



Cascade Employers Association

Building better workplaces through
compliance, culture, connection

Employee Engagement Survey

Lane Transit District

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Conducted by:

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Methodology

- Online survey conducted in **May and June 2023**
- **65-item questionnaire:** 62 benchmark rated, 3 open-ended questions
- Overall, **73% response rate** (237 out of 323 employees), up from 58% in 2022
- Measure both **satisfaction and engagement** levels
 - Engagement: determined by Cascade's proprietary algorithm
- Where applicable, **comparisons are made to:**
- **Data Breakout Groups:**
 - Management/Non-Management
 - Union/Admin
 - Departments

Overall Highlights

- Response rate was considerably higher than in 2022
- The overall score increased by .23, which is significant
- Transit Operations had the most improved score, increasing by .47
- Transit Operations improved its engagement from 8% to 16%
- Engagement with union employees increased 9 points from 5% to 14%

Overall Highest Rated Statements

2023

- Our health benefits are competitive (4.55) (4.39 in 2022)
- Our overall benefits package is competitive (4.39) (4.20 in 2022)
- I'm interested in the future of our organization (4.26) (4.19 in 2022)
- I understand how my job contributes to organizational success (4.26) (4.12 in 2022)
- My supervisor treats me with respect (4.16) (4.05 in 2022)
- I work with people I like (4.14) (4.08 in 2022)
- My supervisor gives me enough freedom to do my work (4.11) (4.10 in 2022)
- I am willing to go beyond what is expected of me to make our organization successful (4.07) (3.94 in 2022)

Overall Categories Score



Solid Base for Next Steps

