



Local 3005 Member Engagement Survey Results

Contracts & Negotiations Committee
Presentation to 3005 members, 3/25/26

Member Engagement Survey – Background

- Workers in DC37 are governed by three contracts
 - **Citywide** – determines general working conditions and (mostly) non-wage matters
 - **Economic** – determines general wage increases
 - **Unit contract** – Addresses working conditions specific to our titles/additional compensation funds (ACF)
 - **Local 3005 will be directly involved in these negotiations**
- Seemingly no attempt to systematically collect feedback on issues most important to members from DC37 itself

Member Engagement Survey – Background

- Created by the Contracts & Negotiations Committee
- Purpose: to collect data from members on a range of issues
 - Contract priorities
 - Workplace issues/concerns
 - Grievances
 - Overtime/comp time/emergency activation
 - Additional union benefits
 - Other topics
- Data from survey will help inform what we fight for before and at the bargaining table

Member Engagement Survey – Background

- Collected a lot of valuable information!
- Subset of questions from the survey were selected for analysis based on which topics were deemed highest priority
 - Just a start! Subcommittee working on data to report and utilize
- Priority question responses were broken down:
 - Overall
 - By agency
 - By title

Member Engagement Survey – Background

- This presentation will cover
 - Survey respondent breakdown
 - Member agency and title
 - Contract priorities
 - Overall
 - By title (small number titles collapsed for anonymity)
 - Discussion: We need to hear more from you!

- Interested in results from other questions? Join the Contracts & Negotiations Committee!

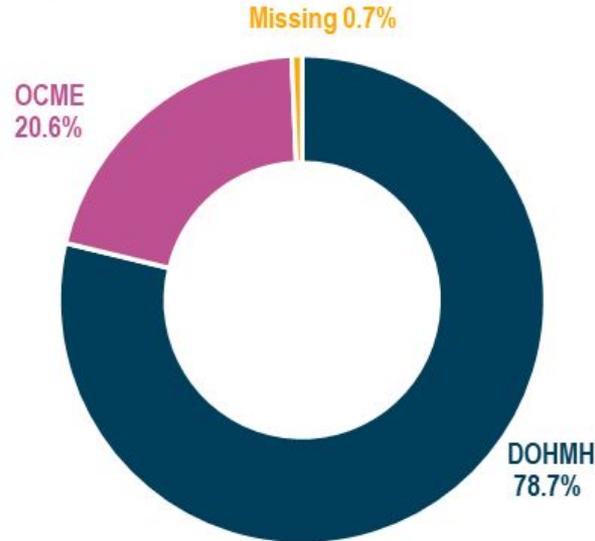
Member Survey – Engagement & Response

- Conducted outreach through emails, fliers, text-banking, and canvassing
 - Fielded from December 2025 – early February 2026
 - 444 unique responses – 35% of Local membership!
 - 9 of 11 Local 3005 titles represented
- As a token of appreciation, \$50 gift cards were randomly awarded to 7 survey respondents
 - Expanded from five gift cards as planned due to such representative response
 - Made sure to include smaller titles that work hard in our communities every day!
 - Recipients were selected via random number drawing and have been notified

Survey Results: Respondents by Agency

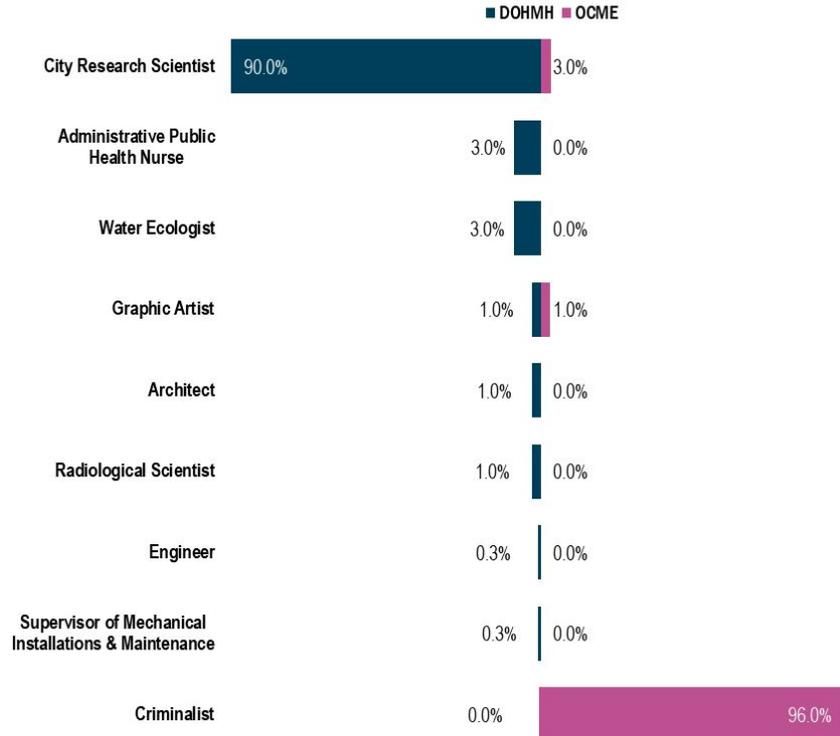
Distribution of Survey Respondents Across Agencies

Survey is represented by DOHMH (78.7%), OCME (20.6%) and Unknown (0.7%)



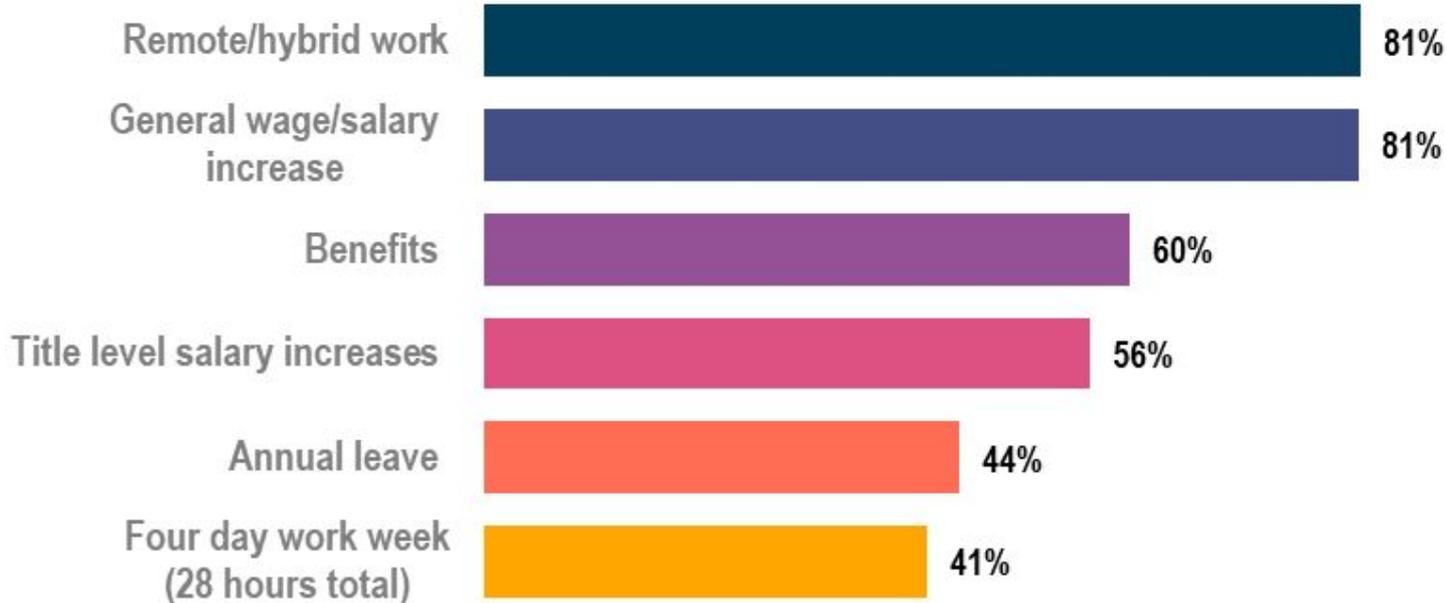
Survey Results: Respondents by Agency & Title

Majority of DOHMH survey respondents (90%) were **City Research Scientist** titles
Majority of OCME survey respondents (96%) were **Criminalist** titles



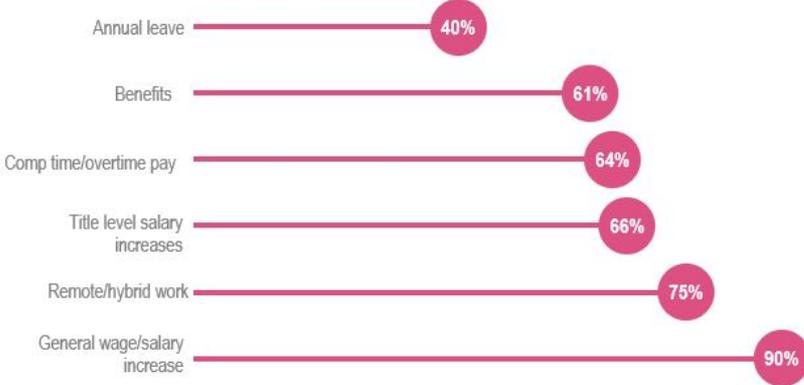
Survey Results: Top Contract Priorities

Leading priorities across all titles include **flexible schedules**, and improvements in **compensation** and **benefits**.

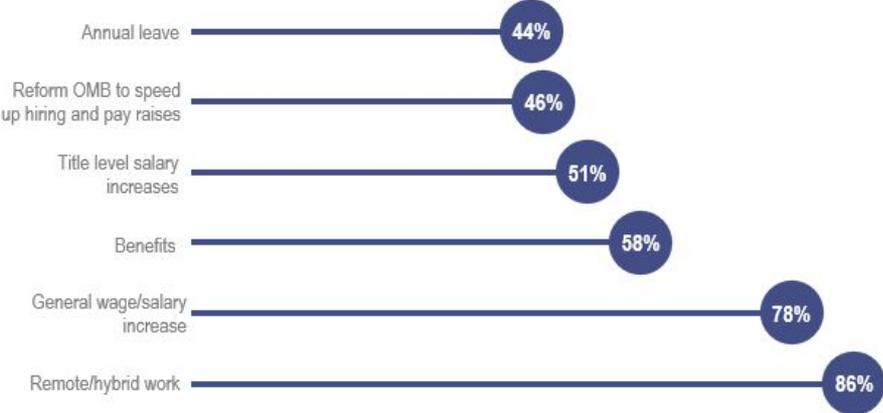


Survey Results: Top Contract Priorities by Title

Criminalist Top 6 Contract Priorities



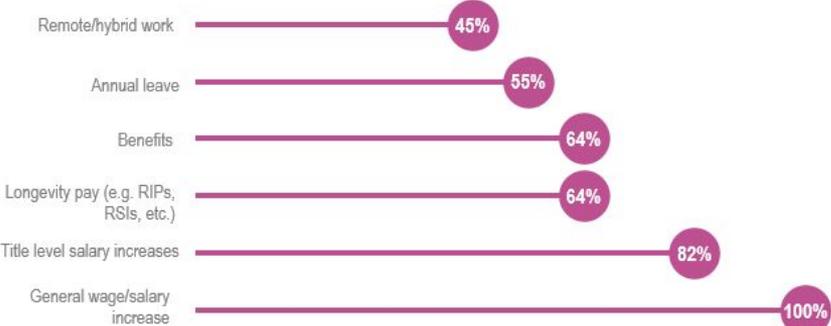
City Research Scientist Top 6 Contract Priorities



Overall, Criminalists prioritized compensation while City Research Scientists more commonly prioritized non-wage matters. Both titles prioritized remote/hybrid work highly.

Survey Results: Top Contract Priorities by Title

Administrative Public Health Nurse Top 6 Contract Priorities



Water Ecologist Top 6 Contract Priorities



Administrative Public Health Nurses prioritized compensation while Water Ecologists prioritized both compensation and non-wage matters. Remote/hybrid work was a lower priority as compared to other titles.

Survey Results: Top Contract Priorities by Title

All Other Titles* Top 6 Contract Priorities



Other titles prioritized compensation and benefits more highly than remote/hybrid work.