

# *2022 Employee Engagement Survey*



**DENVER**  
THE MILE HIGH CITY

# **Citywide Survey Results**

August 12, 2022



# Introduction

## Objectives

- **Understand** Employee Engagement and Sentiment
- **Assess** Strengths and Opportunities for Improvement
- **Provide** a Data-driven Basis for Action Planning

## Accomplishments

- **7,477** Employees Completed the Survey
- **66.4%** Response Rate
- **All** City Agencies Participated
- **8** Themes



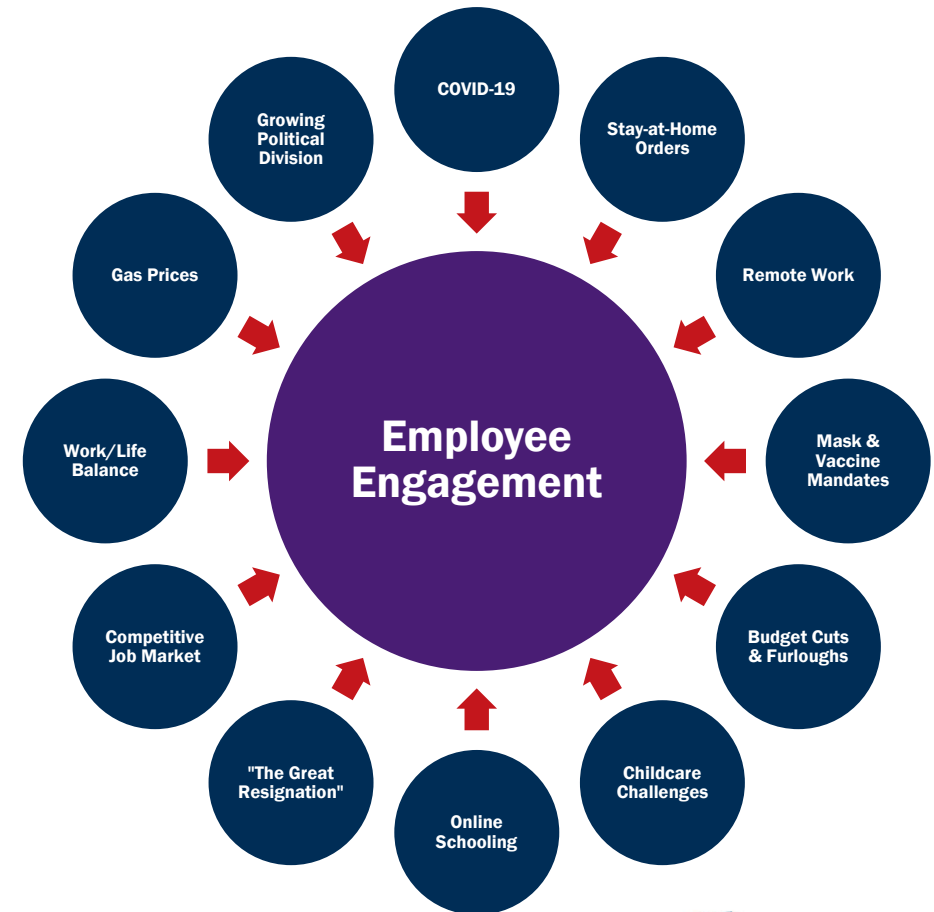
# Methodology

- Consideration for current challenges the city faces with the workforce, actionability, cultural importance, discretionary efforts to achieve organizational goals.
- Reviewed previous surveys and data requests that have led to action.
- Leaders and engagement stakeholders across the city reviewed the survey and administration plan.
- Survey was reduced from 60 to 40 questions spread across eight themes.
- Employees could take survey via their work email or QR code.
- Employee responses protected by the “Rule of Ten” for reporting.



# Challenges & Changes Affecting Engagement

- 46% of employees invited to take the 2019 survey took the 2022 survey.
- **Since the 2019 survey:**
  - 6,400+ employees hired.
  - 6,900+ employees termed.
  - 3,250+ employees promoted/demoted/transferred.
  - **One in four** employees still report to the same supervisor.
  - **73%** more divisions across the city.



# Outcomes

## Highlights

- **78.2%** engagement index  
+ 3.2 vs 2019
- **90.9%** of employees find their work meaningful
- **90.7%** of employees understand how their work relates to agency goals  
+ 9.7 vs 2019

## Strengths

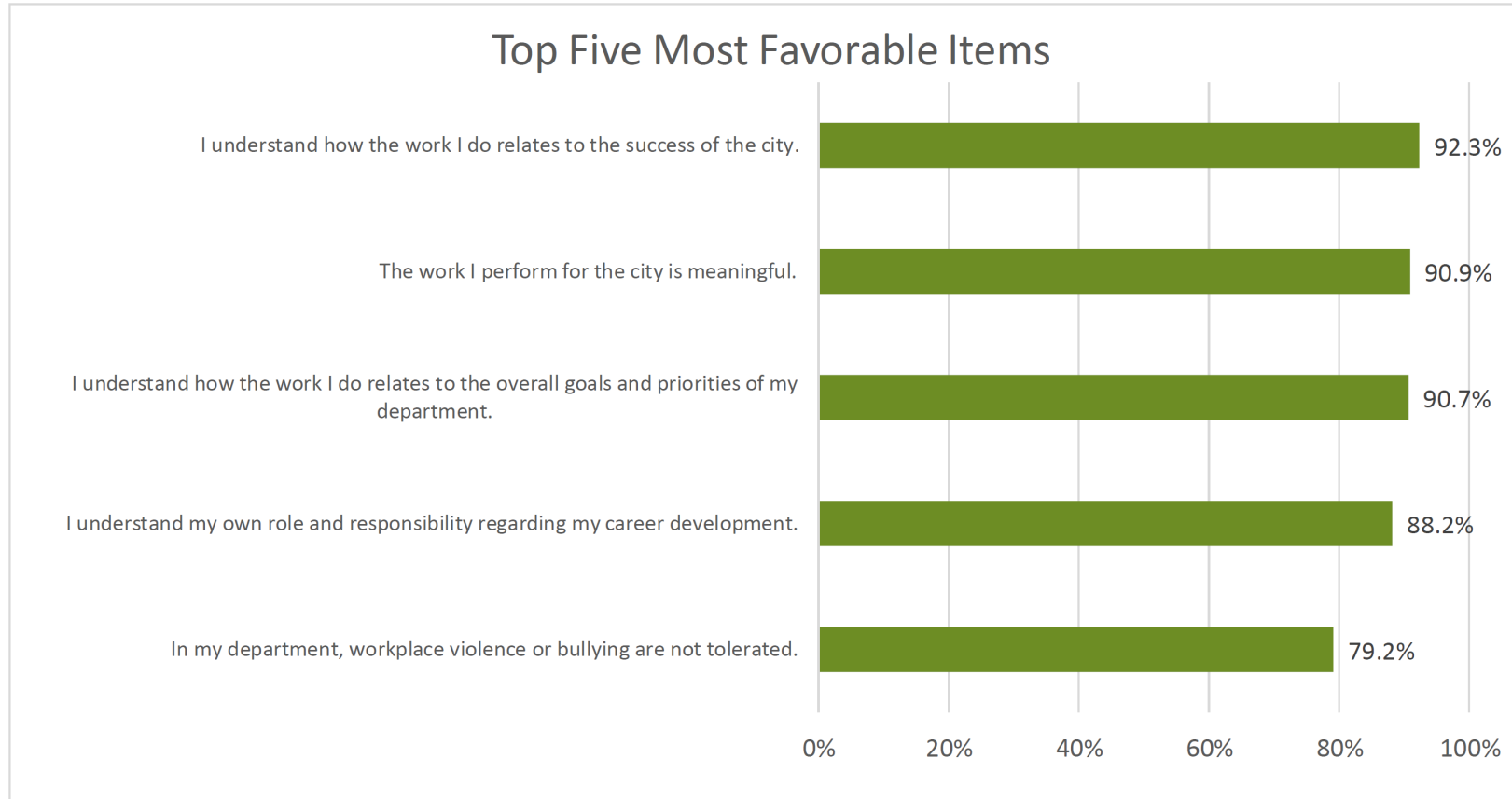
- Overall engagement
- Job perception
- Meaningful work
- Supervisor relationship

## Opportunities

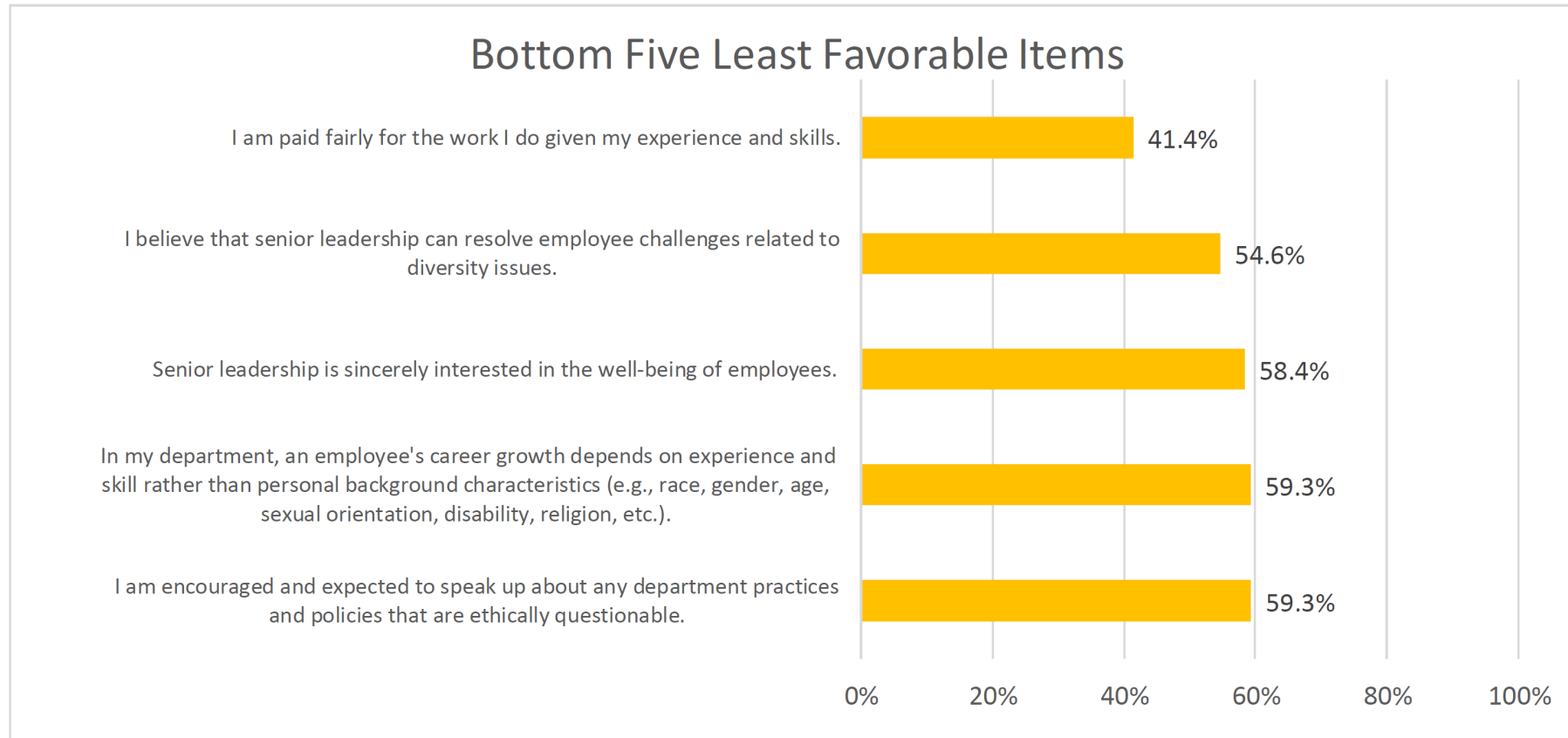
- **78.9%** intend to stay.
- **36.4%** report being burned out.
- **41.4%** feel they are paid fairly.



# Most Favorable Items



# Least Favorable Items



# Next Steps

Agency reports delivered electronically.	Complete.
Meet with agency to review results.	August – October 2022
Compile survey action teams.	September – October 2022
Create action plans.	October – December 2022
Implement recommended plans.	January – December 2023
Conduct pulse surveys as needed.	June – December 2023

*The OHR Wellness Team will support action teams.*

