

## Discussion item from the December 4, 1997 General Meeting

### 1. What is the one important action that the District can take to make your job beneficial to you?

- Allow for increased creativity and innovation in relation to current and future projects.
- State/determine monetary and fiscal budgets and involve the employees in those decisions including fiscal job priorities.
- Develop more incentive programs to better serve each employee; stimulate employee enthusiasm. Better reward system for work excellence.
- Increase employee cooperation and work ethics.
- Review original and changing job duties/responsibilities and benefits. Address the issue of changing duties/responsibilities and benefits and how they impact the employee's position. How these above factors likely to change over time.
- Treat each individual with respect and recognize that we all do mundane and monotonous tasks and need variety.
- Improve morale; deregulate, let each region work with employees to improve understanding, teamwork, less confusion from top management, time scale for projects to be done, and leave region alone to complete and take pride in work. Too much cross supervision from management, directives being changed. Improved moral, productivity, pride, and fewer problems will develop from trust and positive strokes from supervisors.
- Money, medical benefits, job security, equality.
- Everyone treated equally regarding job duties; treatment in one's position; rules and regulations regarding vacations in summer; a respect for one's years of experience and dedication to this district, not how it impacts the cost to the district.
- The use of better communication at all levels. At least an understanding of total picture, not the need to know.
- Having time to go over things in zones; by not taking other men from their zones to help others in their zones as this puts the first man behind. Ask the second man if he could have done the job himself.
- To recognize the talent and knowledge that person has outside the district and job/and to try to incorporate it into his job, or try to use it somehow. Don't go outside the district to get a position filled or created. Train or educate in-house personnel.
- Figure out how to determine individual productivity for each job description, and then base that level of productivity on the amount of benefit or recognition for employees other than what process is currently being used.
- By becoming more involved with district activities.
- Be more open and to the point with complete fairness when it comes to any are of concern through out the job now or in the future. The district and its employees are getting along more as enemies rather than coworkers anymore!
- I would like to see the Board and management moves closer toward working with the employees as a group. It appears that the two groups tend to be divided. Working together will help in mutual appreciation and improve morale.
- Communication, appreciation, money.
- More money, better retirement. 30 years out the door regardless of age. No work at \_\_\_\_\_ with \_\_\_\_\_.
- New hats, longer vacation, relax summer vacation rules.
- Air conditioning to prevent dust, pollen, flies, and contamination of my eyes. Also, need to prevent dehydration and heat exhaustion. Fire \_\_\_\_\_ and give me his job. Board needs to meet with me and treat me as a human with needs and abilities, not as a faceless minion.
- Retirement medical insurance coverage. If we are limited to one, the insurance that will go with us wherever we go.
- Yearly cost of living raises and benefits maintenance.
- Satisfied with job, overtime pay (more overtime).
- More support in slowing gross over-irrigators.
- Better communication all around which would include more training.
- Let more open communication between bordering technicians without going through supervisor approval. Teamwork. Get rid of non-meaningful rules that interfere with work output.