

# Employee Engagement Committee (EEC)



Board of Directors presentation

August 3, 2023

## Past Participants:

- Aaron Moore - Lead Inspector
- Stacey Larick - Admin Services Assistant III
- Eric Orlando - Lead Worker
- Chad Johnson - Elec-Mech Technician
- Curtis Little - GIS/IT Analyst
- John Romero - Maintenance Worker I
- Emilie Costan - ASD Manager

## Current Participants:

- Curtis Little - GIS/IT Analyst
- Josh Lelko - Engineering Technican II
- Allison Roeh - Admin Services Assistant II
- John Romero - Maintenance Worker I
- Jason Arrighi - Maintenance Worker I
- Brett Bruce - Elec-Mech Technician
- Carie Huff - District Engineer

# Past

- **EEC established in March 2022**
- **Goal to reestablish communication amongst staff and management after COVID**
- **Original members were appointed by department managers**
- **Included as a priority in the 2023-2027 Strategic Plan:**

## **Make SPMUD a great place to work**

- (1) Employee recognition
  - Hold monthly employee recognition events
  - Promote the Master Program
- (2) Team building events
  - Support Employee Engagement Committee
  - Monthly "All Hands" meetings
  - Annual employee team-building activity



# Present

- **EEC Mission statement and charter adopted**
- **SharePoint page created on the Intranet**
- **Process for committee participant rotation**
- **EEC plans three team building events per year**
  - Spring/Summer: BBQ
  - Fall: Chili Cook-off
  - Winter: holiday team building event
- **FY 23/24 budget includes \$2,500 for EEC activities (funded through the CalCard rebate)**



# Future

- **Foster collaboration between departments**
- **Provide opportunities for professional development**
- **Implement employee recognition program**
- **Great Place to Work certification**

EEC will strive to continuously evolve to meet the needs of District employees to foster employee engagement and encourage employee retention.

