



Strategic Plan Update 2017-2022 -- Employee Survey

Seattle City Light is updating its Strategic Plan and we want to hear from you, our employees.

This survey should take five minutes to complete and responses are anonymous.



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* 1. How long have you worked for City Light?

- Less than 5 years
- 5-10 years
- 10-15 years
- Over 15 years

2. What type of role do you have with City Light?

- Staff
- Management

Other (please specify)

3. Where do you work at City Light?

- Boundary Dam
- Cedar Falls
- North Service Center
- Seattle Municipal Tower
- Seattle 901 Building
- Skagit
- South Service Center
- Other (please specify)



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* 4. Have you been involved in or heard about Seattle City Light's Strategic Plan?

- Yes
- No
- Don't know/not sure



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* 5. How have you been informed about or involved in the Strategic Plan (select all that apply)?

- Read the Strategic Plan
- Discussed the plan in my work unit
- Responsible for implementing or tracking a strategic plan initiative
- Contributed technical or other information that helped create the plan
- Participated in meetings regarding the plan
- Don't know

Other (please specify)



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6. How would you rate Seattle City Light's performance on the following Strategic Plan priorities, "1" is very poor and "5" is very good?

	Very Poor (1)	Poor (2)	Neutral (3)	Good (4)	Very Good (5)	Don't Know
Assets and infrastructure – The buildings, equipment and infrastructure Seattle City Light needs to generate and distribute electricity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Customer service – The utility's track record of providing quality customer service and outage response.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workforce – The knowledge, experience and commitment of Seattle City Light staff – from line workers to management.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental commitment – Seattle City Light's programs and practices that support conservation and environmental stewardship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community support – The utility's support for education programs, community events and utility discount and emergency assistance programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Price – The electrical rate you pay is reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



One of the four Strategic Plan key objectives was to Increase Workforce Performance and Safety.

The Workforce initiative is intended to manage the upcoming retirement wave and attract and retain a highly skilled and diverse workforce. How would you rank City Light's performance on the following efforts, "1" is very poor and "5" is very good?

7. Employee Development

	Very Poor (1)	Poor (2)	Neutral (3)	Good (4)	Very Good (5)	Don't Know
Training opportunities are available and allow employees to grow in their current role or compete for promotional opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technical training opportunities to help me learn and grow technically in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition reimbursement to support employees' academic growth and development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online learning opportunities that provide training in areas that assist me in performing my job and are available that work with my schedule (e.g. Cornerstone, Lynda.com)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Leadership Development

	Very Poor (1)	Poor (2)	Neutral (3)	Good (4)	Very Good (5)	Don't Know
Operational Excellence/leadership development to provide all employees in leadership roles with the tools necessary to be successful in their jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career development to explore new job opportunities through program participation, coaching or mentorship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Workforce Development

	Very Poor (1)	Poor (2)	Neutral (3)	Good (4)	Very Good (5)	Don't Know
Apprenticeship and pre-apprenticeship opportunities in the skilled trades are supported	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internships programs are funded and supported through effective outreach and recruitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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One of the four Strategic Plan key objectives was to Increase Workforce Performance and Safety.

The Safety initiative is meant to continuously improve on its employee safety record and ensure each employee returns home safe at the end of their shift. How would you rank City Light's performance on the following efforts, "1" is very poor and "5" is very good?

10. Employee Safety

	Very Poor (1)	Poor (2)	Neutral (3)	Good (4)	Very Good (5)	Don't Know
Seattle City Light Safety Standown – improved safety awareness for all employees utility-wide	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grassroots Safety Team – employee driven safety actively supported by the utility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safety Culture Survey – utility-wide safety culture survey and half-day workshops to improve safety culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safety Camps – held semi-annually to provide safety and ensure employees maintain required certifications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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11. Has the Strategic Plan changed or impacted how you do your work?

- Yes
- No
- Don't know/not sure



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12. Briefly describe how the Strategic Plan has changed or impacted your work.



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13. Do you have any additional comments or suggestions about the Seattle City Light Strategic Plan Update?



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Thank you for sharing your opinions and experiences.

For more information about our Strategic Plan Update, please visit www.seattle.gov/light/stratplan.

