



FALLBROOK PUBLIC UTILITY DISTRICT  
MEETING OF THE PERSONNEL COMMITTEE

AGENDA

PURSUANT TO WAIVERS TO CERTAIN BROWN ACT PROVISIONS UNDER EXECUTIVE ORDERS ISSUED BY GOVERNOR NEWSOM RELATED TO THE COVID-19 STATE OF EMERGENCY THIS MEETING WILL BE CONDUCTED VIA WEB AND TELECONFERENCE USING THE BELOW INFORMATION, AND THERE WILL BE NO PHYSICAL LOCATION FROM WHICH MEMBERS OF THE PUBLIC MAY PARTICIPATE. INSTEAD MEMBERS OF THE PUBLIC ARE ENCOURAGED TO PARTICIPATE IN THE COMMITTEE MEETING VIA WEB CONFERENCE USING THE BELOW CALL-IN AND WEBLINK INFORMATION.

<https://zoom.us/j/96410477467?pwd=SWlvSFNVNjFPMkd3bnBNWmVWVhUUT09>

MEETING ID 964 1047 7467  
AUDIO CALL-IN 1-669-900-9128  
AUDIO PASSCODE 108122

**PUBLIC COMMENTS:** Members of the public may submit public comments and comments on agenda items in one of the following ways:

**SUBMIT COMMENTS BEFORE THE MEETING:**

- By emailing to our Board Secretary at [leckert@fpud.com](mailto:leckert@fpud.com)
- By mailing to the District Offices at 990 E. Mission Rd., Fallbrook, CA 92028
- By depositing them in the District’s Payment Drop Box located at 990 E. Mission Rd., Fallbrook, CA 92028

All comments submitted before the meeting by whatever means must be received at least 1 hour in advance of the meeting. All comments will be read to the Committee during the appropriate portion of the meeting. Please keep any written comments to 3 minutes.

**MAKE COMMENTS DURING THE MEETING:** The Committee Chair will inquire prior to Committee discussion if there are any comments from the public on each item.

- Via Zoom Webinar go to the “Participants List,” hover over your name and click on “raise hand.” This will notify the moderator that you wish to speak during oral communication or during a specific item on the agenda.
- Via phone, you can raise your hand by pressing \*9 to notify the moderator that you wish to speak during the current item.

**THESE PUBLIC COMMENT PROCEDURES SUPERSEDE THE DISTRICT’S STANDARD PUBLIC COMMENT POLICIES AND PROCEDURES TO THE CONTRARY.**

TUESDAY, MARCH 9, 2021  
10:00 A.M.

FALLBROOK PUBLIC UTILITY DISTRICT  
990 E. MISSION RD., FALLBROOK, CA 92028  
PHONE: (760) 728-1125

*If you have a disability and need an accommodation to participate in the meeting, please call the Board Secretary at (760) 999-2704 for assistance.*

**I. PRELIMINARY FUNCTIONS**

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

II. **ACTION / DISCUSSION** -----(ITEM A)

A. EMPLOYEE SATISFACTION SURVEY RESULTS

III. **ADJOURNMENT OF MEETING**

\* \* \* \* \*

**DECLARATION OF POSTING**

I, Lauren Eckert, Executive Assistant/Board Secretary of the Fallbrook Public Utility District, do hereby declare that I posted a copy of the foregoing agenda in the glass case at the entrance of the District Office located at 990 East Mission Road, Fallbrook, California, at least 72 hours prior to the meeting in accordance with Government Code § 54954.2(a).

I, Lauren Eckert, further declare under penalty of perjury and under the laws of the State of California that the foregoing is true and correct.

March 5, 2021  
Dated / Fallbrook, CA

/s/ Lauren Eckert  
Executive Assistant/Board Secretary

**M E M O**

**TO:** Personnel Committee  
**FROM:** Lisa Chaffin, Human Resources Manager  
**DATE:** March 9, 2021  
**SUBJECT:** Employee Satisfaction Survey Results

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Purpose

To discuss the results of the employee satisfaction survey.

Summary

A satisfaction survey was sent out to all employees on January 11, 2021.

Twenty-eight employees completed the survey by the January 25, 2021 deadline and a summary of the results were shared, via email, to all employees on March 1, 2021.

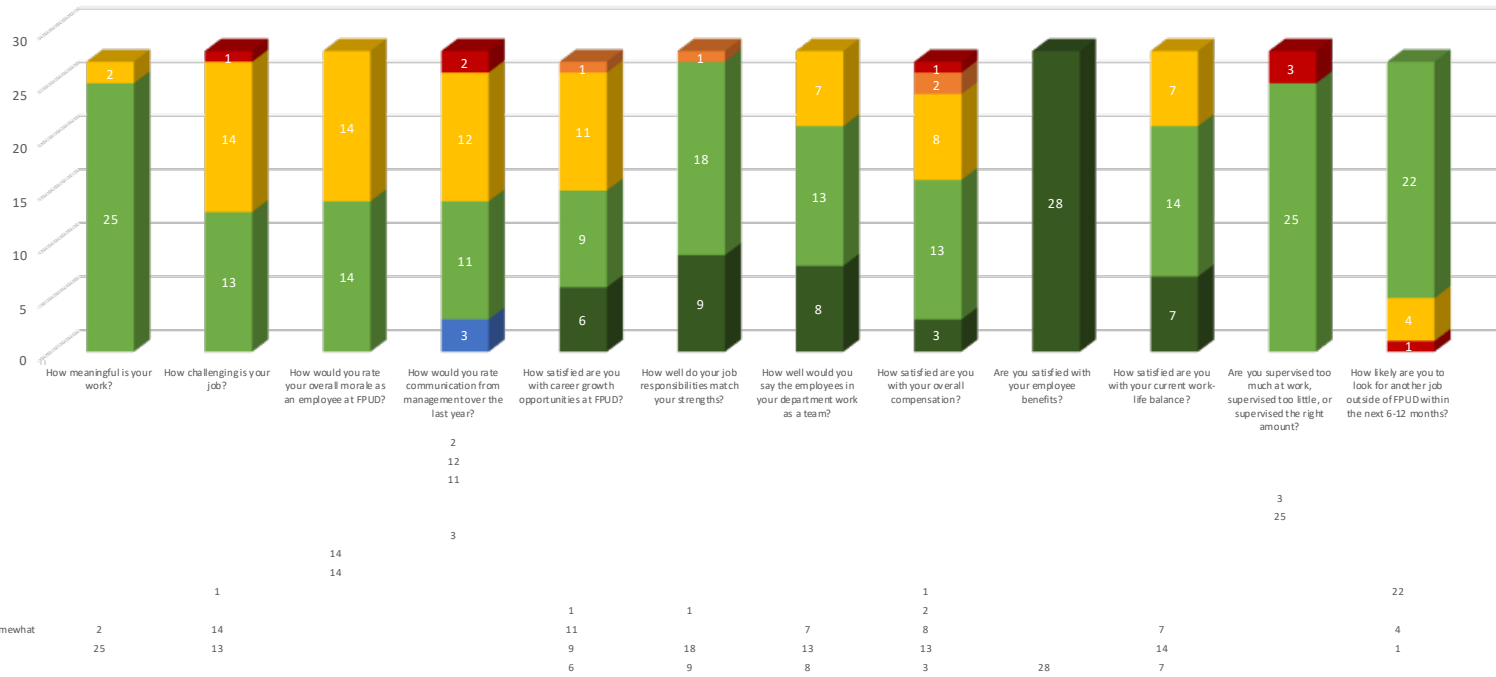
Budgetary Impact

None

Recommended Action

None

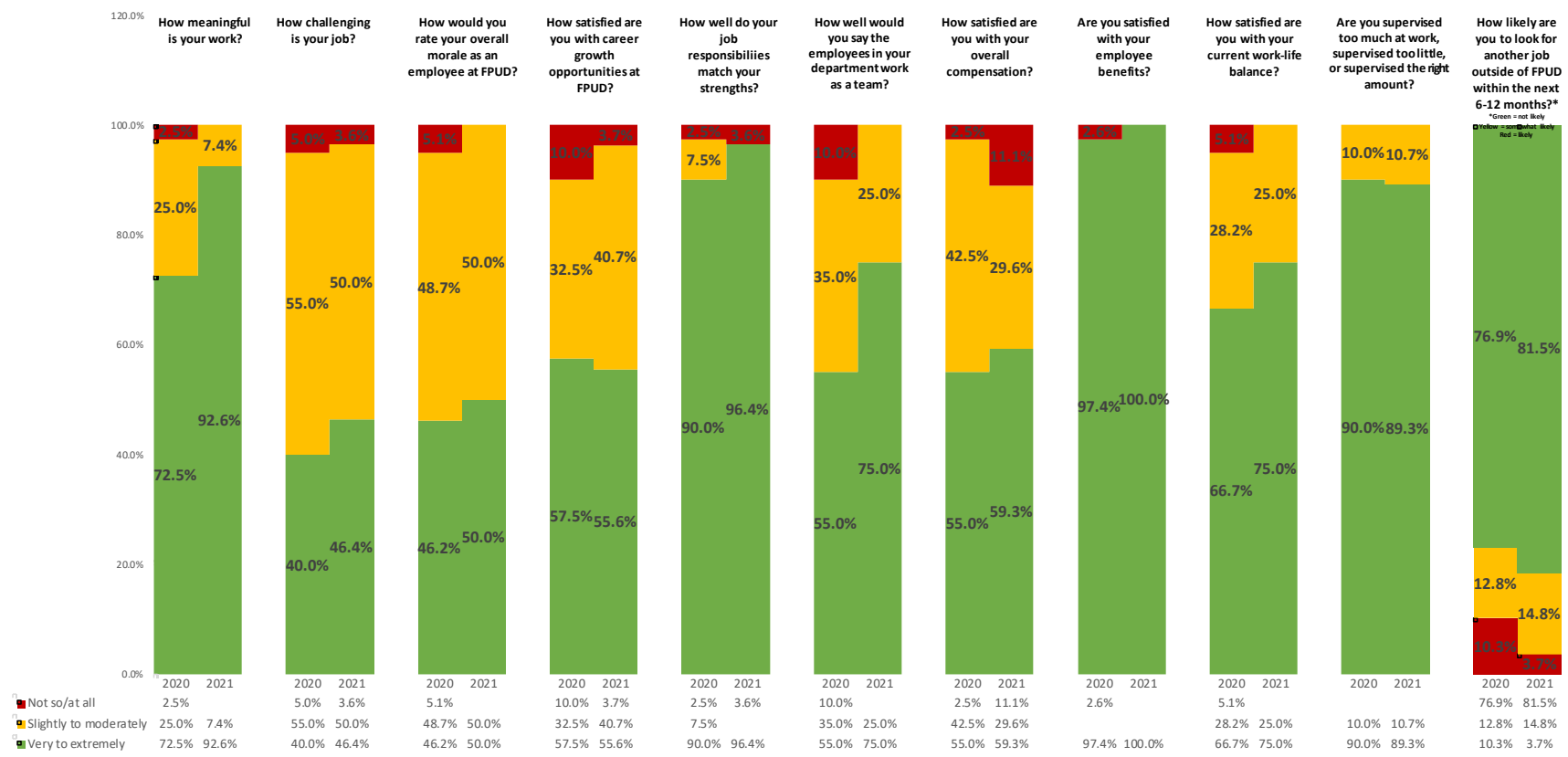
**Attachment A  
(2021 Survey Results)**



**General Summary of Comments:**

- More updates and increasing the relay of information to employees
- Resume in-person meetings once permitted
- Conduct salary/benefits survey
- Improve the process for having employees ready to hire/promote from within
- FPUD has done a great job adapting to the changes brought by COVID-19
- Positive work environment/good teamwork
- Grateful to be able to continue working throughout pandemic

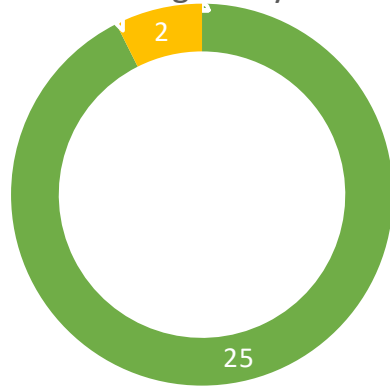
**Attachment B**  
**(2021 and 2020 Comparison)**



**Attachment C**  
**(2021 Survey Questions Breakdown)**

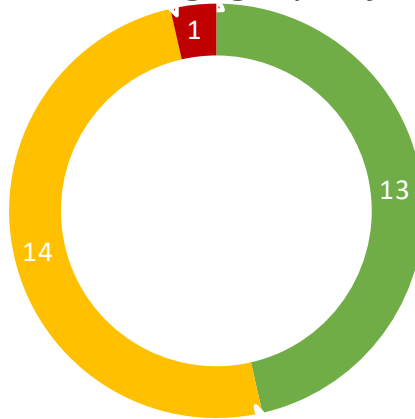


How meaningful is your work?



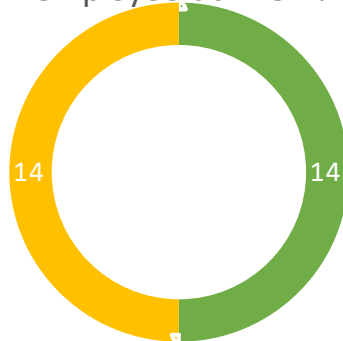
Very to extremely Slightly to moderately Not at all meaningful

How challenging is your job?



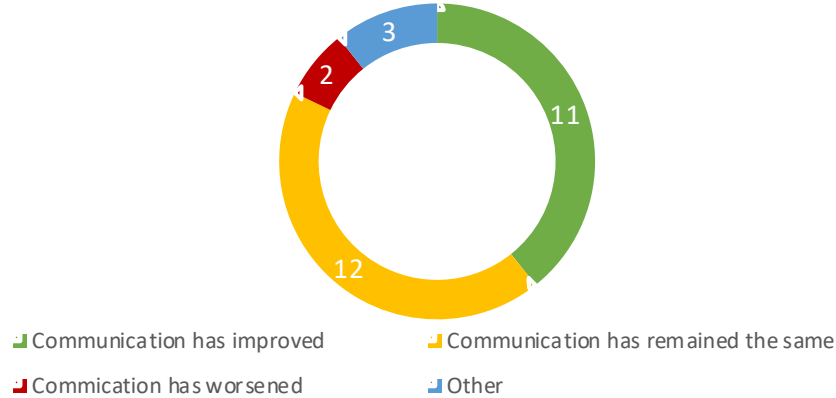
Very to extremely Slight to moderately Not at all challenging

How would you rate your overall morale as an employee at FPUD?

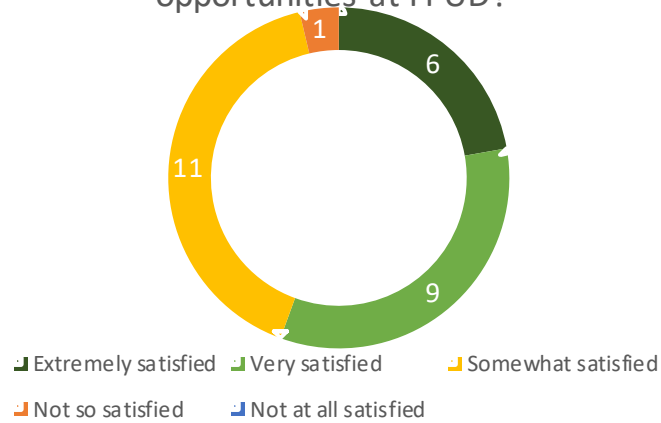


High - I love working at FPUD Neither high nor low Low - I hate working at FPUD

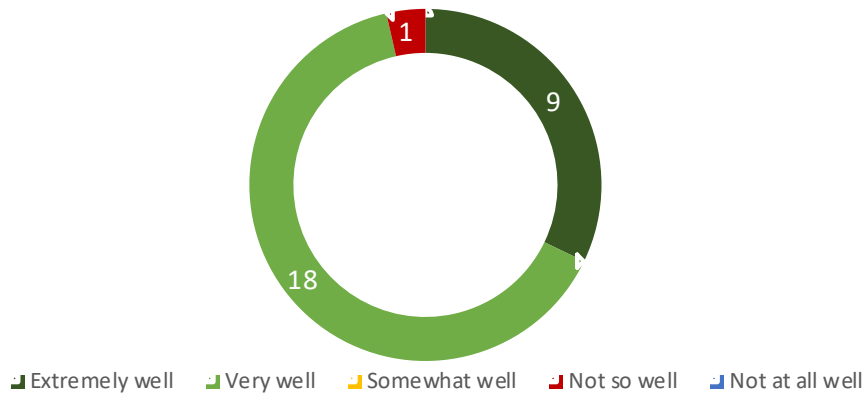
How would you rate communication from management over the last year?



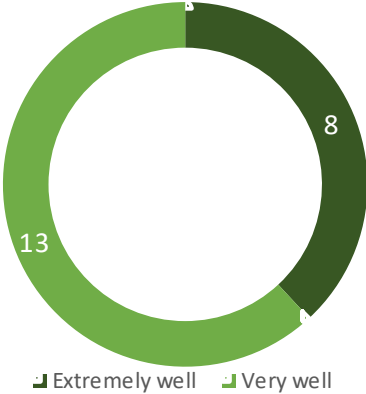
How satisfied are you with career growth opportunities at FPUD?



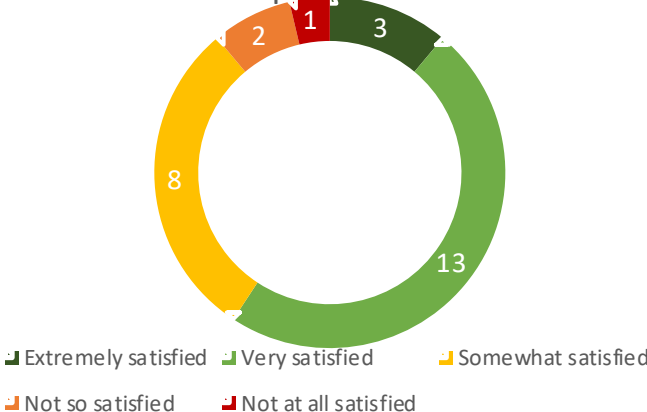
How well do your job responsibilities match your strengths?



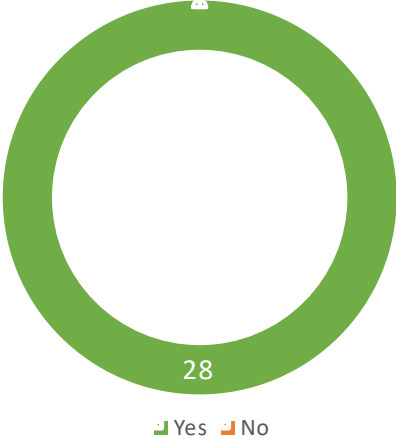
How well would you say the employees in your department work as a team?



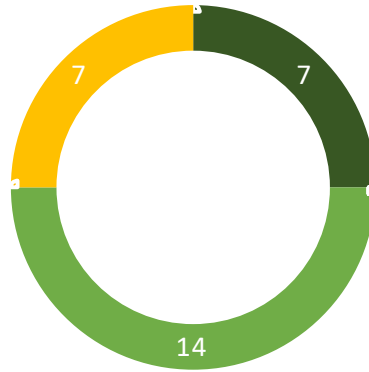
How satisfied are you with your overall compensation?



Are you satisfied with your employee benefits?

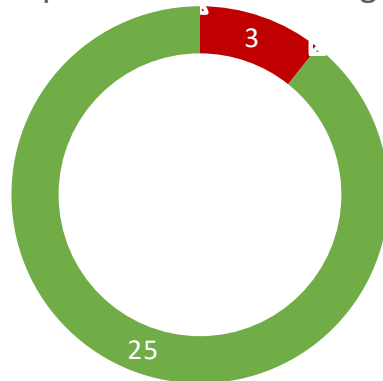


How satisfied are you with your current work-life balance?



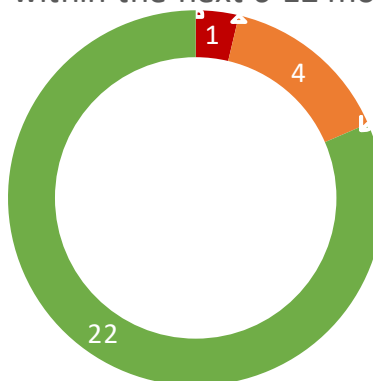
Extremely satisfied Very satisfied Somewhat satisfied

Are you supervised too much at work, supervised too little, or supervised about the right amount?



Too much About the right amount Too little

How likely are you to look for another job outside of FPUD within the next 6-12 months?



Very likely Likely Not likely