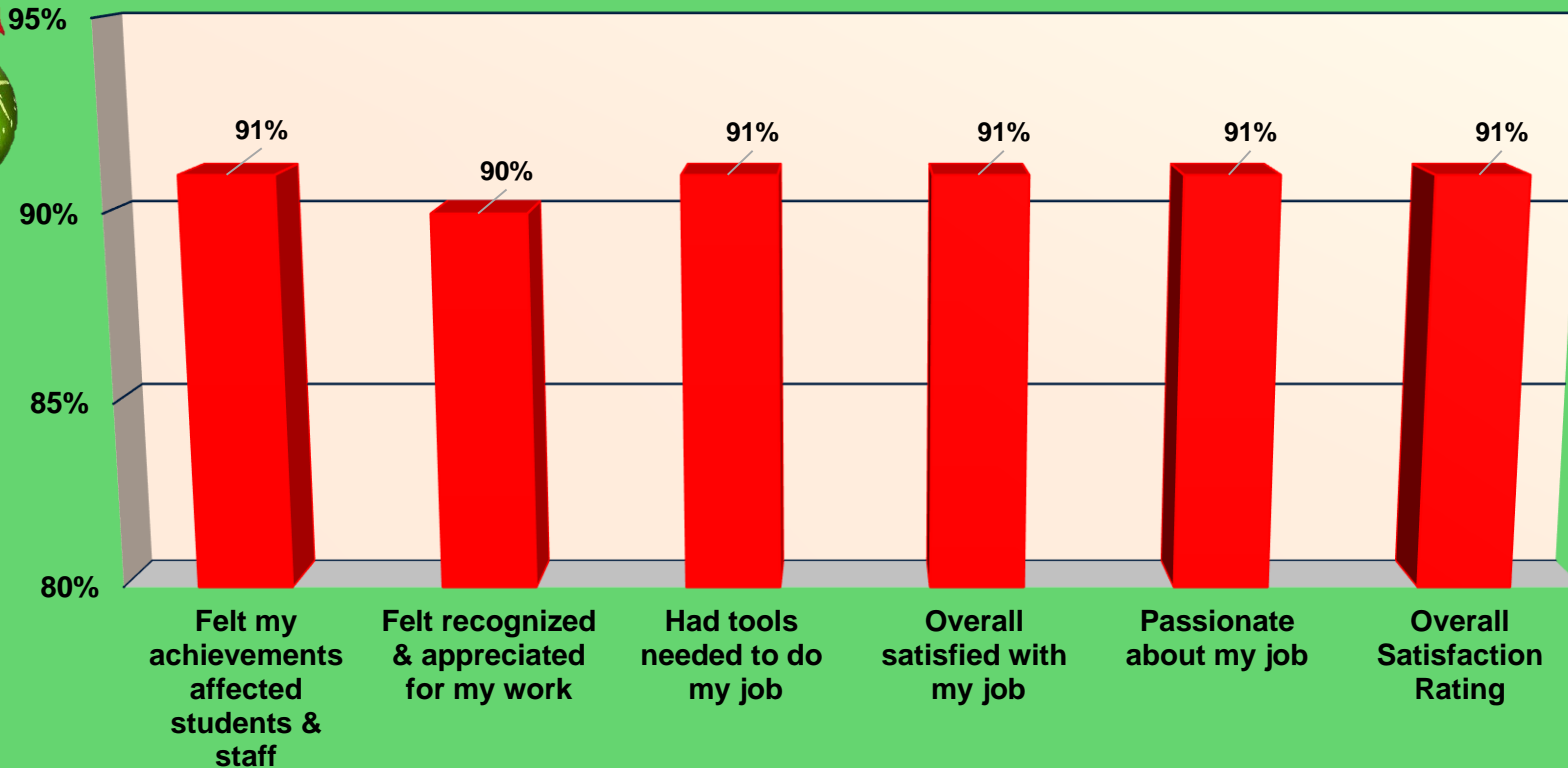




Employee Satisfaction



EMPLOYEE SATISFACTION SURVEY RESULTS OCTOBER, 2017



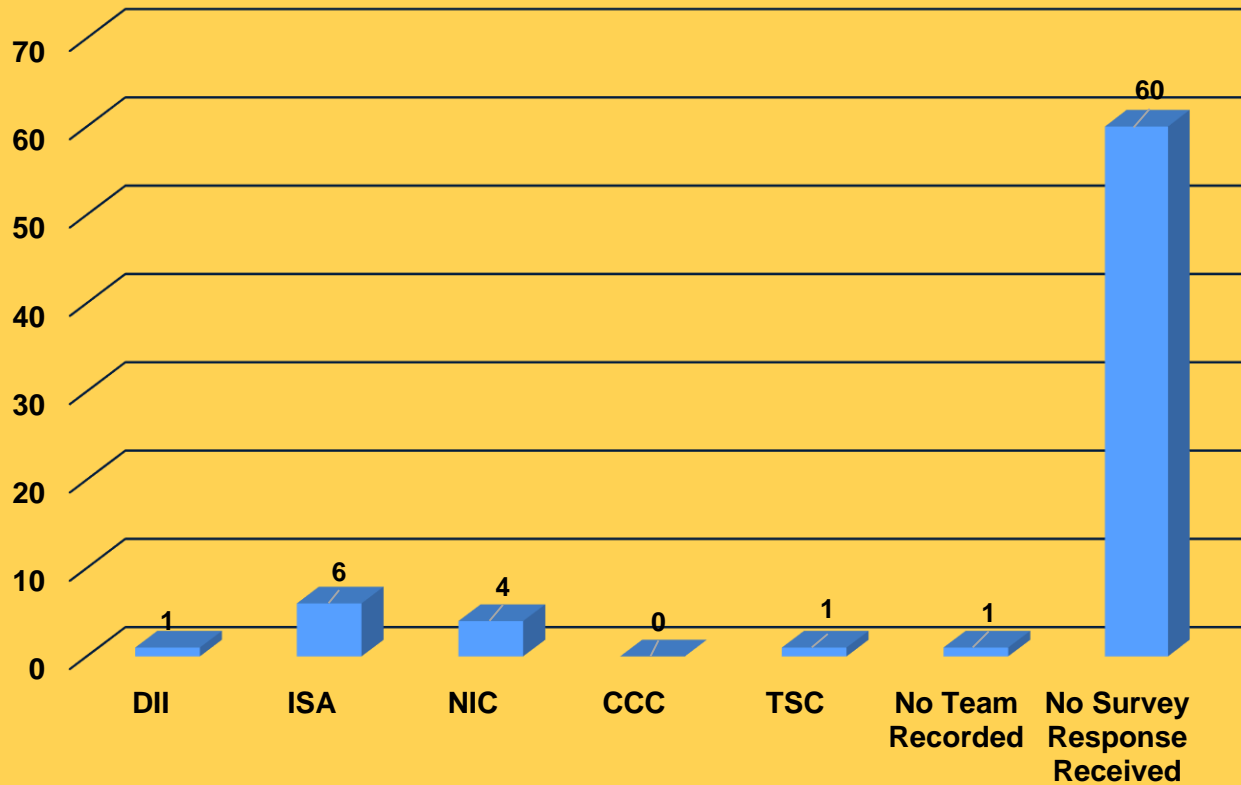
Achieve employee satisfaction levels of at least 90% as measured by monthly employee satisfaction surveys .



Employee Satisfaction Response Numbers



Employee Satisfaction Survey Results Team Submissions - October, 2017





Employee Satisfaction Survey Comments & TPAC Response



Technology Personnel Action Committee (TPAC)

Members: Doug Baker, Kim Bowlin, Geoff Brown, Mike Diaz, Nancy Grella, Katie Hernandez, Richard Kurtz, Tony Rogers, Ann Sempe

October Comments and TPAC Responses:

1. I think the director for the nic is strong but I feel management is very weak! Some employees seem to do as they please and management won't address issues because they lack the guts.

TPAC RESPONSE

Please make your comments more specific so that they can be directly addressed by the committee. It is recommended that you set up a time to communicate your concerns with your direct supervisor. If you're not comfortable talking with your supervisor, please make an appointment with the Director. And please note that supervisors cannot share disciplinary action that may involve other employees.

2. I thought serving the teachers at Danish was a good outreach activity for our department. The teachers were very appreciative.

TPAC RESPONSE

The committee agrees that it was a great way for us to show that, as a member of the Danish CPOC, we consider ourselves to be an educational partner.

3. Market pay

TPAC RESPONSE

This is a multi-year process. Last year, we worked as a department to update job descriptions to ensure they accurately reflected what employees were doing. This year our goal is to make sure updated job descriptions have been submitted for department approval. A formal TASB review is scheduled for March, 2018.



Employee Satisfaction TPAC Recommendations Summary



SUMMARY

Summarization of TPAC Recommendations for October Survey Comments:

- Please make all comments specific so that the committee can address them accurately. Take concerns directly to your supervisor and know that you will not be aware of all disciplinary actions in place.
- The department is not only a member of the Danish CPOC, but also an educational partner.
- Reviewing the current salaries within the department is a multi-year process and this year we will take another step toward accomplishing a more desired pay scale.





Employee Satisfaction TPAC Recommendations Summary



Update

TEAM BUILDING ACTIVITIES:

Watch for emails regarding UPCOMING activities:

December – Cookie Exchange &
Ugly Christmas Sweater Contest – December 15th

December – Toy Drive / Mission of Yahweh / adopt-a-family

January – Supplies for Danish

February – Chili Cook Off

March 8th – Breakfast for Danish

May – Hot Sauce / Salsa Contest

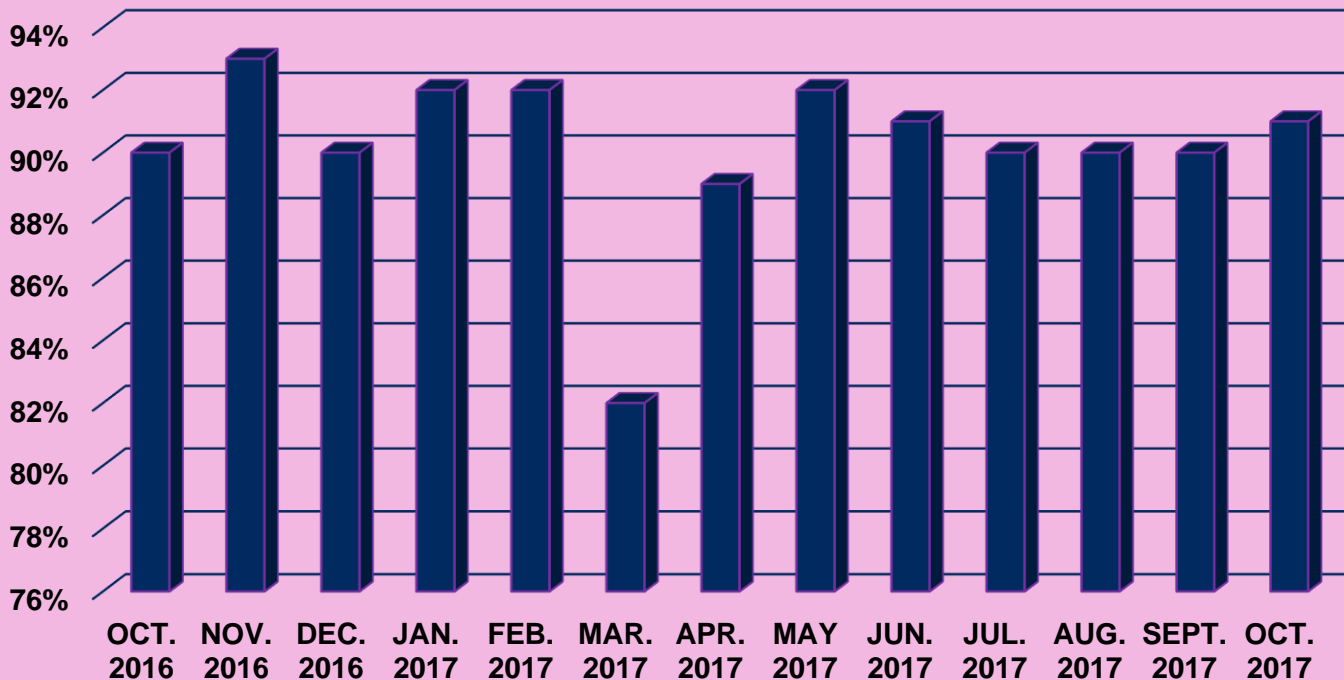




Employee Satisfaction Annual Summary



**EMPLOYEE SATISFACTION SURVEY
OVERALL SATISFACTION
October, 2016 - October, 2017**



Achieve employee satisfaction levels of at least 90% as measured by monthly employee satisfaction surveys .