

Engagement:

The Secret Ingredient to Local Government Employee Retention



Many local governments struggle to fill vacancies and prevent turnover. This puts more work and responsibility on fewer people and causes services to suffer. But there is a solution! National Research Center at Polco has surveyed thousands of public sector employees about how they feel about their jobs with **The National Employee Survey® (The NES®)**. National results on The NES reveal areas of the government workplace that drive job satisfaction and matter most for retention.

Areas Local Government Workplaces Score the Highest



1. Maintaining a work environment that is free of drug or alcohol abuse
2. Valuing employees from diverse backgrounds
3. Maintaining a work environment that is free of violence or harassment

Areas Local Government Workplaces Score the Lowest



1. Connection between compensation and performance
2. Managing low-performing employees
3. Collaboration between departments

National Local Government Workplace Approval Ratings

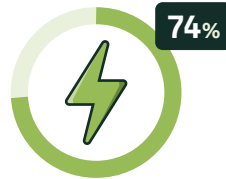
percent excellent + good



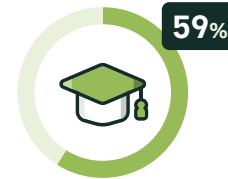
Quality of Community



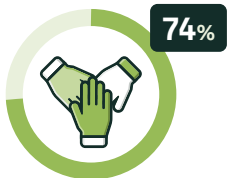
Quality of Internal Services



Workplace Essential



Employee Development



Equity & Inclusion



Employee Engagement



Organizational Climate



Quality of Government

Key Drivers of Employee Engagement

I see a career path for me at this organization

The mission makes me feel my job is important

Overall staff morale in my work group

Treating all employees fairly

Confidence in the leadership of my supervisor

Key Drivers of Employee Retention

I see a career path for me at this organization

Protecting employees from hazards

Helping new employees feel connected and integrated

Confidence in the leadership of senior staff/leadership

Confidence in the leadership of my supervisor

Make your organization a great place to work. Attract and retain quality staff members with The National Employee Survey. Learn more at polco.us/workplace-insights