

Personnel Committee

November 12, 2024

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Benefits Survey

Provide feedback from LARPD employees on the current benefits package and identify areas for potential improvement.

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Purpose of the Survey?

- **Gather Feedback**
Gauge employee interest in specific benefits, such as health, dental and short-term disability and understand why employees choose to work at LARPD.
- **Identify Needs**
Understand employee preferences and tailor the benefits package accordingly.
- **Enhance Employee Satisfaction**
The results will help LARPD determine how best to allocate funds to provide well-rounded, fiscally responsible benefits package.
- **Remain Competitive**
It's important that we continue to be able to recruit and retain staff.

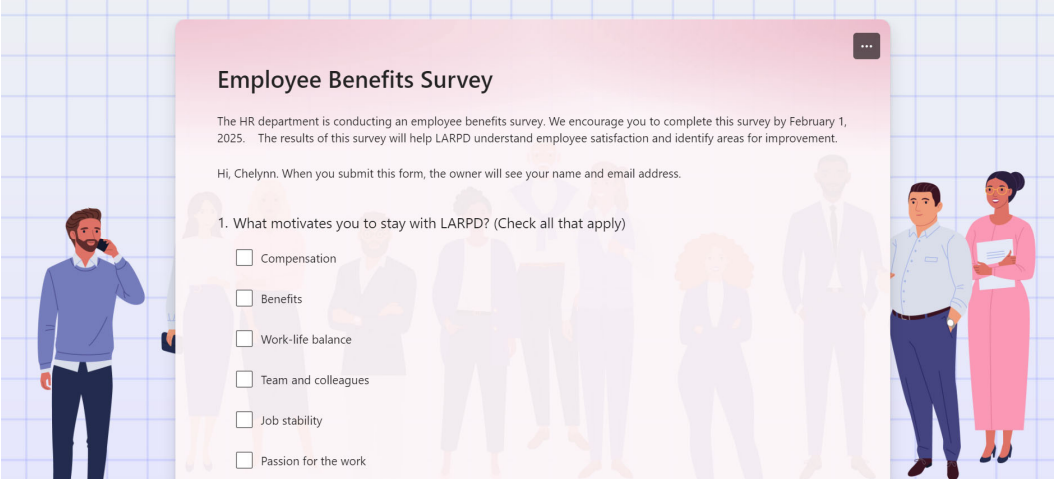
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Survey Scope

- **Who Will Receive the Survey**
All benefited employees will receive the survey.
- **Survey Focus Areas**
We wanted to focus on specific areas of concern, including the raising cost of medical insurance, short-term disability insurance and dental coverage.
- **Delivery**
The survey will be emailed to all benefits-eligible employees via Microsoft Forms, and responses will remain anonymous. For employees who prefer not to respond online or lack computer access, printed surveys will be available through a designated contact at each site.
- **Timing**
Conducting a survey at the beginning of the new plan year gives HR adequate time to analyze the responses.
- **Plan Changes**
Any plan changes based on the survey results will be communicated to the employees.

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Question Results



Employee Benefits Survey

The HR department is conducting an employee benefits survey. We encourage you to complete this survey by February 1, 2025. The results of this survey will help LARPD understand employee satisfaction and identify areas for improvement.

Hi, Chelynn. When you submit this form, the owner will see your name and email address.

1. What motivates you to stay with LARPD? (Check all that apply)

- Compensation
- Benefits
- Work-life balance
- Team and colleagues
- Job stability
- Passion for the work

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Performance Management

Employee Reviews
LARPD Leadership Academy
Performance Management at LARPD



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2024 Benefited Employee Evaluations

The Questions

We asked all benefited employees the same four questions:

- What were your major responsibilities or accomplishments from 9/1/2023-8/31/2024?
- What worked well in your role?
- What could have been better and how can we support you going forward?
- Any career aspirations or training wishes?

They were also given an opportunity to add additional comments.

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The Process



Employees, Supervisors, and Managers completed the entire process in our Human Resources Information System (HRIS), UKG/Kronos.



Employees submitted their responses first, then their direct supervisor/manager answered the same four questions for each employee. Each evaluation was then reviewed by the manager or HR prior to the one-on-one meetings with the employees.



The conversation with each employee was the most important step of the entire process, so we asked all supervisors and managers to meet with each employee to discuss their evaluations in-person.

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The Results

On September 16th we initiated 100 evaluations in UKG/Kronos.

As of November 4th, 42 have been completed and signed by the employees.

HR is working with supervisors and managers to get the rest completed. Most are just awaiting the in-person conversation.

Once all benefited staff's evaluations are completed, we will initiate evaluations for our year-round casual staff.

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Foundational Leadership Practices

- ▶ We all could improve the skills of providing feedback timely and frequently.
- ▶ Change is accelerating in the world.
- ▶ If you have not been at other organizations, you might not have had formal training.
- ▶ Future events may demand even higher levels of leadership acumen.

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LARPD Leadership Academy

Session 1: Intro to Leadership

- DiSC tie in
- Emotional Intelligence

Session 2: Managing Performance

- What managers do
- Goal Setting
- Feedback with SBI Model

Session 3: Communication

- Framework
- Active Listening
- Advocacy vs. Inquiry
- Kantor's Four Player Framework

Session 4: Change Management

- Business case for change
- Kotter's Change Framework

• *On week 5 of 6 of Leadership Journey*

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Performance Management at LARPD

Setting expectations

Providing feedback and coaching

Formal feedback

Progressive Discipline

Performance Improvement Plans

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