

Office of the City Clerk

April 2025 Employee Check-in

Summary Report

Edmonton

The City of Edmonton checks in with employees two times a year.

In **April 2025**, 14 questions were asked to all City of Edmonton employees to see how employees are doing in regards to the six positive employee experience dimensions listed below.

84 of **113** Office of the Chief of Staff employees responded (**74%**).



Meaningful Work

I feel connected to the City's Vision through purposeful work



Growth Opportunities

I am supported to develop my skills and accomplish my career goals



Supportive Environment

I feel respected and recognized for my unique contributions



Wellness

I feel safe and secure and am supported to achieve wellness



Trust in Leadership

I observe leaders listening, communicating transparently, and inspiring



Empowered Employees

I share my thoughts on how to improve and support improvement

Survey Topics

1. How happy are you working at the City of Edmonton?
2. I would recommend the City of Edmonton as a great place to work.
3. How are you doing?
4. I am satisfied with my involvement in decisions that affect my work.
5. I receive feedback on how I can improve from my direct supervisor.
6. I have good opportunities to learn and grow at the City of Edmonton.
7. My direct supervisor acknowledges my contributions at work.



Survey Topics

- | | |
|-----|--|
| 8. | I am able to successfully balance my work and personal life. |
| 9. | The City of Edmonton does a good job communicating with employees. |
| 10. | My direct supervisor provides me with clear expectations about my work. |
| 11. | The support and resources for mental health and well-being that are available to me are effective. |
| 12. | I feel safe at my workplace. |
| 13. | I am treated with respect at my workplace. |
| 14. | What would help you feel more supported right now? (open ended) |



Scores by Topic



| Topic/Question | Score | City | Trend* |
|---|-------|------|--|
| 1. How happy are you working at the City of Edmonton? | 73 | 69 |  Increase of 7 points since May 2024 |
| 2. I would recommend the City of Edmonton as a great place to work. | 70 | 68 |  Increase of 7 points since May 2024 |
| 3. How are you doing? | 68 | 63 |  Increase of 11 points since May 2024 |

*Trend compares scores to previous Employee Check-in Survey

Scores by Topic



| Topic/Question | Score | City | Trend* |
|---|-------|------|---------------------------------------|
| 4. I am satisfied with my involvement in decisions that affect my work. | 76 | 65 | Increase of 7 points since Mar 2021 |
| 5. I receive feedback on how I can improve from my direct supervisor. | 82 | 72 | Increase of 7 points since Mar 2023 |
| 6. I have good opportunities to learn and grow at the City of Edmonton. | 69 | 62 | Increase of 12 points since Sept 2023 |
| 7. My direct supervisor acknowledges my contributions at work. | 87 | 77 | Increase of 14 points since Sept 2023 |

*Trend compares scores to previous Employee Check-in Survey

Scores by Topic




| Topic/Question | Score | City | Trend* |
|--|-------|------|--|
| 8. I am able to successfully balance my work and personal life. | 79 | 70 |  Increase of 16 points since Mar 2023 |
| 9. The City of Edmonton does a good job communicating with employees. | 72 | 62 | No change since Dec 2020 |
| 10. My direct supervisor provides me with clear expectations about my work. | 82 | 77 |  Increase of 5 points since Mar 2023 |
| 11. The support and resources for mental health and well-being that are available to me are effective. | 69 | 63 |  Increase of 9 points since May 2024 |

*Trend compares scores to previous Employee Check-in Survey

Scores by Topic



| Topic/Question | Score | City | Trend* |
|---|-------|------|--|
| 12. I feel safe at my workplace. | 80 | 71 |  Increase of 12 points since May 2024 |
| 13. I am treated with respect at my workplace. | 83 | 74 |  Increase of 9 points since Oct 2021 |
| 14. What would help you feel more supported right now? (open ended) | N/A | N/A | Communication, Benefits, Information, Feedback, Career Opportunities |

*Trend compares scores to previous Employee Check-in Survey