

APPENDIX A: COMMENTS
SENSE OF COMMUNITY DOES NOT EXIST

SURVEY ID No.	GENE
1	Most people do their own thing.
3	Because of downsizing it has split up the workers.
16	Many of the renters/employees leave on weekends or days off. There is very little social interaction. Community activities such as school sports little league, pop football, soccer are all organized in Lake Havasu or Parker where there are more children doctor's, hospitals, shopping, recreation, movies, restaurants are there also.
17	Social patterns have changed and few in camp socialize or participate in activities together. This change is most apparent at Gene since Lake Havasu city and Parker provide shopping and recreational opportunities.
20	Too clickish.
23	No one has time for socializing.
24	I am real new here and don't know a lot of people yet.
33	I have little to do with the other employees.
37	In some cases, workers who socialize with certain supervisors, off the job, (such as after hour parties) in the camp setting are granted special privileges while on the job.
38	I believe that these small communities are a bad place to raise a family (too clickish).
42	Used to be.
SURVEY ID No.	EAGLE MOUNTAIN
2	After working with someone 40 hours per week, why would you want to spend your weekends with them also? You usually want to get away. Also this is not a community. It is a place to live while you are at work.
6	Employees work together and don't socialize after hours very often.
8	Everyone has in a sense their own lifestyles and morals that at times clash with others. Most of the time everyone is very private of what they do after work.
9	A community takes more frequent interaction among all, or most, of its members.
12	To many of these people would stab you in the back in a heart beat if there was a personal gain involved and they all seem to think MWD owes them after hour items that people in the real world must pay for themselves.

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SURVEY ID No.	IRON MOUNTAIN
1	Because actions by management has caused so much uncertainty at the Desert facilities. Lifestyles and the feelings of togetherness have been basically destroyed. Some managers or supervisors think you have to kiss their butts and be in their little cliques to get along.
3	But I do not see any reason why there couldn't be. I feel that if leadership got together (or improvement team) there could be group/ community activities, i.e. picnics (branch-wide), pool parties.
4	Due to past practices of management, many wives and children were driven out of Iron Mountain. This is the last place anyone wants to be stationed.
6	I work with these people all day. My after work life is private.
SURVEY ID No.	HINDS
1	There are "clicks" which tend to tear down a sense of community.

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SENSE OF COMMUNITY EXISTS

SURVEY ID No.	GENE
2	We are together 10 hours a day four days a week and form friendships-bonds. Many of us enjoy activities together outside work hours.
5	Everybody helps everybody else. They watch out for every one.
6	Everybody gets along - do things together.
7	We are a community.
8	You can talk work – home – activities – hobbies etc. and have personal knowledge of those things with that person.
12	Our neighbors are our friends. We know when we can trust them with our lives, families, and possessions. They need help – everyone is there, same for us. There is a sense of trust and togetherness, little worry over crime.
13	We all come together in time’s of trouble. I know all my neighbors. When I lived other places you don’t even know your neighbors.
15	The families feel that they are a part of MWD by living here. There is a sense of the history of the district and employees when you live here.
19	Neighbors and common problems.
21	I become close to people I live and work with and watch their children grow.
22	It’s a part of life.
25	I get the feeling from listening to the employees who live in district housing.
26	Everyone watches out for one another’s children. You don’t have to lock your doors. It feels safe that is a real community.
31	They work together and play together.
32	Because people socialize with others, raise families, maintain their homes just like any other community.
34	All our friends live in the same area that we have known for years.
36	It had a better sense of community in the past years because of younger families with kids.
39	There is concern with others.
41	Shared work environment, similar interests due to backgrounds.
43	Many here are long term employees (27 years myself), proud of a tradition of working and knowing each other at MWD. Also, living at remote stations (Iron, 13 yrs.) builds a “bond” that many here have experienced.

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SENSE OF COMMUNITY EXISTS

SURVEY ID No.	EAGLE MOUNTAIN
1	We help each other, we get together for holiday functions, and welcoming and going away parties.
3	Socializing with fellow employees at a facility is important for the community.
5	On holidays over 90% of the residents get together on picnics. On emergency, the residents know they can count on each other for help or assistance.
7	The majority seem to get along great; the guys "talk shop," hunt together, socialize in each others front yards.
10	Not as much as say 10 years ago, but it still exists. Why? The lifestyles have changed.
11	Residents are generally helpful and giving toward each other. It is easy to let your children play in the neighborhood without worrying too much about who they are playing with.
SURVEY ID No.	INTAKE
1	We are neighbors and most of us go back a decade or so.
SURVEY ID No.	IRON MOUNTAIN
2	Try and get someone to work for you that has to commute 230 miles daily.
7	We are the only people within 50 miles radius.
SURVEY ID No.	HINDS
2	When problems arise anybody is willing to help.
3	If you have car problems, or need help of any sort every one want (sic) help. In emergency people are more than willing to help.
4	Yes and No. There does not seem to be a lot of socializing because we are few in number and have different personal likes. If someone is having difficulties however it does seem that people try to help one another.
6	Shared experience--Work, environment, know your neighbors, security.
7	It varies from person to person, but overall everyone feels it is home.

APPENDIX B: COMMENTS
REASONS WHY MWD SHOULD DISCONTINUE TO PROVIDE HOUSING.

SURVEY ID No.	GENE
9	The stations would operate whether there is housing or not. Why maintain the expense?
16	It is an unnecessary expense to the taxpayers of California. There are very few positions which require standby duties with a minimal response time. One large project (fire suppression) could be scaled way back if we didn't have to address 56 houses at Gene. Housing has nurtured a "housing welfare" atmosphere which has become a belief that it is a condition of employment, a right, or necessity to get the water over the hill. I have been told, "that without housing, we couldn't hire top quality people." Myself and many others prove this to be untrue.
17	It has outlived its purpose. Aside from needing a small standby crew, the majority of people at each facility is excessive. The district could supply transport vans at a fraction of the cost of housing. In many cases, the houses are a means of cheap rent for workers and managers alike.
20	Not necessary for business; no longer consider isolated here.
28	Plenty of housing in area.
37	MWD Desert branch, I believe is the only branch in the district which has employees living in company provided housing that have no after working hours responsibility such as stand by. Out of all the district houses, employees and dispatcher, only the pump plant workers have a 15 minute response time stand by requirement. All other desert branch employees that live in MWD housing are getting a "Free Ride."
38	Housing should only be offered to those who pull (15 minute standby). All others are getting a benefit they have not earned.

APPENDIX B: COMMENTS
REASONS WHY MWD SHOULD CONTINUE TO PROVIDE HOUSING.

SURVEY ID No.	GENE
1	Some key personnel should live on.
2	Response time – security.
4	Need for emergency response.
6	It is a plus for MWD, something goes wrong people are here to fix them.
7	I believe employees would choose to rent District housing even if rent was raised because of convenience. It certainly benefits the district because of the emergency response time.
8	For more efficient response and running of facility.
11	To stand-by (on call) personnel – but continue through attrition process. May be alternatives through technology in future.
12	Housing has been one of the “perks” of living in the remote desert community. It makes the long trips to purchase goods worthwhile. Also if there is a problem we are here to “help” (i.e. power or water problems) and can be at work in a matter of minutes not hours. When this is compared to money saved by immediate repairs it should be worthwhile.
13	It has always been good to have people here for emergency’s, it is still the cheapest and best security system.
15	The employees provide security to the premises. We know who belongs to MWD and who is “out of place” or suspicious to the area. It is too far to commute from some of the pumping stations.
18	The district benefits with emergency response and call outs.
19	Response and security.
21	Employees are available for emergency situations. Quicker response times when needed. Employees provide no cost security by being on the premises. Employees have a greater sense of commitment to the District when they live and work at District facilities.
22	It’ a good thing.
23	I would love to see a strong sense of community like it was a few years back. Hopefully, after all the changes are in place you will have people who want to be a part of a community and not watch the clock till 4:30.

APPENDIX B: COMMENTS
REASONS WHY MWD SHOULD CONTINUE TO PROVIDE HOUSING.

SURVEY ID No.	GENE (CONTINUED)
24	I feel for myself it keeps me close to my job where I can keep busy and keep an eye on the airstrip and hangar.
25	They should keep housing till employees retire or for standby employees to respond to emergencies.
26	I think the unique opportunity to have a ready work force so close to the work location is and could prove very beneficial in daily and emergency situations.
31	For emergency response.
32	Response time to emergency's at pumping stations.
33	Emergency response time. No CA housing at Gene or Iron Mountain. Difficult to work at the pump plants and live close enough. Also, difficult to get good people to work here without housing.
34	For employee response most of all.
35	There is no property to be bought in California; and you would lose all rights of being a California resident unable to vote in California.
36	It is a great place to raise family. There has been a lot of time we have responded to emergency calls after hours. The cost of maintenance can be offset by rent. But must exclude perks to management housing.
39	Remoteness.
40	As part of my job, we are required to live on site to satisfy MWD's standby needs. District housing provides MWD with cheap security, emergency etc.
41	Emergency response capability, distance from work location to suitable, affordable housing.
42	Emergency response.
43	My job as a dispatcher is particularly "quick response" oriented. I don't want to live half my life on standby without my family. Sense of community (General Manager Woody called it the "Gene Experience") would be gone. Security issues also.

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REASONS WHY MWD SHOULD CONTINUE TO PROVIDE HOUSING.

SURVEY ID No.	EAGLE MOUNTAIN
1	To keep good employees.
2	From my viewpoint the cheap rent is all that makes the job attractive to live in town (Blythe 50+, Indio 50+ miles) would cause my rent to go up to \$600-\$900 per month plus utilities. My length of day would go from 10.5 hrs to 12.5 hrs. because of the commute. The auto expense would increase over \$500 per month. The total of all expenses would be equivalent to a \$2000 per month cut in pay. Good employees would find work elsewhere.
4	Living in a remote location almost requires a home elsewhere and the low cost rent allows this. Low rent was a major factor in my taking employment with MWD.
5	Housing was one of the great reason I came here.
6	To provide short time to respond to pump plant emergencies by on call personnel.
7	Commute is a bit lengthy, our standby response requires on-site housing, and transfers to other facilities would all but stop if houses had to be sold to move "up and down the canal" which would impact quality of workers we get.
8	Location wise is very hard to find another place to live that is not isolated. Commuting would be rather exhausting for a worker as well as their family.
9	To help maintain a highly reliable water source.
10	I am required to be within 15 minutes of the pump plant and permit family lifestyles.
11	There is not housing available within close proximity of the pump plant.
12	Due to the isolated locations and the unlikely possibility of available housing in those areas. Besides, voluntary movement would stop if we all had to buy a house--say, an employee from Hinds would most likely never go to Gene--more isolated pockets.
SURVEY ID No.	INTAKE
3	Security-proximity.

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REASONS WHY MWD SHOULD CONTINUE TO PROVIDE HOUSING.

SURVEY ID No.	IRON MOUNTAIN
1	(1) As per my contract signed when hired; (2) geographical location; (3) it benefits the company as a whole if needed during an emergency; (4) response time to plant alarms.
2	As long as you want to keep the plants staffed.
3	Strongly feel that families that are not separated (due to 15 minutes response time) will be better workers because their thoughts aren't hundreds of miles away.
4	If we are to pull standby we had best have living facilities.
5	For obvious reasons to facilitate fast response for plant trouble calls.
6	Because commuting is too far.
7	The closest realistic place to live to Iron Mountain is at least 60 miles on a dangerous road-Rte. 62.
9	People available in case of emergency.
12	Better response time to emergency situations.
13	Emergency response.
16	On call for emergencies, security of district property, sense of community and pride.
SURVEY ID No.	HINDS
1	Housing is required to have the reliability of the Pump Station. Could not afford to "not" have people close by to respond.
2	Emergency response to conditions at the pump plant. Added security for the plant. Housing is an incentive to live and work in the desert.
3	For reliability, to get plant back on line if they go off. Security reasons, housing is a real incentive to me to work out at remote locations. The pumping stations pump 1 billion gallons of water in a 24-hr day on 8 pump flow. That's a lot of water and a lot of money to be made, and money is time. Housing cost very little to keep plants running and making big money for MWD.
4	No other housing is available to provide for 24 operation and security at the pump plant.
6	Emergency response, on sight security of the facility, on sight assessment of climatic and environmental conditions.
7	Provides reliability to the pump plant and serves as on site security.
8	Just think of the water we supply LA area.