	76.7%	3.96	16	-11
I have a good balance between my work life and my private life	18.1%	12.4%	69.5%	3.71	23	-17
I am paid fairly for the work that I do	42.9%	24.9%	32.2%	2.72	7	-35
Compared to people doing a similar job in other organizations, I feel my pay is reasonable	55.8%	21.5%	22.7%	2.43	8	-42
I feel that my pay adequately reflects my performance	43.4%	29.7%	26.9%	2.69	7	-32
I feel my pay adequately reflects my experience and education or training	46.3%	25.7%	28%	2.65	20	
I am satisfied with my total benefits package (e.g., retirement, health insurance)	19.9%	25.6%	54.5%	3.36	14	-24

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I am satisfied with the paid time off, vacation, holidays, sick leave, etc.	23.7%	15.8%	60.5%	3.42	10	-25
I am satisfied with my work schedule	15.8%	11.9%	72.3%	3.73	33	
It is safe to challenge the way things are done in the City	23.4%	35.9%	40.7%	3.17	16	-16
I feel encouraged to learn from my mistakes at work	5.7%	17.2%	77%	3.95	18	-2
I feel encouraged to come up with new and better ways of doing things	8.7%	16.9%	74.4%	3.9	12	0
I can report a suspected violation of any law, rule or regulation without fear	10.7%	19.6%	69.6%	3.81	15	1
I feel valued for the work I do	16.9%	18.1%	65%	3.61	39	-9
I feel welcome here	3.4%	11.9%	84.7%	4.14	10	0
I feel respected here	6.8%	10.7%	82.5%	4.03	12	2
I feel safe here	3.4%	8.5%	88.1%	4.16	7	0
I feel like I belong here	4.5%	15.8%	79.7%	4.07	15	-1
I am treated fairly at work	6.2%	11.9%	81.9%	4.03	11	0
The City has policies, programs, and practices that support a diverse workplace	6.9%	15%	78.1%	3.91	4	-4
The City respects individual differences (e.g., cultures, working styles, backgrounds, ideas)	5.4%	11.3%	83.3%	4.01	6	0
All employees have an opportunity to succeed here	12.4%	12.9%	74.7%	3.83	12	-3
I trust the City to treat everyone fairly	17.5%	21.6%	60.8%	3.54	14	-13
The City values diversity, equity, and inclusion	6.7%	20%	73.3%	3.84	8	-8
I would recommend the City as a good place to work	10.4%	27.2%	62.4%	3.68		-16
I am proud when I tell others I am part of the City	5.6%	25.4%	68.9%	3.85		-9

Question	Negative	Neutral	Positive	Mean	Weight	Gap
I feel a strong personal attachment to the City	9%	25.4%	65.5%	3.79		-4
I feel comfortable being myself at work	6.8%	10.2%	83%	4.03		-3
The City inspires me to do the best in my job	10.9%	32.8%	56.3%	3.61		-17
The City motivates me to help achieve its mission	14%	39.2%	46.8%	3.46		-27

**Printed: Nov 15, 2023**

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