



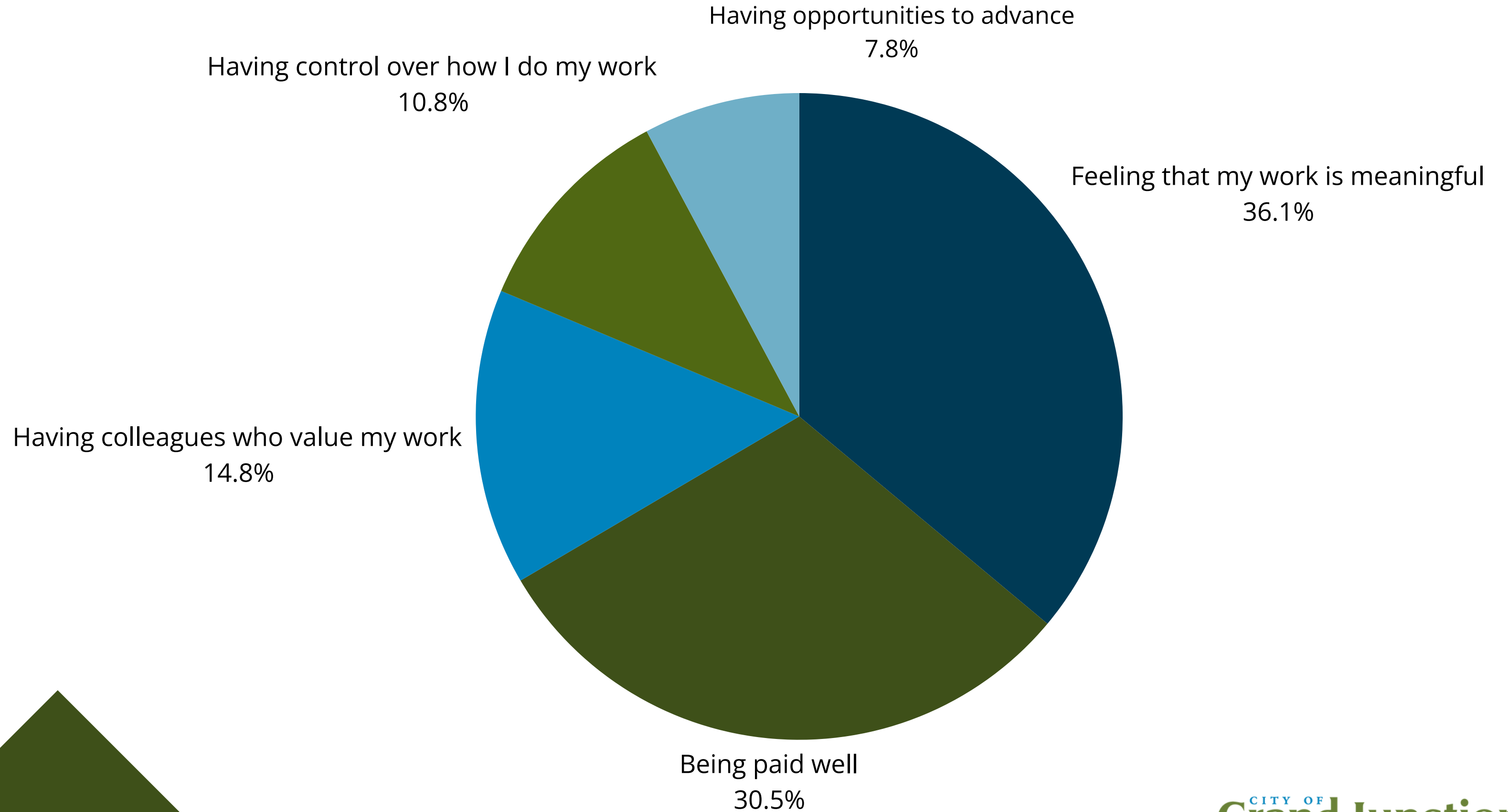
Employee Engagement Survey

City-Wide Data

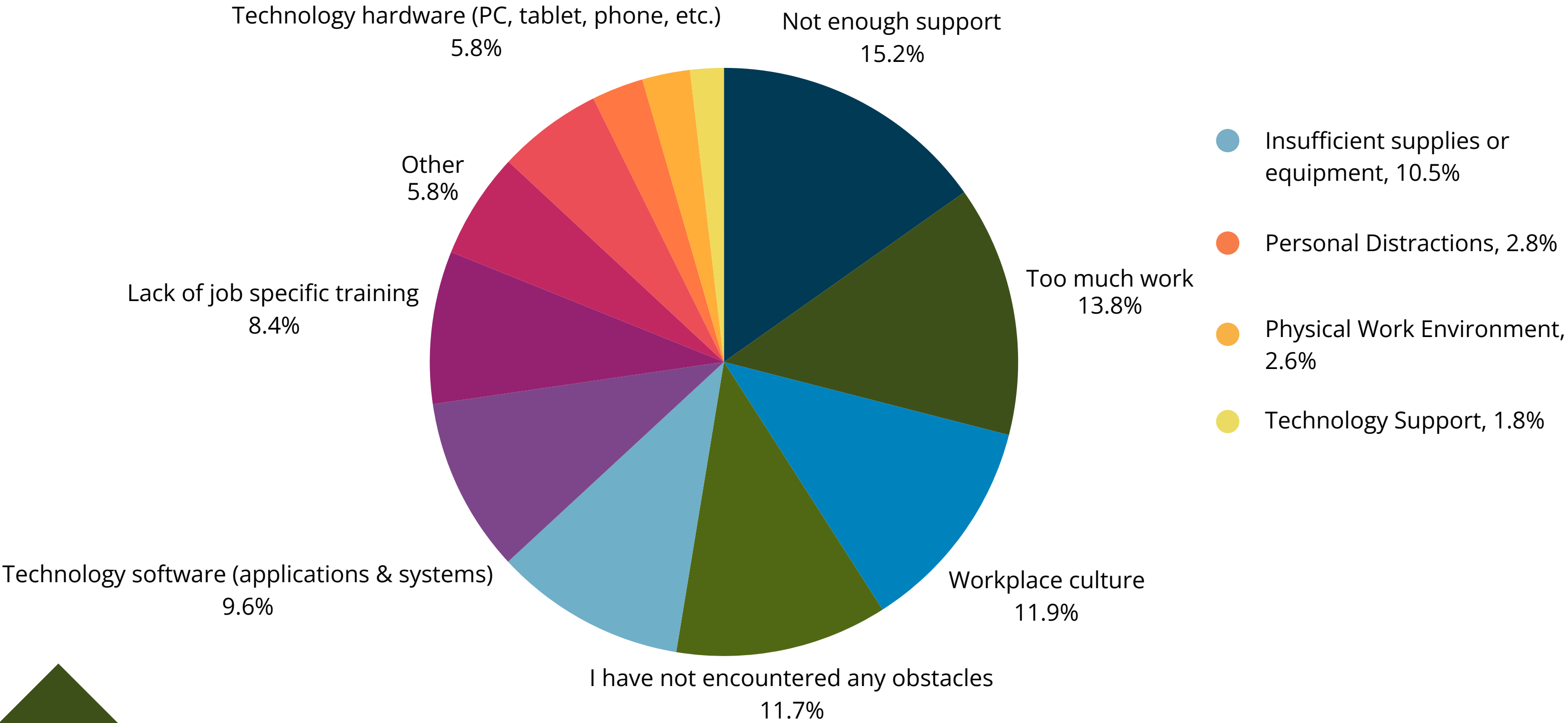
Survey Participation and Format

- The survey was open for: Five weeks
- Final survey participation reached: 61%
 - City-wide participation: 729 employees
- The survey consisted of 24 questions
 - 20 rated responses on 1-5 scale
 - 3 multiple selection
 - 1 open ended response

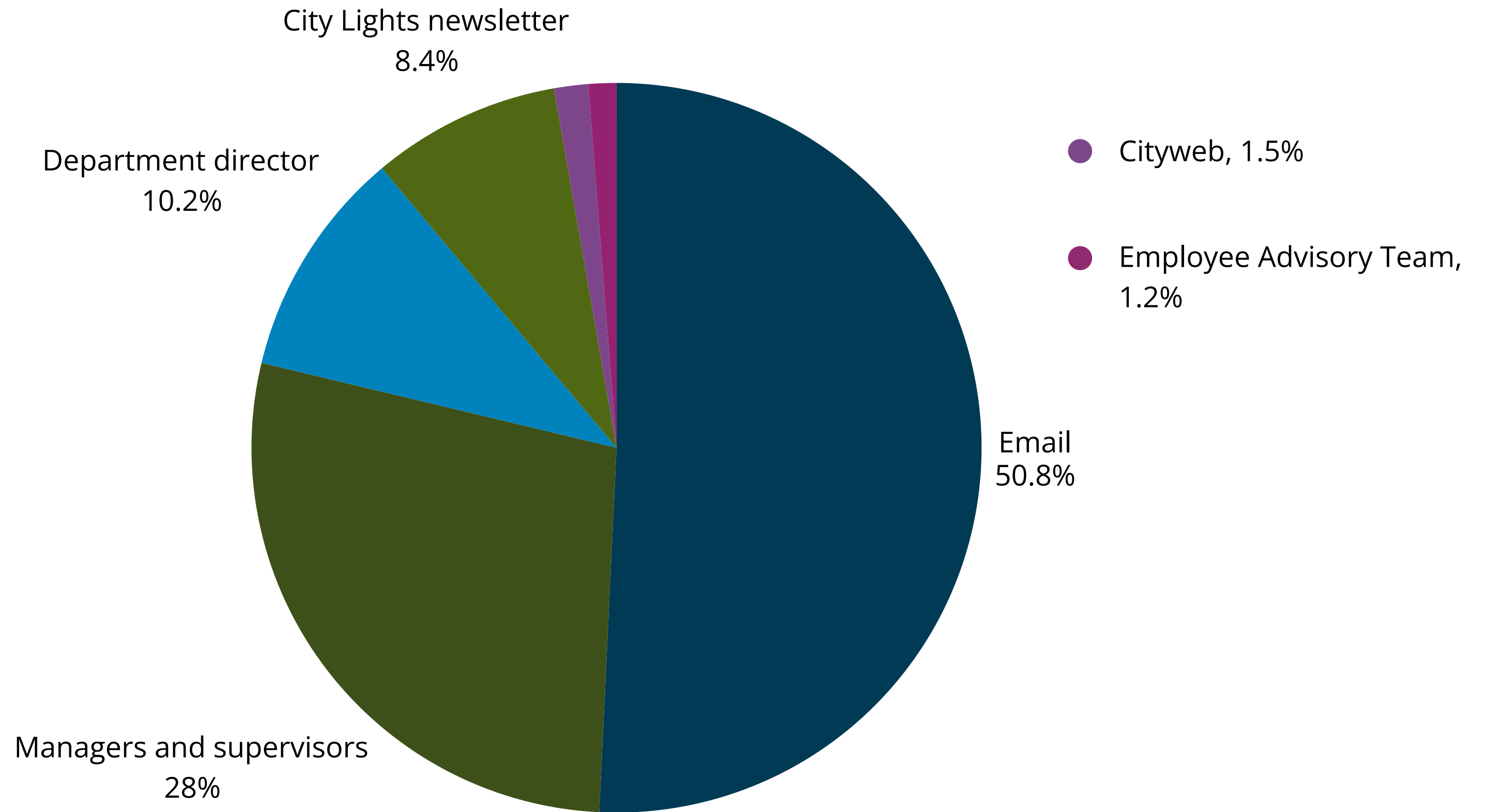
The most important factor in my overall happiness in the workplace is:



**What obstacles, if any, have you encountered when trying to be successful in your job?
(select all that apply)**



I primarily receive information about the organization through:



Survey Items Ranked by Average Rating out of 729 Employees

1: Strongly Disagree, 2: Disagree, 3: Neutral, 4: Agree, 5: Strongly Agree

Item	Ranking
I understand how my work meaningfully contributes to the City.	4.3
I have the support of my coworkers to get the job done.	4.2
I provide meaningful appreciation to others.	4.2
I have the support of my supervisor to get the job done.	4.2
My direct supervisor is responsive to my needs at work.	4.2

Survey Items Ranked by Average Rating out of 729 Employees

1: Strongly Disagree, 2: Disagree, 3: Neutral, 4: Agree, 5: Strongly Agree

Item	Ranking
I identify with the City's core values of continuous improvement, collaborative partnerships, and exemplary service.	4.1
I have flexibility to manage work and life responsibilities.	4.1
I receive meaningful appreciation within my workgroup.	4.0
We communicate effectively within our workgroup.	4.0
I would recommend others to apply for a job with the City.	4.0

Survey Items Ranked by Average Rating out of 729 Employees

1: Strongly Disagree, 2: Disagree, 3: Neutral, 4: Agree, 5: Strongly Agree

Item	Ranking
I receive regular feedback on my work performance from my direct supervisor.	3.9
I am satisfied in my current position.	3.9
I have the equipment and materials I need to get the job done.	3.8
I am satisfied with my current benefit offerings.	3.7
The City makes an effort to recognize employees throughout the year.	3.7

Survey Items Ranked by Average Rating out of 729 Employees

1: Strongly Disagree, 2: Disagree, 3: Neutral, 4: Agree, 5: Strongly Agree

Item	Ranking
I am aware of my opportunities for professional growth and training.	3.7
I believe the City's policies are fair and apply equally to everyone.	3.6
I am satisfied with my opportunities for professional growth and training.	3.5
My level of stress is reasonable in my work environment.	3.5
When the organization makes changes that affect my job, I understand why.	3.2

Open Ended Responses

- Of the 729 survey participants, 398 chose to include an open-ended response (55%)
- To protect anonymity, open responses will not be shared publicly. All open-ended comments are read and taken into account.

The open-ended responses concern the following themes:

- General Positive Comments
- Pay Scale
- Other Topics Related to Pay
- Workload
- Staffing
- Top-Down Communication
- Recognition/Appreciation