

Labour Relations and Total Compensation Branch

Edmonton

April 2025 Employee Check-in

Summary Report

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.

63 of **82** Labour Relations and Total Compensation employees responded (**77%**).



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

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| 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?	67	69	 Decrease of 3 points since May 2024
2. I would recommend the City of Edmonton as a great place to work.	67	68	 Decrease of 5 points since May 2024
3. How are you doing?	59	63	 Decrease of 6 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.	66	65	 Decrease of 2 points since March 2021
5. I receive feedback on how I can improve from my direct supervisor.	69	72	 Decrease of 6 points since March 2023
6. I have good opportunities to learn and grow at the City of Edmonton.	63	62	 Decrease of 2 points since Sept 2023
7. My direct supervisor acknowledges my contributions at work.	75	77	 Decrease of 1 point 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.	66	70	 Decrease of 2 points since March 2023
9. The City of Edmonton does a good job communicating with employees.	63	62	 Decrease of 7 point since Dec 2020
10. My direct supervisor provides me with clear expectations about my work.	69	77	 Decrease of 8 points since March 2023
11. The support and resources for mental health and well-being that are available to me are effective.	66	63	 Decrease of 2 points since May 2024

*Trend compares scores to previous Employee Check-in Survey

Edmonton

Scores by Topic



Topic/Question	Score	City	Trend*
12. I feel safe at my workplace.	75	71	 Decrease of 2 points since May 2024
13. I am treated with respect at my workplace.	75	74	 Decrease of 6 points since Oct 2021
14. What would help you feel more supported right now? (open ended)	N/A	N/A	Communication, Learning and Development, Safety, Feedback

*Trend compares scores to previous Employee Check-in Survey