
City Council Employee Engagement Survey

April 16, 2025

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City Council Mission and Vision Goal

*The **mission** of the City Council is to give thoughtful consideration to all proposed legislation and budget measures, to assist residents with city related issues and connect them with agency resources, to provide leadership and build coalitions to address neighborhood and citywide challenges, and to make decisions in accordance with the best interests of the citizens and the City and County of Denver.*

*City Council's **vision** is to provide for the fiscal stability of the City's core assets and services; to maintain the City's infrastructure; to develop sound economic development strategies; and to allocate appropriate resources to provide for the safety of Denver's citizens.*



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Why Engagement?

Employee engagement is a direct indicator of quality of work and productivity. Employees that are engaged are more likely to be productive and stay with the organization for the long term, which means less turnover.



Executive Summary

Highlights

- 72% Overall Favorability
- 64% of employees are engaged
- Historical Engagement Index remains high and steady at 86% compared to 84% in 2022

Strengths

- Historical Engagement Index
- My Supervisor
- Career Development
- Overall, Job Perceptions

Opportunities

- Culture and Teamwork
- Equity, Diversity, Inclusion
- Wellness
- Senior Leadership
- Increase survey participation



City Council Employee Participation



Total Invited
50



Total Responses
30

Participation: 60%

Note: City Council's participation is 7 points lower than the City and County of Denver (CCD) at 67%.



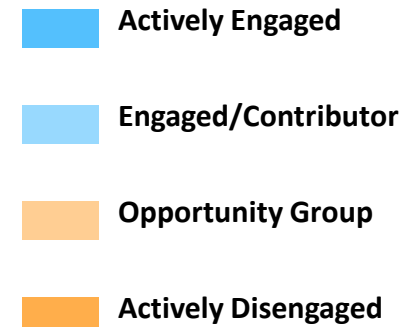
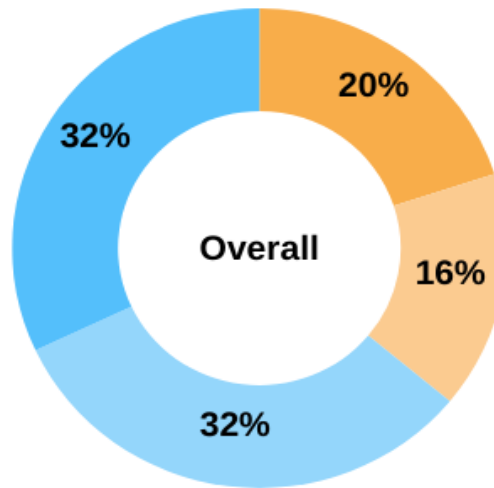
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Engagement

The People Element engagement index is a scale measuring the level of commitment, effort, connection, and advocacy a person feels towards their company.

64%

Engaged



Engagement Groups

Actively Disengaged

- Employees who consistently view their work and the company unfavorably
- Most likely to disparage and talk negatively about the company and leaders
- Tend to blame the company and point fingers at others
- Will quit, or stay and contribute to a negative environment if no change occurs

Opportunity Group

- Employees who are ambivalent about their work and workplace
- Work just enough to get by and fly under the radar
- Do not actively contribute to the workplace
- The main reason for staying is contractual and to get paid

Engaged Contributor

- Employees who are satisfied with their work and speak well of the company
- Meet expectations of the job but not likely to take risks or go above and beyond
- Tend to stay in their comfort zone
- Committed to their work

Actively Engaged

- Employees who take personal satisfaction in what they do and how they do it
- Likely to take personal risks and stretch themselves to do more and learn new things
- Learning and growing, helping the company to develop
- Love their work

Lowest Rated Items

Item	City Council	CCD Overall
I am paid fairly for the work I do given my experience and skills.	35%	46%
CCD is taking concrete steps to address workforce issues related to equity, diversity, and inclusion.	37%	56%
Favoritism does not enter into employment decisions in my department/agency.	44%	47%
Senior leadership communicates a clear vision for the organization's future.	46%	55%
Senior leadership ensure that necessary information is communicated in a timely manner.	46%	54%

Questions with the lowest favorability scores.



Highest Rated Items

100%

My coworkers are dedicated to satisfying the expectations of external and internal customers and residents

96%

My team works well together

93%

I understand how the work I do relates to the success of the city

92%

I understand how the work I do relates to the overall goals and priorities of my department/agency

92%

I am encouraged to participate and share ideas

Questions with the highest favorability scores.

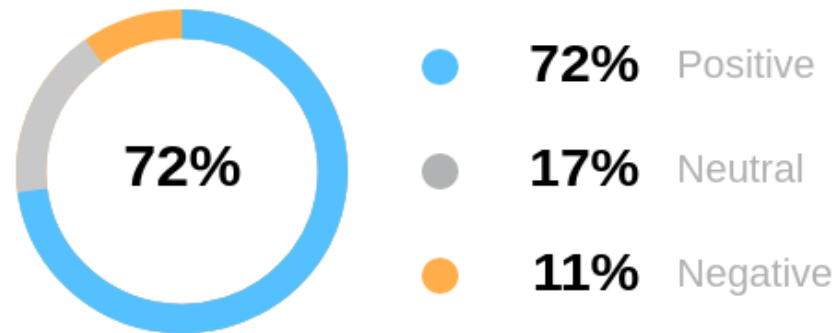


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Overall Favorability

The percentage of favorable responses calculated from single select rating questions. On a 1-5 Likert scale, favorable responses represent scores of 4 and 5.

CC overall favorability is **3 points higher** than City and County of Denver Overall at 69%.



CALL TO ACTION

Decide on approach: What approach to action planning will work best for City Council?

Own the process: How will we hold ourselves and our teams accountable?

Engage with employees: How will we ensure employee voices are heard in this process?

Drive impact: How will we measure success and keep engagement alive?

Commit to Action: What are our next steps? Who will execute and by when?



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THANK YOU



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