WACOSA 2026 Employee Engagement Survey

Total Respondents:	69	Previous yr participation (%):	68%
Total Staff:	121	Change:	-11%
Total Parcipitation (%):	57%		

		Strongly Agree			Agree			Neither agree nor disagree			Disagree			Strongly Disagree		
	Questions:	2026	2025	Change:	2026	2025	Change:	2026	2025	Change:	2026	2025	Change:	2026	2025	Change:
1	WACOSA pays competitive with similar jobs in the area	11.3%	13.6%	-2.3%	36.6%	27.2%	9.4%	29.6%	22.2%	7.4%	16.9%	22.2%	-5.3%	5.6%	14.8%	-9.2%
2	WACOSA's insurance benefits meet my needs (i.e. health, dental, life, short-term disability).	21.1%	14.8%	6.3%	40.8%	48.1%	-7.3%	33.8%	28.4%	5.4%	2.8%	6.2%	-3.4%	1.4%	2.5%	-1.1%
3	I am happy with the additional fringe benefits (i.e. retirement, employee assistance, PTO, referral bonuses, etc.)	26.8%	25.9%	0.9%	47.9%	55.6%	-7.7%	22.5%	16.0%	6.5%	0.0%	1.2%	-1.2%	2.8%	1.2%	1.6%
4	I feel my work here at WACOSA is meaningful.	59.2%	67.9%	-8.7%	33.8%	27.2%	6.6%	7.0%	4.9%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
5	I feel WACOSA's leadership does a good job keeping me informed on issues converning WACOSA.	19.7%	27.2%	-7.5%	43.7%	43.2%	0.5%	25.4%	16.0%	9.4%	9.9%	6.2%	3.7%	1.4%	7.4%	-6.0%
6	I am encouraged to come up with new and better ways of doing things.	26.8%	32.1%	-5.3%	39.4%	42.0%	-2.6%	26.8%	16.0%	10.8%	5.6%	6.2%	-0.6%	1.4%	3.7%	-2.3%
7	Leadership listens to my ideas.	25.4%	29.6%	-4.2%	39.4%	42.0%	-2.6%	26.8%	16.0%	10.8%	5.6%	6.2%	-0.6%	2.8%	6.2%	-3.4%
8	I receive an appropriate amount of performance feedback from my supervisor.	26.8%	30.9%	-4.1%	38.0%	48.1%	-10.1%	29.6%	11.1%	18.5%	4.2%	8.6%	-4.4%	1.4%	1.2%	0.2%
9	I am provided the training and development I need to successfully perform my job.	25.4%	33.3%	-7.9%	53.5%	55.6%	-2.1%	16.9%	6.2%	10.7%	4.2%	3.7%	0.5%	0.0%	1.2%	-1.2%
10	I am confident Leadership exemplifies THE WACOSA WAY and Top 20.	29.6%	40.7%	-11.1%	38.0%	33.3%	4.7%	23.9%	19.8%	4.1%	8.5%	2.5%	6.0%	0.0%	3.7%	-3.7%
11	I am confident employees have adopted and follow THE WACOSA Way and Top 20.	9.9%	14.8%	-4.9%	45.1%	38.3%	6.8%	29.6%	34.6%	-5.0%	12.7%	7.4%	5.3%	2.8%	4.9%	-2.1%
12	I would recommend WACOSA to my friends and family as a good place to work.	31.0%	42.0%	-11.0%	47.9%	39.5%	8.4%	15.5%	9.9%	5.6%	4.2%	6.2%	-2.0%	1.4%	2.5%	-1.1%