

FILE NUMBER: 2024-318

DATE: Tuesday, August 13, 2024

SUBJECT: Presentation on 2024 Employee Engagement Survey Results

DESCRIPTION: Presentation on 2024 Employee Engagement Survey Results

EXECUTIVE SUMMARY:

The San Diego Unified Port District (“District”) periodically surveys its employees to measure employee engagement and identify areas for improvement. The District utilized a third-party consultant, Meaningful Analytics, to survey its employees in 2022 in both DEI climate and employee engagement to establish a baseline for future surveys. The District used the same consultant to survey its employees in April 2024 and to compare those results to the 2022 surveys. This presentation reviews the results of the survey and identifies themes from the preliminary findings of the third-party consultant.

RECOMMENDATION:

Receive a presentation on the District’s 2024 Employee Engagement Survey.

FISCAL IMPACT:

This Board action has no fiscal impact to the District.

COMPASS STRATEGIC GOALS:

Research shows that having highly engaged employees leads to improved productivity. However, the benefits of high engagement levels go beyond productivity. Engaged employees exhibit deep involvement, enthusiasm, and unwavering commitment to their work and workplace. They are often characterized by their willingness to go above and beyond their job requirements, a strong connection to their organization’s mission and goals, and a positive attitude towards their colleagues and tasks. Employee engagement supports the following Strategic Goal:

- A Port with an innovative and motivated workforce.

DISCUSSION:

The employee engagement survey is crucial for assessing the level of engagement, satisfaction, and motivation among District employees and for pinpointing areas that require improvement within the organization. Understanding these factors is essential for identifying strengths and areas for enhancement, ultimately enabling the District to drive overall organizational performance and employee wellbeing. The District periodically surveys its employees to measure employee engagement and identify areas for improvement. The District utilized a third-party consultant, Meaningful Analytics, to survey its employees in 2022 in both DEI climate and employee engagement to establish

a baseline for future surveys. The District used the same consultant to survey its employees in April 2024 and to compare those results to the 2022 surveys. This presentation reviews the results of the survey and identifies themes from the preliminary findings of the third-party consultant.

The staff from the Diversity, Equity & Inclusion and People Services departments collaborated to integrate the employee engagement survey and the DEI climate survey into a single survey. 450 employees took part in the 2024 employee engagement survey, representing an increase of 15 participants compared to the 2022 survey.

The District's consultant, Meaningful Analytics, conducted survey analysis and focus groups from May through June 2024. Meaningful Analytics developed focus group questions, with District staff input, based on the survey and the collected responses. Each focus group was limited to four to six employees to ensure maximum engagement and candid participation. The District also ensured a diverse departmental representation in each session. Survey results data, findings, and some preliminary actions were presented to District staff at a Port-wide event on July 25, 2024.

Meaningful Analytics has identified several preliminary findings from the survey, such as:

- Employees recognize the Port's efforts in diversity, equity, and inclusion, and the District's positive impact on the community.
- Employees cite similar positive reasons across all studies for why the District is a great place to work.
- There is a distrust of Executive Leadership due to a lack of transparent communication, but employees express a growing optimism for positive change.
- Employees perceive that organizational changes and training have varying levels of implementation and consistency.
- There is a desire for transparent and consistent internal processes, particularly concerning hiring and promotion.

These themes provide a foundation for understanding the current state of employee engagement and for developing targeted strategies to address areas of concern and build on existing strengths. The District has established a committee to review the survey results at the departmental level and to identify strategies to address areas for improvement.

General Counsel's Comments:

The Office of the General Counsel has reviewed this agenda as presented to it and approves the same as to form and legality.

Environmental Review:

The proposed Board action, including without limitation a presentation on the 2024 employee engagement survey results, does not constitute a project under the definition set forth in California Environmental Quality Act (CEQA) Guidelines Section 15378 because there is not a potential to result in a direct or indirect physical change in the

environment. Therefore, the proposed Board action is not subject to CEQA and no further action under CEQA is required.

The proposed Board action complies with Section 21 and 35 of the Port Act which allows for the Board to pass resolutions and to do all acts necessary and convenient for the exercise of its powers. The Port Act was enacted by the California Legislature and is consistent with the Public Trust Doctrine. Consequently, the proposed Board action is consistent with the Public Trust Doctrine.

The proposed Board action does not allow for development, as defined in Section 30106 of the California Coastal Act, or new development, pursuant to Section 1.a. of the District's Coastal Development Permit Regulations. Therefore, issuance of a Coastal Development Permit or an exclusion finding is not required.

Diversity, Equity, and Inclusion Program:

This agenda sheet has no direct DEI impact on District workforce or contract reporting at this time.

PREPARED BY:

Sara Zare

Manager, People Services