



June 3, 2024

City of Tempe Employees and Volunteers: Help shape where you work.

Hello Everyone:

The City of Tempe is conducting a survey of its workforce to get your input about several important areas, including working conditions, supervision, communication, compensation and benefits, and professional development. This survey is open to all current full-time and part-time benefited employees, full-time and part-time temporary employees, and volunteers.

As with the last employee survey in 2022, this survey was thoroughly reviewed and vetted by representatives of the six-sided partnership (UAEA, TOA, TSA, IAFF, Confidential Employees, and Senior Management Team) as well as the City's resource groups (TBEA and PRIDE). Their suggestions have been incorporated into the final survey. I want to thank everyone who participated in the review process for their attention to detail and concern for the needs of our employees.

To ensure privacy for all employees, completed surveys go directly to our vendor, ETC Institute, and not to anyone at the City of Tempe. No one in the City will track survey activities from city computers, employee-level data is not available to the City, and identifying information does not live within the City but rather with ETC Institute. This same level of anonymity and confidentiality will be maintained for those who choose to complete the mail-in survey. The paper surveys are mailed directly by you to ETC and will not be opened or read by Tempe staff.

I encourage you to take the time to complete the survey. To support your participation, your direct supervisor will provide 20-30 minutes during your scheduled hours to complete the survey. Your opinions are valuable and have led to several employee initiatives, including increased employee development opportunities and enhanced educational partnerships. City leadership is committed to utilizing survey data to create an action plan to address areas of concern and to shape strategic management initiatives to achieve City Council priorities and improve our service to Tempe. The historic survey data and an interactive dashboard are available at <https://www.tempe.gov/government/strategic-management-and-innovation/signature-surveys-research-and-data>.

The online portal will be open during the month of June. As always, if you have any questions, please feel free to contact me, or the Strategic Management and Innovation Office at strategic_management_innovation@tempe.gov or (480) 350-2913.

Thank you for your time in completing the survey.

Sincerely,

A handwritten signature in black ink that reads 'Rosa Inchausti'.

Rosa Inchausti
Tempe City Manager

