Response Distributions: Centralization

Question	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Agree	Strongly Agree	
An employee wanting to make his or her own decisions in my department would be quickly discouraged.		19%	15%	17%	21%	17%	8%	**Room for Improvement**
Even small matters have to be referred to someone higher up for a final answer.		11%	9%	11%	20%	27%	19%	**Room for Improvement**
I feel micromanaged in my job.	17%	17%	13%	9%	19%	15%	9%	**Room for Improvement**
I must check with my supervisor before I do almost anything.	12%	19%	16%	9%	20%	15%	9%	**Room for Improvement**

Department
Police and Parking S..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

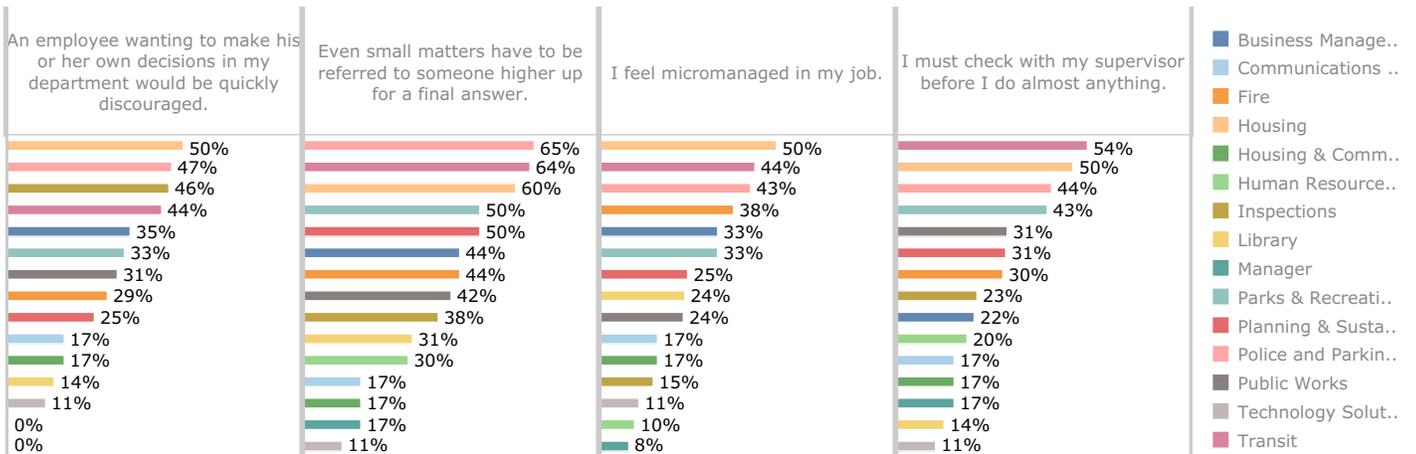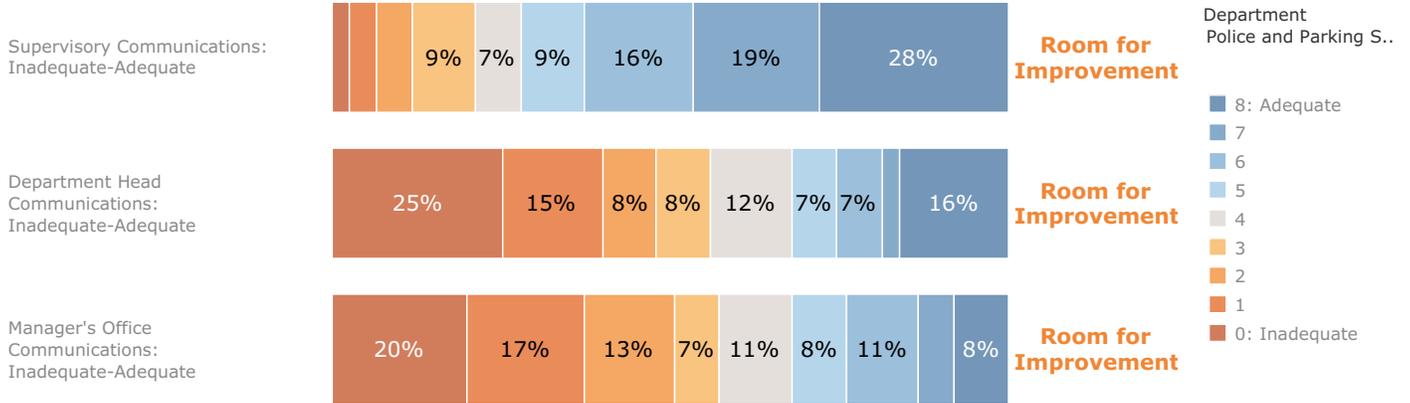| An employee wanting to make his or her own decisions in my department would be quickly discouraged.	Even small matters have to be referred to someone higher up for a final answer.	I feel micromanaged in my job.	I must check with my supervisor before I do almost anything.
50%	65%	50%	54%
47%	64%	44%	50%
46%	60%	43%	44%
44%	50%	38%	43%
35%	50%	33%	31%
33%	44%	33%	31%
31%	44%	25%	30%
29%	42%	24%	23%
25%	38%	24%	22%
17%	31%	17%	20%
17%	30%	17%	17%
14%	17%	15%	17%
11%	17%	11%	17%
0%	17%	10%	14%
0%	11%	8%	11%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Communications (General)

I feel that I am kept fully informed about changes in the Town.

| 7% | 16% | 19% | 16% | 21% | 17% | |

Room for Improvement

I have opportunities to provide my opinion to upper management on workplace issues.

| 17% | 19% | 27% | 7% | 9% | 12% | 9% |

Room for Improvement

When I provide my opinion on workplace issues, upper management provides a response.

| 23% | 15% | 21% | 11% | 9% | 12% | 9% |

Room for Improvement

Legend:
- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons

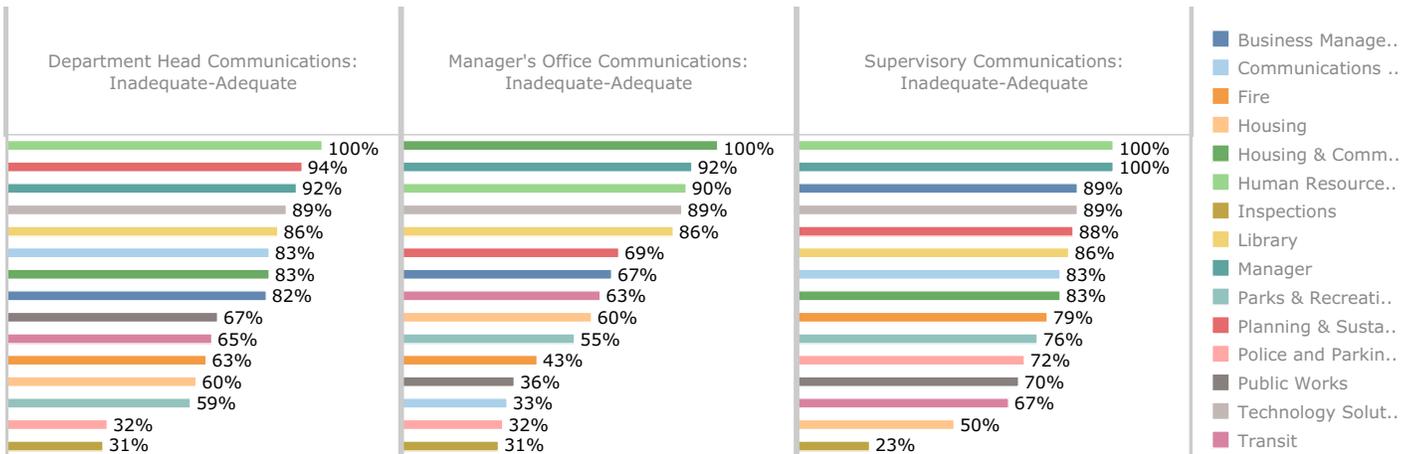*Percent indicating Somewhat Agree, Agree, or Strongly Agree*

I feel that I am kept fully informed about changes in the Town.

100%	
92%	
90%	
79%	
78%	
78%	
70%	
67%	
63%	
60%	
57%	
52%	
44%	
43%	
23%	

I have opportunities to provide my opinion to upper management on workplace issues.

100%	
83%	
80%	
78%	
70%	
67%	
61%	
60%	
57%	
55%	
52%	
50%	
50%	
31%	
23%	

When I provide my opinion on workplace issues, upper management provides a response.

83%	
80%	
80%	
67%	
67%	
64%	
62%	
56%	
54%	
48%	
48%	
38%	
33%	
31%	
23%	

Legend:
- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Communications

Supervisory Communications: Inadequate-Adequate

9% 7% 9% 16% 19% 28% **Room for Improvement**

Department Head Communications: Inadequate-Adequate

25% 15% 8% 8% 12% 7% 7% 16% **Room for Improvement**

Manager's Office Communications: Inadequate-Adequate

20% 17% 13% 7% 11% 8% 11% 8% **Room for Improvement**

Department
Police and Parking S..

- 8: Adequate
- 7
- 6
- 5
- 4
- 3
- 2
- 1
- 0: Inadequate

Departmental Comparisons

Percent indicating 5-8 on a scale of 0-8, 8 being Adequate

Department Head Communications: Inadequate-Adequate	Manager's Office Communications: Inadequate-Adequate	Supervisory Communications: Inadequate-Adequate
100%	100%	100%
94%	92%	100%
92%	90%	89%
89%	89%	89%
86%	86%	88%
83%	69%	86%
83%	67%	83%
82%	63%	83%
67%	60%	79%
65%	55%	76%
63%	43%	72%
60%	36%	70%
59%	33%	67%
32%	32%	50%
31%	31%	23%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Diversity 1

Department
Police and Parking S..

Statement	Responses	
Managers here give assignments based on the skills and abilities of employees, not their personal and social background.	9% · 8% · 15% · 28% · 8% · 21% · 11%	**Room for Improvement**
Managers here give feedback and evaluate employees fairly, regardless of factors such as employee gender, race, religion, ethnicity, age, and sexual orientation.	11% · 9% · 12% · 25% · 13% · 21% · 8%	**Room for Improvement**
Managers here have a track record of hiring and promoting employees objectively, regardless of their race, religion, ethnicity, age, gender, and sexual orientation.	13% · 13% · 16% · 17% · 11% · 20% · 9%	**Room for Improvement**

Legend:
- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree
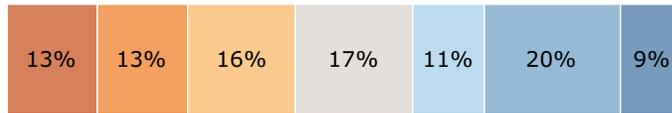
Departmental Comparisons
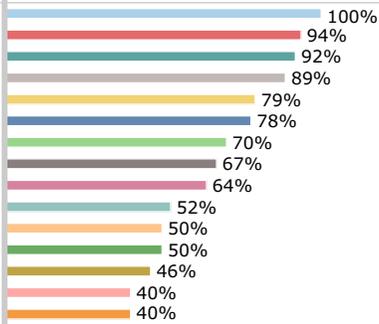*Percent indicating Somewhat Agree, Agree, or Strongly Agree*

Managers here give assignments based on the skills and abilities of employees, not their personal and social background.

	%
	92%
	89%
	89%
	88%
	83%
	83%
	80%
	76%
	72%
	71%
	57%
	54%
	48%
	40%
	40%

Managers here give feedback and evaluate employees fairly, regardless of factors such as employee gender, race, religion, ethnicity, age, and sexual orientation.

	%
	89%
	88%
	83%
	83%
	80%
	79%
	78%
	75%
	70%
	67%
	66%
	58%
	48%
	46%
	43%

Managers here have a track record of hiring and promoting employees objectively, regardless of their race, religion, ethnicity, age, gender, and sexual orientation.

	%
	100%
	94%
	92%
	89%
	79%
	78%
	70%
	67%
	64%
	52%
	50%
	50%
	46%
	40%
	40%

Legend:
- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Diversity 2

Department
Police and Parking S..

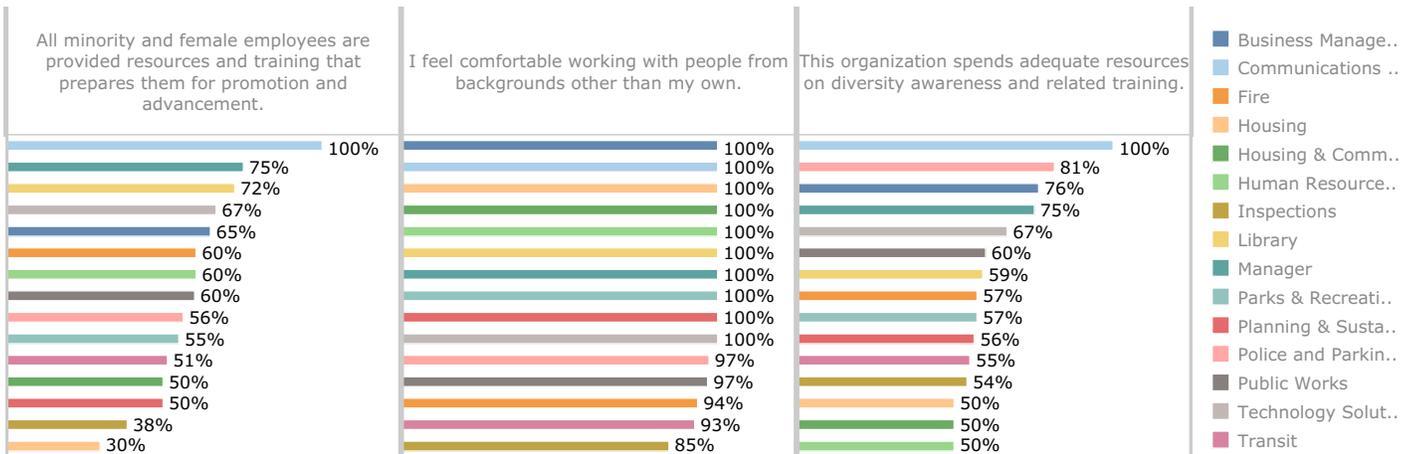| Question	Distribution	Rating
All minority and female employees are provided resources and training that prepares them for promotion and advancement.	7% / 32% / 36% / 16%	**Good**
I feel comfortable working with people from backgrounds other than my own.	31% / 61%	**Excellent**
This organization spends adequate resources on diversity awareness and related training.	15% / 16% / 36% / 29%	**Excellent**

Legend:
- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons
Percent indicating Somewhat Agree, Agree, or Strongly Agree

All minority and female employees are provided resources and training that prepares them for promotion and advancement.

- 100%
- 75%
- 72%
- 67%
- 65%
- 60%
- 60%
- 60%
- 56%
- 55%
- 51%
- 50%
- 50%
- 38%
- 30%

I feel comfortable working with people from backgrounds other than my own.

- 100%
- 100%
- 100%
- 100%
- 100%
- 100%
- 100%
- 100%
- 100%
- 100%
- 97%
- 97%
- 94%
- 93%
- 85%

This organization spends adequate resources on diversity awareness and related training.

- 100%
- 81%
- 76%
- 75%
- 67%
- 60%
- 59%
- 57%
- 57%
- 56%
- 55%
- 54%
- 50%
- 50%
- 50%

Legend:
- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit
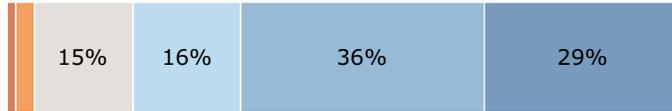
Response Distributions: Diversity 3

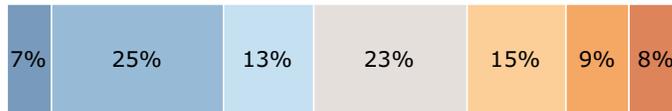Diversity issues prevent some work teams here from performing to their maximum effectiveness.

| 16% | 24% | 9% | 31% | 12% | | |

Good

I am afraid to disagree with members of other groups for fear of being called prejudiced.

| 20% | 39% | 11% | 7% | 13% | 7% | |

Room for Improvement

The "old boys" network is alive and well here.
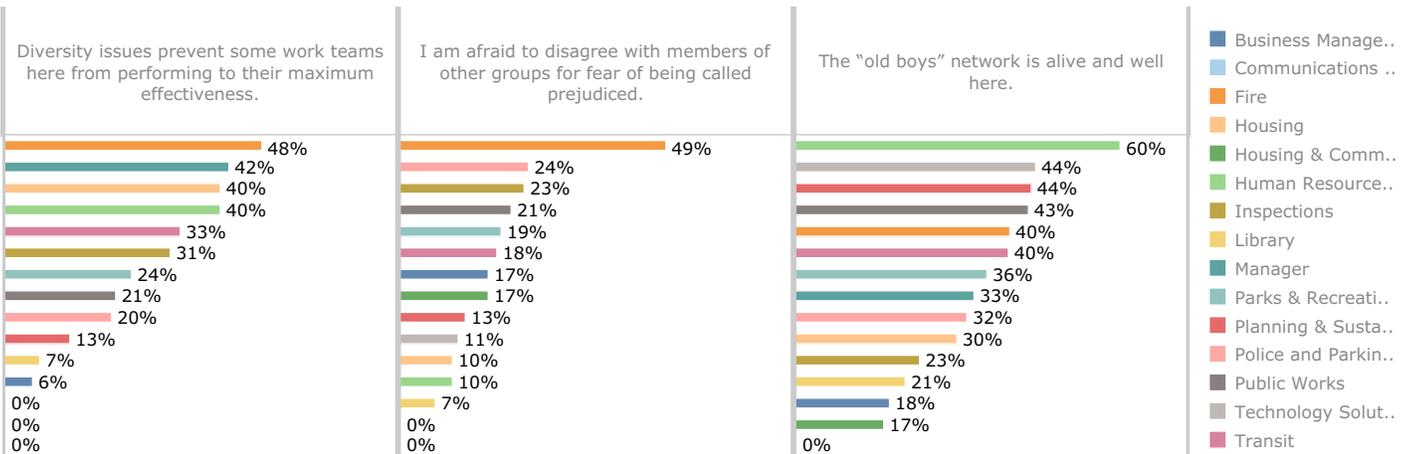
| 7% | 25% | 13% | 23% | 15% | 9% | 8% |

Room for Improvement

Department
Police and Parking S..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
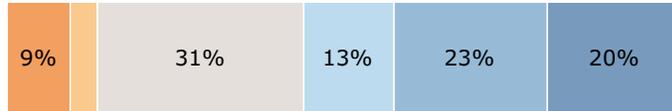- Disagree
- Strongly Disagree

Departmental Comparisons
Percent indicating Somewhat Agree, Agree, or Strongly Agree

Diversity issues prevent some work teams here from performing to their maximum effectiveness.

- 48%
- 42%
- 40%
- 40%
- 33%
- 31%
- 24%
- 21%
- 20%
- 13%
- 7%
- 6%
- 0%
- 0%
- 0%

I am afraid to disagree with members of other groups for fear of being called prejudiced.

- 49%
- 24%
- 23%
- 21%
- 19%
- 18%
- 17%
- 17%
- 13%
- 11%
- 10%
- 10%
- 7%
- 0%
- 0%

The "old boys" network is alive and well here.

- 60%
- 44%
- 44%
- 43%
- 40%
- 40%
- 36%
- 33%
- 32%
- 30%
- 23%
- 21%
- 18%
- 17%
- 0%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Diversity 4

I believe increasing diversity will make this organization more effective.

| 9% | | 31% | 13% | 23% | 20% |

Good

I think that diverse viewpoints add value to the work we do here.

| | 9% | 13% | 49% | 25% |

Excellent

Knowing more about the culture of other groups would help me to be more effective in my job.

| | 11% | 8% | 24% | 15% | 29% | 8% |

Room for Improvement

Department
Police and Parking S..

- ■ Strongly Agree
- ■ Agree
- ■ Somewhat Agree
- ■ Neither Agree N..
- ■ Somewhat Disa..
- ■ Disagree
- ■ Strongly Disagree

Departmental Comparisons
Percent indicating Somewhat Agree, Agree, or Strongly Agree

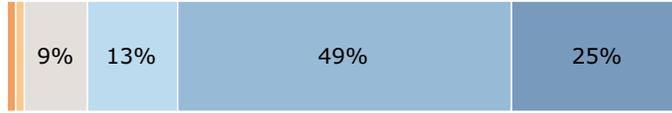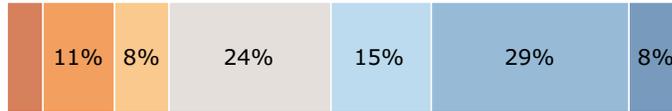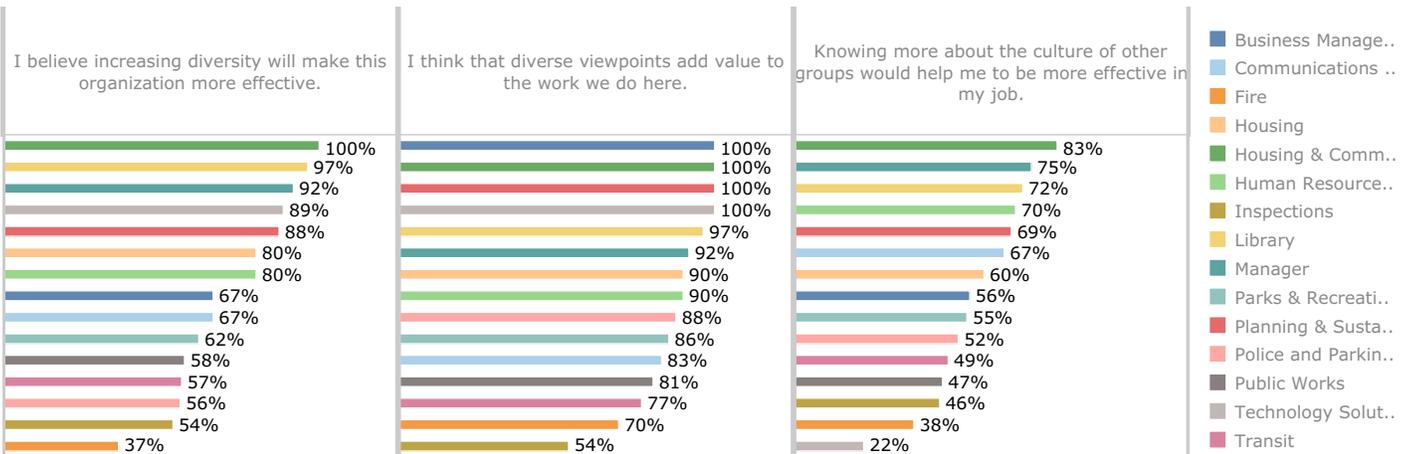### I believe increasing diversity will make this organization more effective.

- 100%
- 97%
- 92%
- 89%
- 88%
- 80%
- 80%
- 67%
- 67%
- 62%
- 58%
- 57%
- 56%
- 54%
- 37%

I think that diverse viewpoints add value to the work we do here.

- 100%
- 100%
- 100%
- 100%
- 97%
- 92%
- 90%
- 90%
- 88%
- 86%
- 83%
- 81%
- 77%
- 70%
- 54%

Knowing more about the culture of other groups would help me to be more effective in my job.

- 83%
- 75%
- 72%
- 70%
- 69%
- 67%
- 60%
- 56%
- 55%
- 52%
- 49%
- 47%
- 46%
- 38%
- 22%

- ■ Business Manage..
- ■ Communications ..
- ■ Fire
- ■ Housing
- ■ Housing & Comm..
- ■ Human Resource..
- ■ Inspections
- ■ Library
- ■ Manager
- ■ Parks & Recreati..
- ■ Planning & Susta..
- ■ Police and Parkin..
- ■ Public Works
- ■ Technology Solut..
- ■ Transit

Response Distributions: Grievance 1

Available in writing	26%	16%	41%	10%	**Good**
Easy to understand	13%	13%	25%	25%	16%	**Room for Improvement**
Empowering to employees	20%	16%	10%	36%	7%	8%	**Room for Improvement**
Timely	8%	13%	15%	38%	8%	15%	**Room for Improvement**

Department
Police and Parking S..

- ■ Strongly Agree
- ■ Agree
- ■ Somewhat Agree
- □ No Opinion
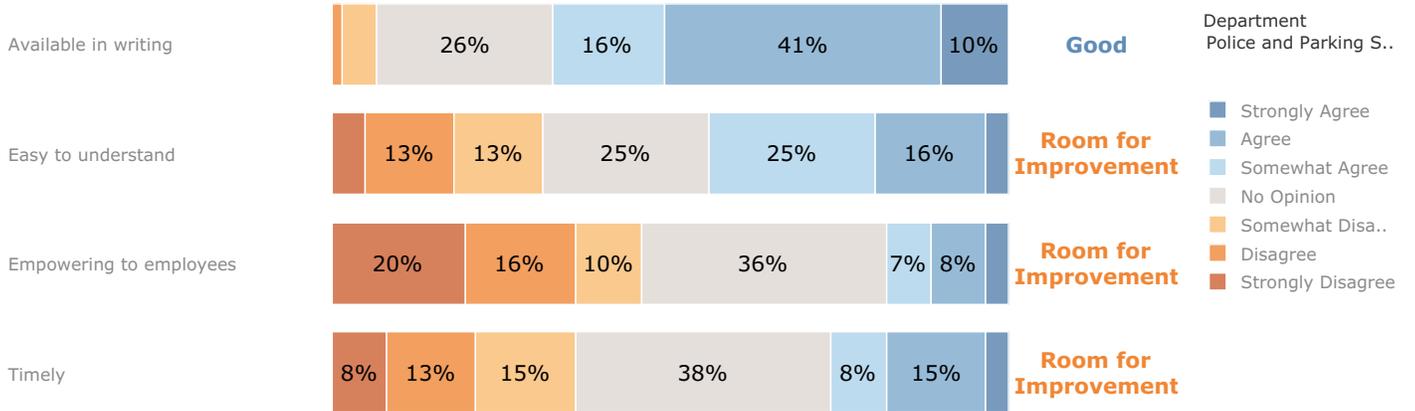- ■ Somewhat Disa..
- ■ Disagree
- ■ Strongly Disagree

Departmental Comparisons
Percent indicating Somewhat Agree, Agree, or Strongly Agree

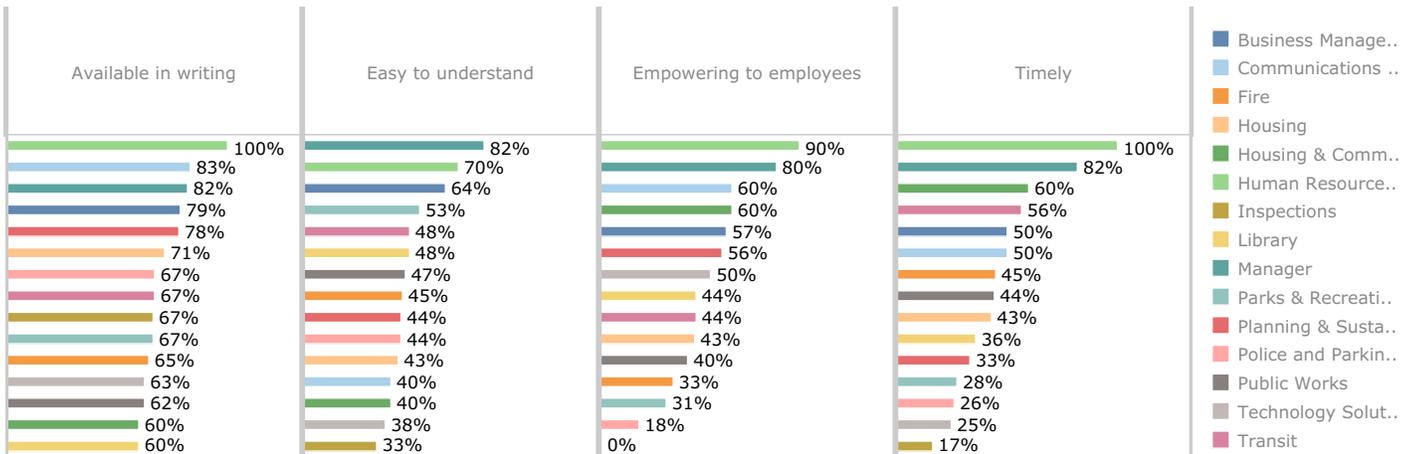| Available in writing	Easy to understand	Empowering to employees	Timely
100%	82%	90%	100%
83%	70%	80%	82%
82%	64%	60%	60%
79%	53%	60%	56%
78%	48%	57%	50%
71%	48%	56%	50%
67%	47%	50%	45%
67%	45%	44%	44%
67%	44%	44%	43%
67%	44%	43%	36%
65%	43%	40%	33%
63%	40%	33%	28%
62%	40%	31%	26%
60%	38%	18%	25%
60%	33%	0%	17%

- ■ Business Manage..
- ■ Communications ..
- ■ Fire
- ■ Housing
- ■ Housing & Comm..
- ■ Human Resource..
- ■ Inspections
- ■ Library
- ■ Manager
- ■ Parks & Recreati..
- ■ Planning & Susta..
- ■ Police and Parkin..
- ■ Public Works
- ■ Technology Solut..
- ■ Transit

Response Distributions: Grievance 2

Clearly communicated by management	16%	15%	21%	20%	11%	11%		Room for Improvement
Consistently applied across employees	16%	20%	10%	33%	8%	8%		Room for Improvement
Makes sense	11%	8%	10%	26%	28%	13%		Room for Improvement
Produces fair outcomes	21%	18%	10%	31%	8%	8%		Room for Improvement

Department
Police and Parking S..

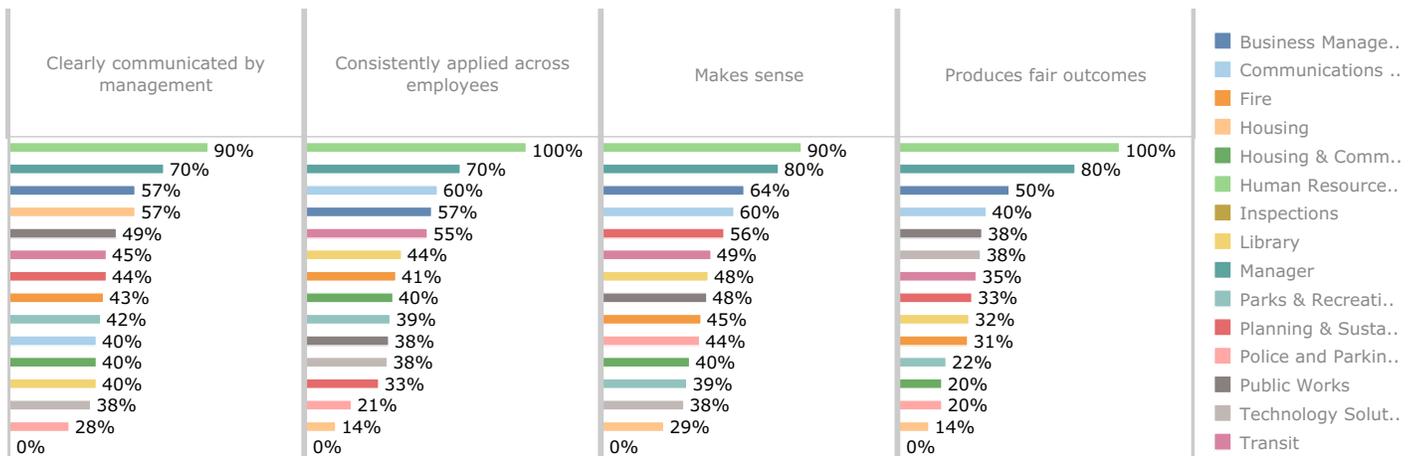- Strongly Agree
- Agree
- Somewhat Agree
- No Opinion
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

Clearly communicated by management	Consistently applied across employees	Makes sense	Produces fair outcomes
90%	100%	90%	100%
70%	70%	80%	80%
57%	60%	64%	50%
57%	57%	60%	40%
49%	55%	56%	38%
45%	44%	49%	38%
44%	41%	48%	35%
43%	40%	48%	33%
42%	39%	45%	32%
40%	38%	44%	31%
40%	38%	40%	22%
40%	33%	39%	20%
38%	21%	38%	20%
28%	14%	29%	14%
0%	0%	0%	0%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Group Dynamics

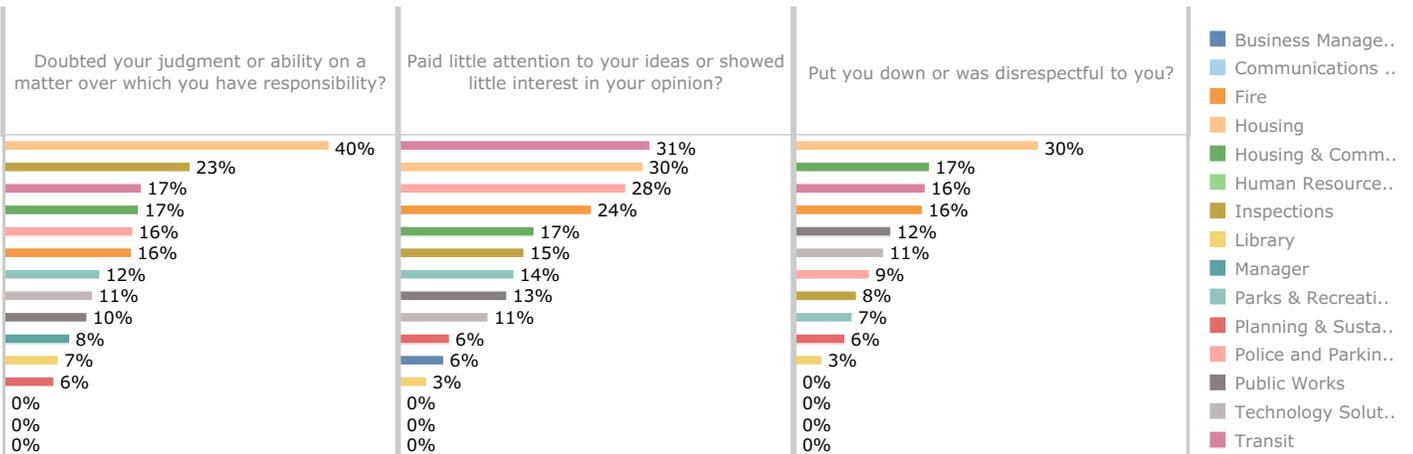|				
Doubted your judgment or ability on a matter over which you have responsibility?	16%	40%	28%	12%	**Good**
Paid little attention to your ideas or showed little interest in your opinion?	8%	31%	33%	20%	8%	**Room for Improvement**
Put you down or was disrespectful to you?	29%	39%	23%	8%	**Good**

Department
Police and Parking S..

- Very Often
- Often
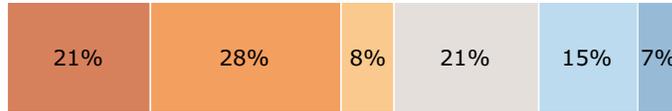- Sometimes
- Rarely
- Never

Departmental Comparisons
Percent indicating Often or Very Often

Doubted your judgment or ability on a matter over which you have responsibility?	Paid little attention to your ideas or showed little interest in your opinion?	Put you down or was disrespectful to you?
40%	31%	30%
23%	30%	17%
17%	28%	16%
17%	24%	16%
16%	17%	12%
16%	15%	11%
12%	14%	9%
11%	13%	8%
10%	11%	7%
8%	6%	6%
7%	6%	3%
6%	3%	0%
0%	0%	0%
0%	0%	0%
0%	0%	0%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Mission

Everyone in my department knows the Town's mission statement.	21%	28%	8%	21%	15%	7%	**Room for Improvement**

Department
Police and Parking S..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree

Everyone in my department knows the Town's mission statement.
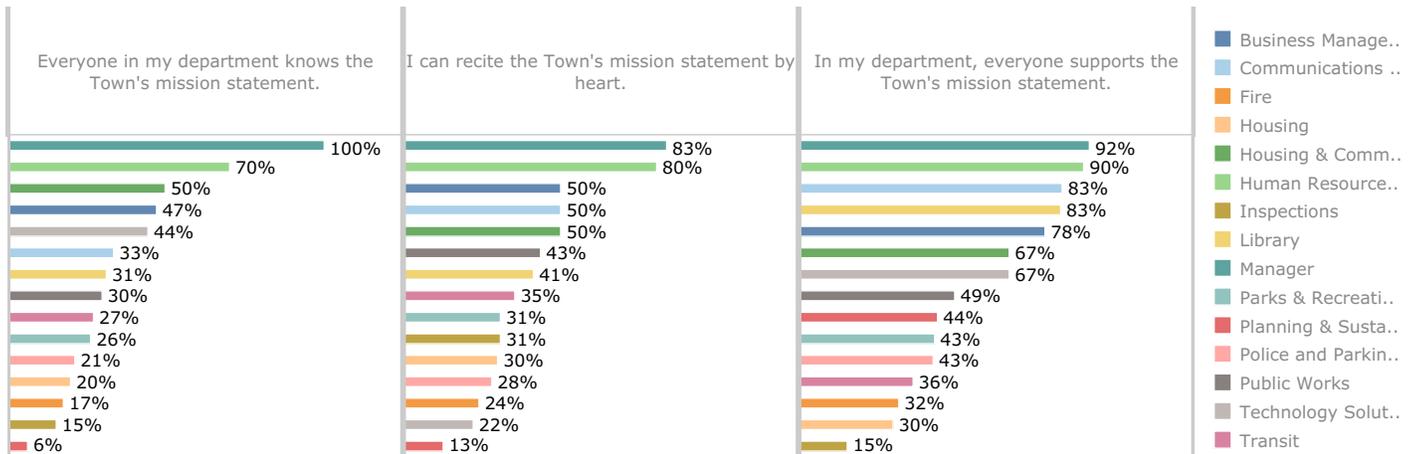21% | 28% | 8% | 21% | 15% | 7% — **Room for Improvement**
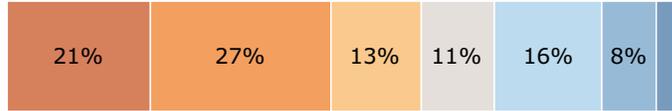
I can recite the Town's mission statement by heart.
21% | 27% | 13% | 11% | 16% | 8% — **Room for Improvement**

In my department, everyone supports the Town's mission statement.
8% | 13% | 13% | 23% | 20% | 21% — **Room for Improvement**
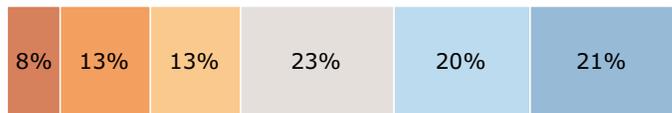
Departmental Comparisons
Percent indicating Somewhat Agree, Agree, or Strongly Agree

Everyone in my department knows the Town's mission statement.
- 100%
- 70%
- 50%
- 47%
- 44%
- 33%
- 31%
- 30%
- 27%
- 26%
- 21%
- 20%
- 17%
- 15%
- 6%

I can recite the Town's mission statement by heart.
- 83%
- 80%
- 50%
- 50%
- 50%
- 43%
- 41%
- 35%
- 31%
- 31%
- 30%
- 28%
- 24%
- 22%
- 13%

In my department, everyone supports the Town's mission statement.
- 92%
- 90%
- 83%
- 83%
- 78%
- 67%
- 67%
- 49%
- 44%
- 43%
- 43%
- 36%
- 32%
- 30%
- 15%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Organizational Commitment

I am thinking about leaving the Town of Chapel Hill.

| 15% | 19% | 16% | 16% | 13% | 21% |

Room for Improvement

I would be very happy to spend the rest of my career with this organization.

| 8% | 20% | 12% | 17% | 15% | 16% | 12% |

Room for Improvement

I would feel guilty if I left this organization now.
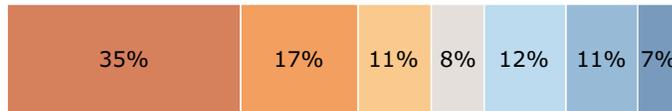
| 35% | 17% | 11% | 8% | 12% | 11% | 7% |

Room for Improvement

Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

I am thinking about leaving the Town of Chapel Hill.
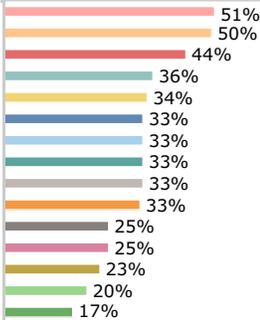
- 51%
- 50%
- 44%
- 36%
- 34%
- 33%
- 33%
- 33%
- 33%
- 33%
- 25%
- 25%
- 23%
- 20%
- 17%

I would be very happy to spend the rest of my career with this organization.

- 78%
- 78%
- 75%
- 70%
- 70%
- 69%
- 69%
- 69%
- 67%
- 66%
- 55%
- 50%
- 50%
- 44%
- 43%

I would feel guilty if I left this organization now.

- 67%
- 60%
- 50%
- 50%
- 50%
- 50%
- 40%
- 38%
- 38%
- 31%
- 31%
- 29%
- 27%
- 21%
- 17%

Response Distributions: Organizational Silence

Question Groupings
Organizational Silen..

Department
Police and Parking S..

| Although I have ideas for improving the department, I do not speak up. | 15% | 28% | 36% | 19% | | Room for Improvement |

| I choose to remain silent when I have concerns. | 18% | 34% | 30% | 18% | | Good |

| I keep quiet instead of asking questions when I want to get more information. | 13% | 32% | 41% | 9% | | Good |

- Always
- Frequently
- Sometimes
- Rarely
- Never

Departmental Comparisons
Percent indicating Frequently or Always

Although I have ideas for improving the department, I do not speak up.

- 50%
- 38%
- 30%
- 23%
- 21%
- 17%
- 17%
- 17%
- 14%
- 11%
- 10%
- 6%
- 3%
- 0%
- 0%

I choose to remain silent when I have concerns.

- 60%
- 38%
- 28%
- 24%
- 19%
- 17%
- 13%
- 11%
- 10%
- 10%
- 10%
- 8%
- 7%
- 0%
- 0%

I keep quiet instead of asking questions when I want to get more information.

- 30%
- 23%
- 23%
- 21%
- 17%
- 13%
- 12%
- 8%
- 6%
- 6%
- 6%
- 3%
- 0%
- 0%
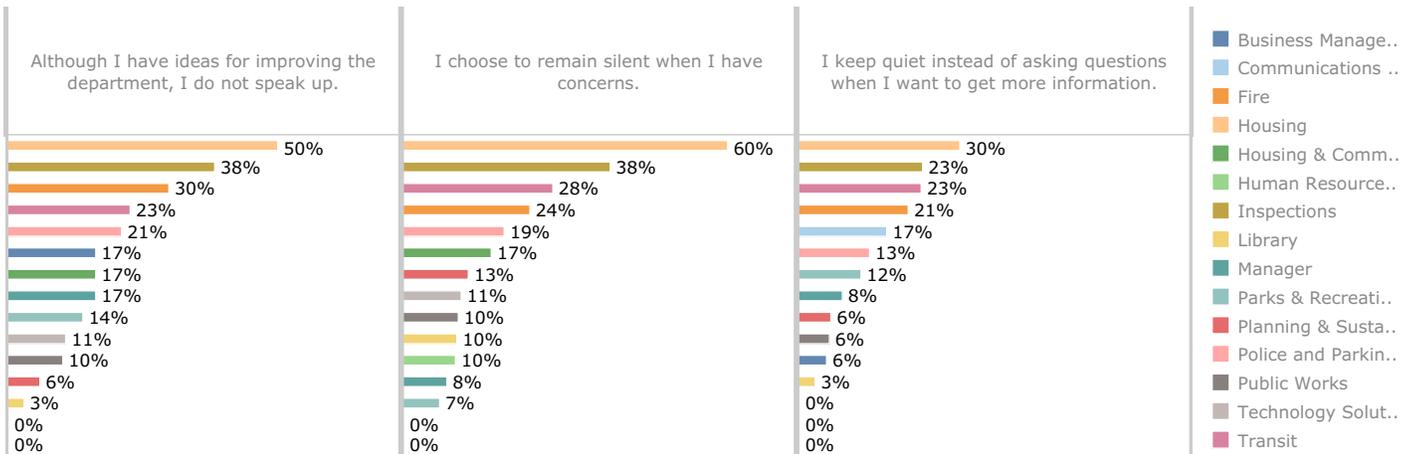
- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Resources

My organization provides opportunities for advancement.

9%	12%	9%	39%	21%	9%

Room for Improvement

My organization provides the training to do my job effectively.

|			25%	53%	13%

Excellent

Department
Police and Parking S..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons
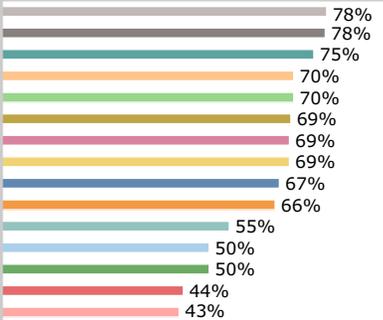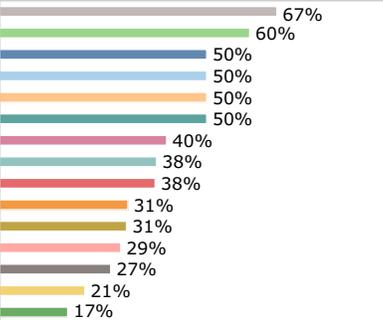*Percent indicating Somewhat Agree, Agree, or Strongly Agree*

My organization provides opportunities for advancement.

- 83%
- 82%
- 81%
- 80%
- 75%
- 75%
- 69%
- 67%
- 60%
- 60%
- 52%
- 50%
- 50%
- 41%
- 38%

My organization provides the training to do my job effectively.

- 100%
- 100%
- 100%
- 94%
- 93%
- 92%
- 92%
- 90%
- 81%
- 78%
- 77%
- 75%
- 69%
- 62%
- 40%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Supervisory Evaluations

Accurately evaluates my performance			13%	20%	44%	8%	**Good**
Gives me helpful performance feedback on a regular basis	8%	11%	7%	8%	24%	37%	5%	**Room for Improvement**
Understands what I do in my job				15%	49%	19%	**Excellent**

Legend:
- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons
Percent indicating Somewhat Agree, Agree, or Strongly Agree

Accurately evaluates my performance	Gives me helpful performance feedback on a regular basis	Understands what I do in my job
90%	90%	100%
83%	83%	92%
83%	78%	89%
78%	69%	89%
75%	69%	88%
72%	67%	86%
67%	67%	83%
67%	67%	83%
67%	66%	83%
64%	62%	83%
64%	61%	79%
56%	57%	78%
50%	48%	69%
46%	46%	62%
20%	30%	40%

Legend:
- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Supervisory Practices
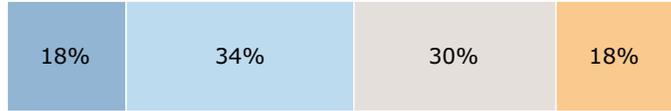
| Question						Rating
Asks employees for their ideas and suggestions when making important work decisions	7%	23%	36%	29%	5%	**Room for Improvement**
Encourages employees to look for better ways to get the job done		12%	43%	39%	5%	**Good**
Encourages employees to work together		8%	27%	49%	16%	**Good**
Makes me feel like a valued employee		21%	23%	40%	11%	**Room for Improvement**
Praises good performance by department employees		13%	33%	44%	5%	**Good**

Department
Police and Parking S..

- Always
- Frequently
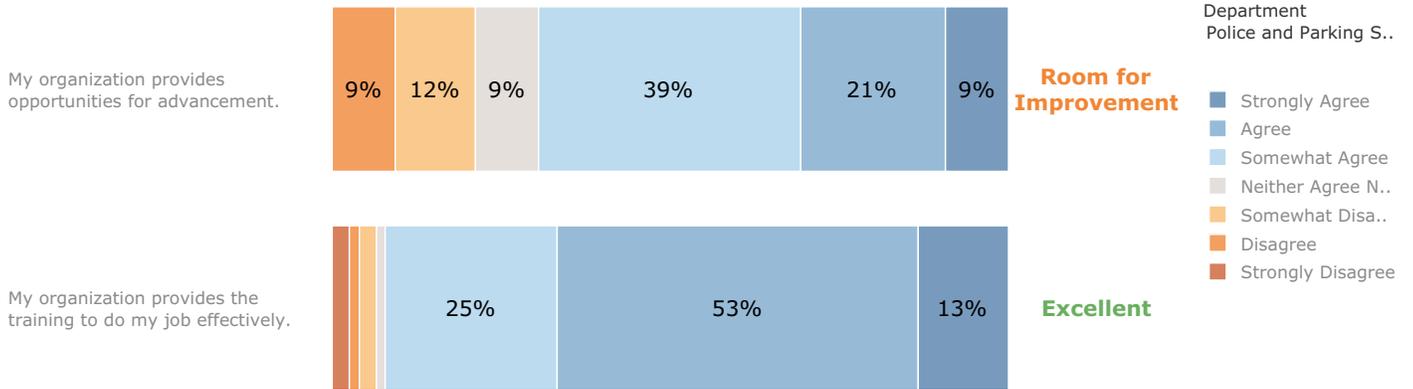- Sometimes
- Rarely
- Never

Departmental Comparisons
Percent indicating Frequently or Always

Asks employees for their ideas and suggestions when making important work decisions	Encourages employees to look for better ways to get the job done	Encourages employees to work together	Makes me feel like a valued employee	Praises good performance by department employees
100%	90%	100%	100%	90%
89%	83%	100%	89%	89%
83%	83%	89%	83%	83%
69%	66%	88%	69%	75%
67%	63%	76%	67%	67%
66%	60%	75%	62%	63%
51%	56%	71%	52%	62%
45%	56%	69%	52%	56%
44%	52%	67%	51%	55%
40%	48%	67%	50%	54%
39%	44%	65%	50%	49%
35%	43%	60%	48%	41%
33%	41%	51%	39%	40%
25%	33%	50%	38%	28%
8%	15%	15%	23%	15%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
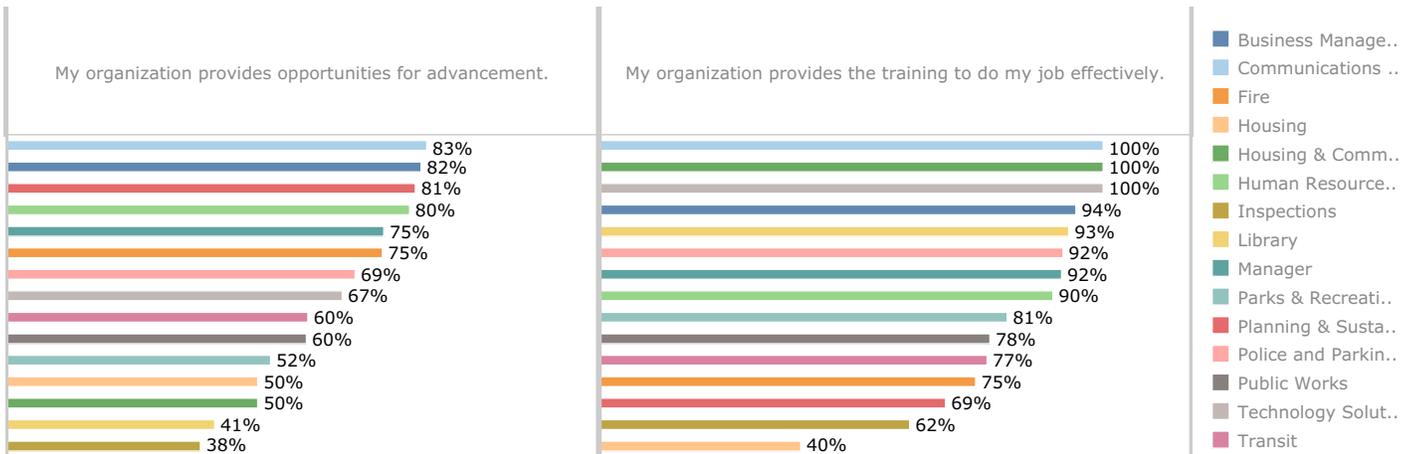- Public Works
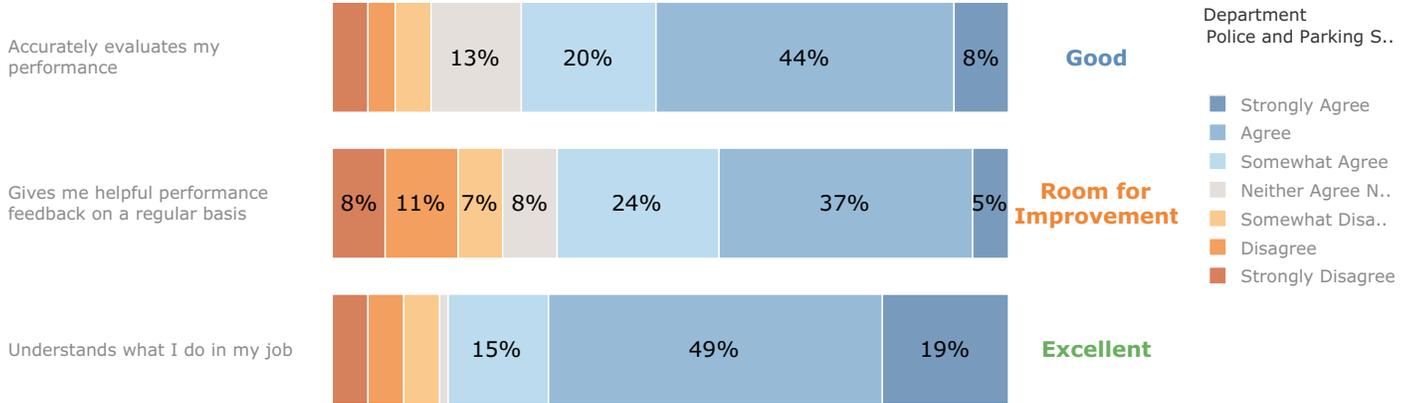- Technology Solut..
- Transit

Response Distributions: Teamwork

As a whole, supervisors in my department encourage employees to work together.
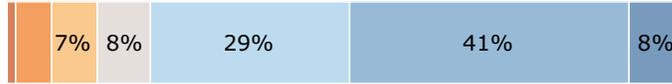
	7%	8%	29%	41%	8%

Good

Employees in my department often collaborate with employees from other departments.

7%	8%	20%	29%	27%	8%

Good

Employees in my department work together as a team.

9%	8%		35%	36%	7%

Good

I am a valued member of the team in my workplace

8%	8%	12%	8%	29%	24%	11%

Room for Improvement

Department
Police and Parking S..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

As a whole, supervisors in my department encourage employees to work together.	Employees in my department often collaborate with employees from other departments.	Employees in my department work together as a team.	I am a valued member of the team in my workplace
100%	100%	100%	94%
100%	100%	100%	93%
100%	100%	94%	92%
90%	94%	92%	90%
90%	93%	90%	90%
89%	90%	90%	89%
89%	89%	89%	88%
88%	89%	89%	86%
88%	87%	83%	83%
79%	64%	83%	83%
75%	62%	77%	72%
71%	56%	71%	70%
68%	52%	68%	68%
54%	50%	40%	64%
50%	46%	38%	38%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit
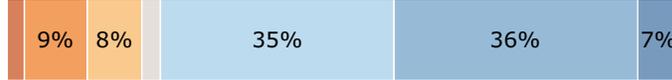
Response Distributions: Trust (Department Head)

I trust my department head to act in the employees' best interest.	27%	8%	20%	11%	8%	19%	7%
I trust my department head to do what they say they are going to do.	26%	9%	19%	12%	8%	16%	9%
I trust my department head to tell employees what they need to know.	20%	12%	19%	12%	14%	15%	8%
I trust that my department head will respond when I share my opinion about workplace issues.	19%	14%	22%	16%	15%	9%	
My department head trusts employees to get the job done.	12%	9%	14%	24%	32%		
Overall, I trust my department head.	30%	14%	15%	8%	19%	9%	

Room for Improvement (shown for each row)

Department
Police and Parking S..

- Strongly Agree
- Agree
- Somewhat Agree
- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons
Percent indicating Somewhat Agree, Agree, or Strongly Agree

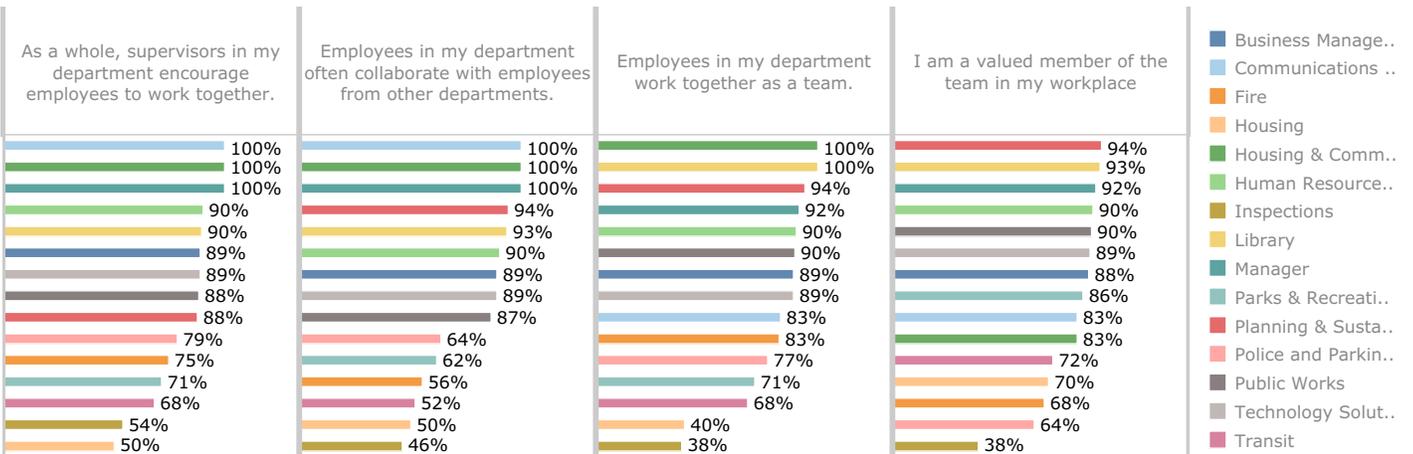| I trust my department head to act in the employees' interest.	I trust my department head to do what they say they are going to do.	I trust my department head to tell employees what they need to know.	I trust that my department head will respond when I share my opinion about workplace issues.	My department head trusts employees to get the job done.	Overall, I trust my department head.
100%	100%	100%	100%	100%	100%
100%	100%	100%	100%	100%	100%
89%	100%	100%	89%	94%	94%
88%	100%	91%	83%	94%	89%
83%	89%	89%	81%	91%	88%
83%	83%	88%	80%	89%	83%
80%	83%	78%	79%	88%	83%
75%	76%	76%	78%	83%	78%
73%	75%	75%	73%	79%	76%
62%	73%	71%	71%	77%	69%
56%	65%	64%	61%	76%	66%
55%	63%	61%	60%	73%	61%
50%	40%	50%	59%	73%	50%
34%	38%	36%	46%	70%	46%
31%	34%	31%	41%	61%	36%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Trust (Manager's Office)

Question	Strongly Disagree	Disagree	Somewhat Disa..	Neither Agree N..	Somewhat Agree	Agree	Strongly Agree	
I trust that the Manager's Office will respond when I share my opinion about workplace issues.	17%	9%	11%	36%	8%	11%	8%	**Room for Improvement**
I trust the Manager's Office to act in the employees' best interest.	21%	12%	11%	23%	11%	15%	8%	**Room for Improvement**
I trust the Manager's Office to do what they say they are going to do.	19%	9%	15%	25%	12%	12%	8%	**Room for Improvement**
I trust the Manager's Office to tell employees what they need to know.	16%	8%	16%	25%	15%	15%	5%	**Room for Improvement**
Overall, I trust the Manager's Office.	21%	8%	12%	28%	8%	15%	8%	**Room for Improvement**
The Manager's office trusts employees to get the job done.	11%	8%	7%	29%	13%	27%	5%	**Room for Improvement**

Department
Police and Parking S..

- Strongly Agree
- Agree
- Somewhat Agree
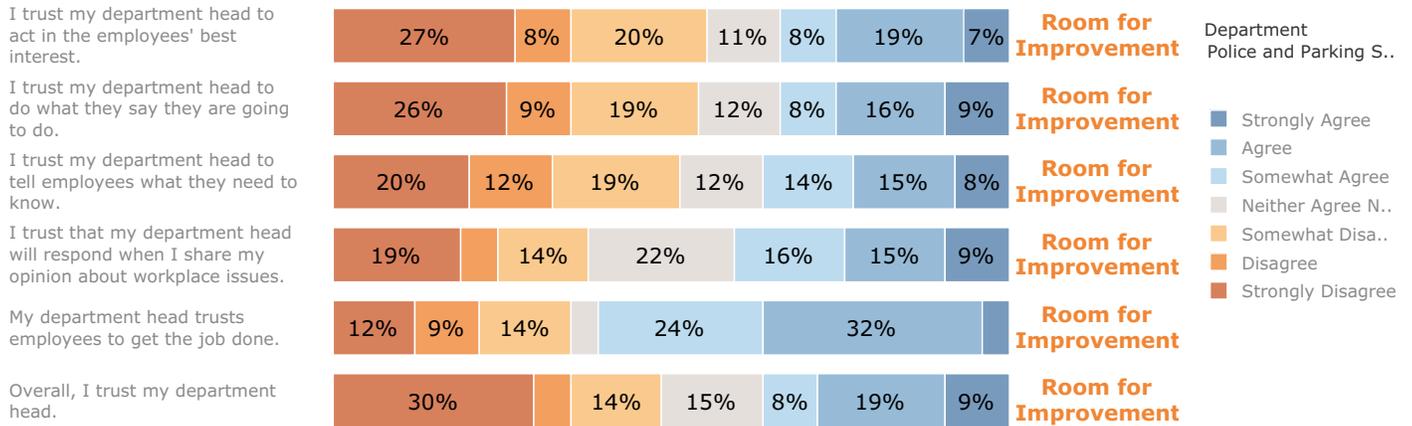- Neither Agree N..
- Somewhat Disa..
- Disagree
- Strongly Disagree

Departmental Comparisons
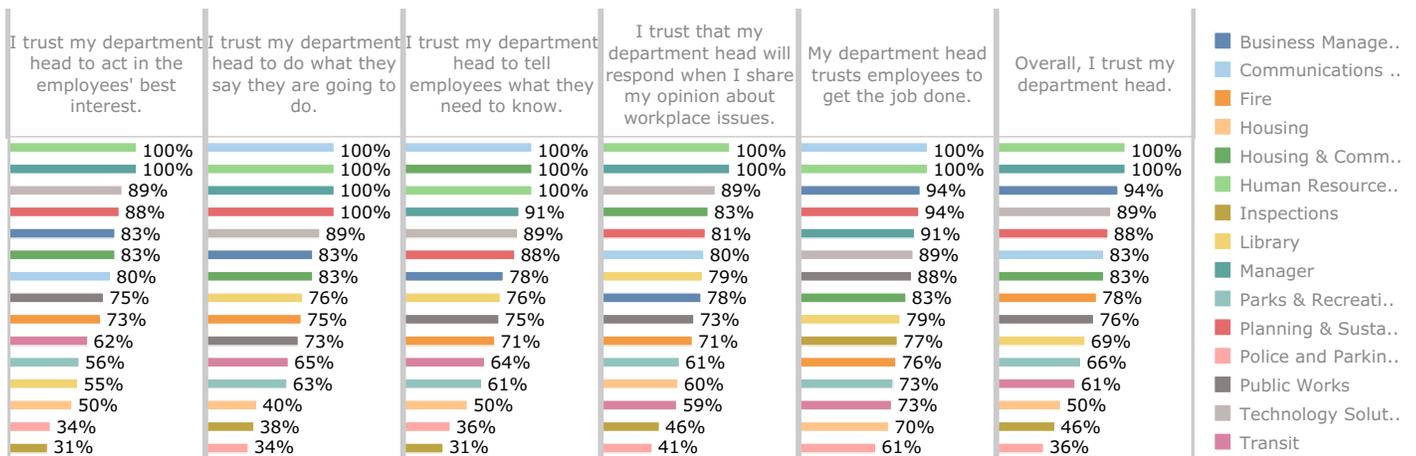*Percent indicating Somewhat Agree, Agree, or Strongly Agree*

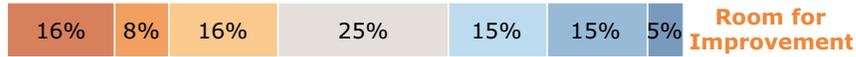| I trust that the Manager's Office will respond when I share my opinion about workplace issues.	I trust the Manager's Office to act in the employees' best interest.	I trust the Manager's Office to do what they say they are going to do.	I trust the Manager's Office to tell employees what they need to know.	Overall, I trust the Manager's Office.	The Manager's office trusts employees to get the job done.
92%	100%	100%	100%	100%	100%
89%	92%	90%	92%	92%	92%
83%	90%	86%	90%	90%	89%
80%	86%	83%	83%	80%	88%
72%	78%	78%	80%	78%	83%
65%	69%	75%	78%	71%	83%
63%	67%	71%	65%	60%	78%
60%	65%	58%	62%	56%	74%
57%	60%	57%	60%	55%	70%
53%	58%	50%	60%	52%	69%
46%	55%	50%	56%	50%	68%
43%	42%	46%	51%	43%	67%
33%	33%	32%	38%	38%	61%
29%	31%	31%	35%	31%	45%
27%	24%	24%	32%	24%	43%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: Trust (Supervisor)

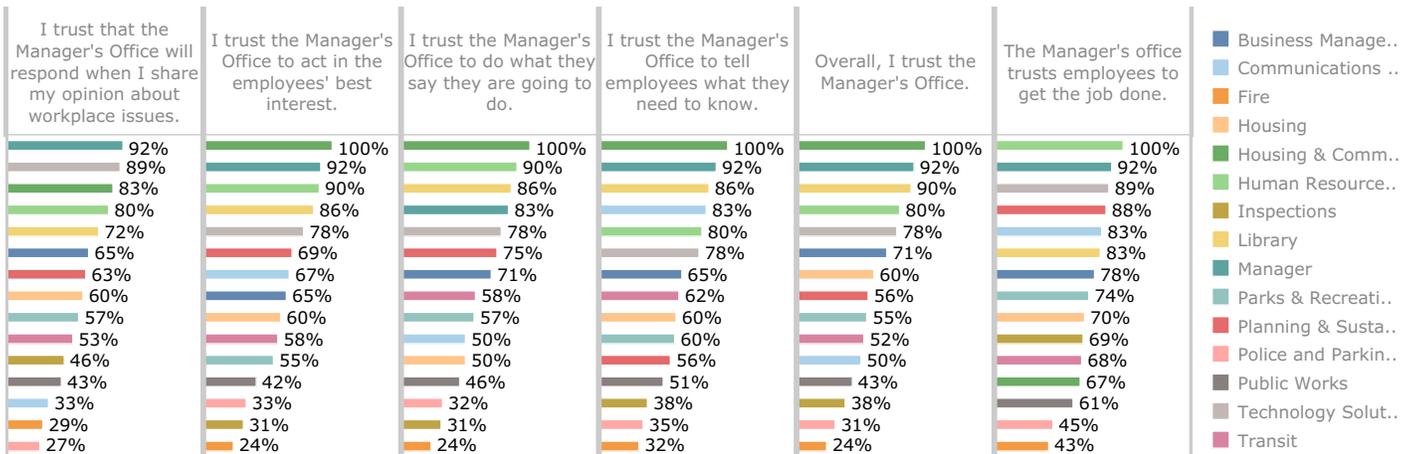| Question		Rating
I trust my supervisor to act in my best interest.	9% 7% 7% 17% 33% 23%	**Good**
I trust my supervisor to do what they say they are going to do.	8% 8% 21% 28% 28%	**Good**
I trust my supervisor to tell me what I need to know.	7% 19% 40% 24%	**Excellent**
I trust that my supervisor will respond when I share my opinion about workplace issues.	13% 21% 39% 19%	**Good**
My supervisor trusts me to get the job done.	11% 47% 36%	**Excellent**
Overall, I trust my supervisor.	8% 16% 31% 30%	**Good**

Department
Police and Parking S..

- ■ Strongly Agree
- ■ Agree
- ■ Somewhat Agree
- ■ Neither Agree N..
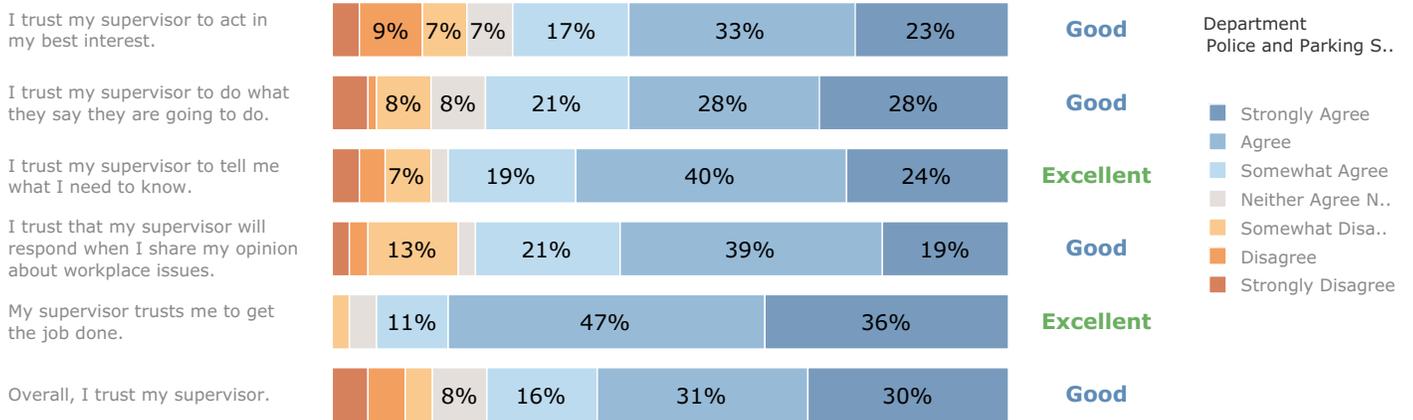- ■ Somewhat Disa..
- ■ Disagree
- ■ Strongly Disagree

Departmental Comparisons
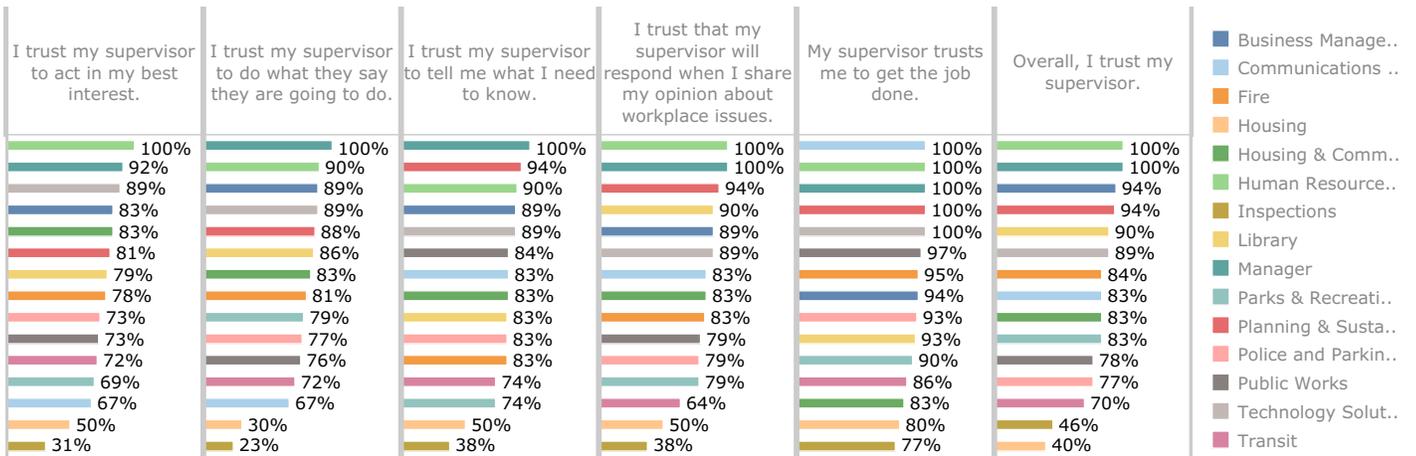*Percent indicating Somewhat Agree, Agree, or Strongly Agree*

I trust my supervisor to act in my best interest.	I trust my supervisor to do what they say they are going to do.	I trust my supervisor to tell me what I need to know.	I trust that my supervisor will respond when I share my opinion about workplace issues.	My supervisor trusts me to get the job done.	Overall, I trust my supervisor.
100%	100%	100%	100%	100%	100%
92%	90%	94%	100%	100%	100%
89%	89%	90%	94%	100%	94%
83%	89%	89%	90%	100%	94%
83%	88%	89%	89%	100%	90%
81%	86%	84%	89%	97%	89%
79%	83%	83%	83%	95%	84%
78%	81%	83%	83%	94%	83%
73%	79%	83%	83%	93%	83%
73%	77%	83%	79%	93%	83%
72%	76%	83%	79%	90%	78%
69%	72%	74%	79%	86%	77%
67%	67%	74%	64%	83%	70%
50%	30%	50%	50%	80%	46%
31%	23%	38%	38%	77%	40%

- ■ Business Manage..
- ■ Communications ..
- ■ Fire
- ■ Housing
- ■ Housing & Comm..
- ■ Human Resource..
- ■ Inspections
- ■ Library
- ■ Manager
- ■ Parks & Recreati..
- ■ Planning & Susta..
- ■ Police and Parkin..
- ■ Public Works
- ■ Technology Solut..
- ■ Transit

Response Distributions: Values/RESPECT

Department
Police and Parking S..

Strongly Agree							
Agree							
Somewhat Agree							
Neither Agree N..							
Somewhat Disa..							
Disagree							
Strongly Disagree							

Employees in my department share the values of RESPECT.
7% | 9% | 9% | 19% | 23% | 28% | 5% — **Room for Improvement**

I know what RESPECT stands for.
8% | 53% | 28% — **Excellent**

I see the Town values of RESPECT demonstrated in my workplace.
8% | 8% | 15% | 19% | 19% | 27% | 5% — **Room for Improvement**

Departmental Comparisons

Percent indicating Somewhat Agree, Agree, or Strongly Agree

Employees in my department share the values of RESPECT.

- 100%
- 100%
- 100%
- 93%
- 89%
- 88%
- 83%
- 78%
- 66%
- 60%
- 58%
- 56%
- 52%
- 40%
- 38%

I know what RESPECT stands for.

- 100%
- 100%
- 100%
- 100%
- 100%
- 100%
- 100%
- 97%
- 96%
- 94%
- 93%
- 90%
- 89%
- 89%
- 84%

I see the Town values of RESPECT demonstrated in my workplace.

- 100%
- 100%
- 92%
- 90%
- 89%
- 83%
- 78%
- 75%
- 63%
- 62%
- 58%
- 51%
- 50%
- 48%
- 46%

Legend (Department):
- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit

Response Distributions: YearsLeft

How many more years would you
like to work for this organization?

| 8% | 8% | 17% | 20% | 13% | 12% | 11% | 11% |

Good

- 25Or More Years
- 21-25Years
- 16-20Years
- 11-15Years
- 6-10Years
- 3-5Years
- 1-2Years
- Less Than1Year

Departmental Comparisons

Percent indicating wanting to stay with the town at least 16 years

How many more years would you like to work for this organization?

43%
42%
40%
40%
35%
33%
33%
31%
24%
20%
15%
11%
8%
6%
0%

- Business Manage..
- Communications ..
- Fire
- Housing
- Housing & Comm..
- Human Resource..
- Inspections
- Library
- Manager
- Parks & Recreati..
- Planning & Susta..
- Police and Parkin..
- Public Works
- Technology Solut..
- Transit