



Employee Satisfaction Survey Overview

Conducted October 2025

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ABOUT THE SURVEY

- Survey covered topics such as Engagement, Communication, Inclusion & Belonging, Policies, Satisfaction, and Growth Opportunities.
- Most questions asked employees to rate their agreement or satisfaction with a topic on a scale from 1 to 5 (5 representing the highest level of agreement/satisfaction). Other question types included yes/no and free response.
- Why: The survey was conducted to establish a baseline of employee satisfaction data for the City.

HIGH PARTICIPATION: 73% RESPONSE RATE

WHAT WE HEARD: THE GOOD

- 94% of employees believe they have the tools they need to succeed.
- 91.6% of employees believe that we have a healthy workplace environment
- 80% of employees understand how their work contributes to the City's mission, vision, and values.
- 78% satisfaction with the recruitment and onboarding process.
- 70% of employees would recommend working at the City to a friend.

KEY METRICS

Category	Average Score (1 – 5)
Engagement	4.26
Communication	3.58
Inclusion & Belonging	3.97
Satisfaction	4.14
Growth Opportunities	3.85

WHERE WE CAN IMPROVE

Communication — Survey scores suggests that communication is an area where we can grow, and we have a meaningful opportunity to build on our current practices.

Growth Opportunities — Outlining and supporting growth opportunities emerged as an area where we can continue to build and improve.

TOP 3 EMPLOYEE REQUESTS

1. Extended / Year-Round Summer Hours
2. 4-Day Work Week
3. City Contributions to Dental / Vision

NEXT STEPS

- Explore quicker, easier ways to share updates across the organization.
- Look for ways to strengthen supervisor–employee connection beyond evaluations and routine check-ins.
- Research equitable work-life balance options.
- Investigate wellness benefits through the Health and Wellness Committee.
- Research growth paths to foster employee development.

IN THEIR OWN WORDS

“Best well-kept secret in Illinois. That’s why I purchased a home here!”

— Public Works Employee

“I really love this police department.”

— Police Department Employee

“Working for Warrenville is one of the best decisions I’ve made in my career.”

— City Hall Employee