

**State of Vermont**  
**Agency of Administration**  
**Office of the Secretary**  
Pavilion Office Building  
109 State Street, 5<sup>th</sup> Floor  
Montpelier, VT 05609-0201  
[www.aoa.vermont.gov](http://www.aoa.vermont.gov)

[phone] 802-828-3322

*Kristin L. Clouser, Secretary*

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**TO: Appointed Authorities**  
**FROM: Kristin Clouser, Secretary of Administration**  
**DATE: May 8, 2023**  
**RE: Annual Employee Engagement Survey Begins May 22, 2023**

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The Department of Human Resources (DHR) will launch the annual Employee Engagement Survey to all executive branch employees on Monday, May 22, 2023.

This is our annual opportunity to gather candid feedback from employees about how we can help them be at their best - productive and satisfied at work.

This year, in addition to a shorter version of the base survey, there will be a new section that will be devoted to exploring issues around performance management and a section devoted to an inclusive workplace.

This year the survey will be distributed not only to classified and exempt employees, but also all temporary employees as of the date of the survey.

Survey results have helped agency and department heads understand the positive aspects of their workplace and gain valuable insight into how the experiences can be improved. This is particularly important as we continue to see unprecedented levels of turnover and difficulty recruiting and filling our vacancies.

The 2023 Employee Engagement Survey is anonymous and will be open for three weeks beginning Monday, May 22, 2023, until Friday, June 9, 2023

Once the survey is completed, DHR will compile and present the results on an interactive dashboard distributed to all appointing authorities. A dashboard and a summary analysis report will also be available on the DHR web site. DHR Field Operations staff will be available to assist with interpretation of the results and to consult about how best to address areas of concern reflected in the findings. Results from the last survey in 2022 can be reviewed on the DHR web site: <https://humanresources.vermont.gov/data/employee-engagement>.

Robust employee participation makes for a more useful survey. Please encourage your employees to participate. We want to hear from them!

Thank you for all you do and for taking time to assist with this important event.