

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the Employee Engagement Survey Program for Fiscal Year (FY) 2018-19.

Recommendation for Council action:

NOTE and FILE the June 25, 2019 Personnel Department and July 18, 2018 Innovation and Performance Commission (IPC) reports relative to the Employee Engagement Survey Program for FY 2018-19.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On August 21, 2019, your Committee considered June 25, 2019 Personnel and July 18, 2018 IPC reports relative to the Employee Engagement Survey Program for FY 2018-19. According to the Personnel Department, the Mayor's Office and the Personnel Department have partnered with the University of Southern California's (USC) Sol Price School of Public Policy to utilize the school's "State of the Service" survey. The survey seeks to learn about the motivation of City employees to do their job, the support they receive, their experiences serving the public, and the pressures, stresses and challenges that they face daily. The survey was completed by City employees on a voluntary basis, and was completed anonymously. The "State of the Service" survey was administered to all City employees from May 16, 2018 to May 31, 2018. USC's Sol Price School of Public Policy has provided preliminary data and is currently in the process of refining, weighting, and analyzing the data based on responses from the City's workforce, and will provide the Personnel Department with group averages. USC indicates that the findings will be finalized in the latter part of 2019. In the meantime, with a total of 3,842 employee respondents, the preliminary study provides valuable information on some motivational factors for recruiting, developing, and retaining the City's workforce, which we have recently shared with Departments. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the two reports. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



MEMBER VOTE

KORETZ: YES

SMITH: ABSENT

PRICE: YES

ARL
8/21/19

-NOT OFFICIAL UNTIL COUNCIL ACTS-