

Building better workplaces through compliance, culture, connection

Employee Engagement Survey Lane Transit District July 2023

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%

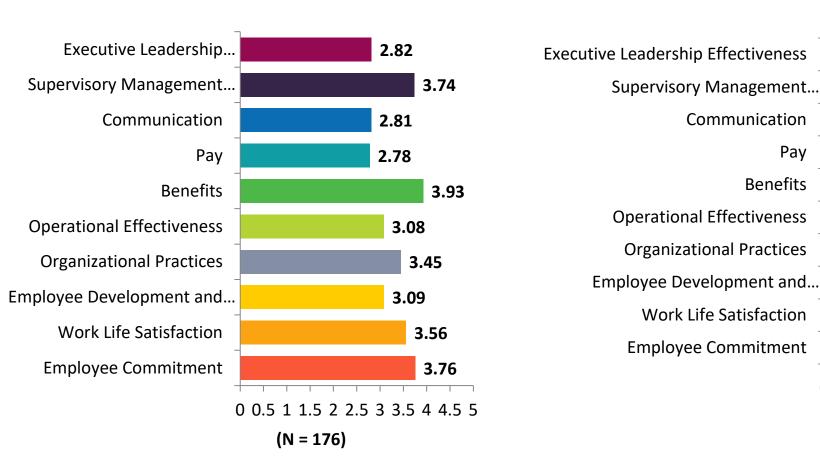
Overall Highest Rated Statements

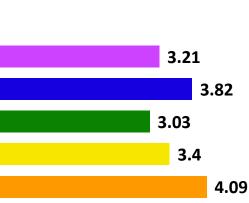
2023

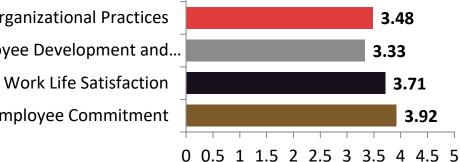
- Our health benefits are competitive (4.55) (4.39 in 2022)
- Our overall benefits package is competitive (4.39) (4.20 in 2022)
- I'm interested in the future of our organization (4.26) (4.19 in 2022)
- I understand how my job contributes to organizational success (4.26) (4.12 in 2022)
- My supervisor 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

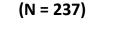
2022







2023



3.35

Solid Base for Next Steps

