



EMPLOYEE ENGAGEMENT

STRATEGIC PRIORITY — EMPLOYEE ENGAGEMENT

One of the objectives to increase employee engagement was to complete a survey one time per year starting in 2023.

#1 — Benefits, Recognition & Rewards — Feb 2023

#2 — Retention, Growth & Satisfaction — June 2023

#3 — Engagement — April 2024

#4 — Communication — September 2024

SURVEY #3 – EMPLOYEE ENGAGEMENT - RESULTS

191 employees provided survey - 101 Respondents = 50% participation rate

11 Questions

53% non-supervisory / 47% supervisory

Longevity breakdown:

- 0-3 years = 24%
- 4-7 years = 21%
- 8-11 years = 17%
- 12+ years = 38%

SURVEY #3 – EMPLOYEE ENGAGEMENT - RESULTS

- Opportunity to either develop at my job or prepare for promotion– 86% in agreement categories
- Know what is expected of them – 97% in agreement categories
- Employee puts in more effort than is required – 97% in agreement categories
- Feel secure in bringing issues to my supervisor – 90% in agreement categories
- Supervisor appreciates the value of my work – 92% in agreement categories
- Proud to work at NID - 91% in agreement categories
- Rarely think about working for another entity - 78% in agreement categories
- Understand NID's purpose in the community and believe in it - 97% in agreement categories

SURVEY #4 – COMMUNICATION - RESULTS

191 employees provided survey - 91 Respondents = 47% participation rate

9 Questions

58% non-supervisory / 42% supervisory

Longevity breakdown:

- 0-3 years = 23.33%
- 4-7 years = 21.11%
- 8-11 years = 17.78%
- 12+ years = 37.78%

SURVEY #4 – COMMUNICATION - RESULTS

- My supervisor values my opinion by giving me a voice and asking for feedback – 79% in agreement categories
- I am provided adequate feedback about my work performance– 77% in agreement categories
- My opinions count at work – 76% in agreement categories
- Leaders communicate NID's strategy and goals – 64% in agreement categories
- New and creative ideas are encouraged by my supervisor – 76% in agreement categories
- Advice about what changes or improvements to make – Most common answers were better communication, more transparency, more collaboration/team building. 50 responses (41 skipped).

EMPLOYEE ENGAGEMENT – WHAT'S NEXT?

- October – Pumpkin Carving Contest
- November - All Employee Meeting - Chili Cook-off
- First Quarter 2025 – Survey #5 - Safety

THANK YOU