

PUBLIC WORKS SURVEY RESULTS

	2008	2009	2010	2011	2012
Survey Year	38/4	23/0	29/0	49/1	49/1
Number of Responses (full-time/part-time)					
Direct Supervisor					
I receive positive feedback more often than negative feedback.	3.88	4.09	4.18	3.70	n/a
The feedback I receive is positive more often than negative	n/a	n/a	n/a	n/a	3.86
My effort to improve the quality of my work is discussed during job performance evaluations.	3.93	4.35	4.29	3.82	4.00
My immediate supervisor provides the appropriate tools needed to improve my performance.	n/a	n/a	n/a	n/a	4.06
The communication of information from my immediate supervisor is open and unfiltered.	4.05	3.91	n/a	n/a	n/a
The information I receive from my immediate supervisor is accurate and timely.	3.98	4.17	n/a	n/a	n/a
Feedback of information from me to the supervisor is open and encouraged.	4.07	4.22	4.17	3.86	3.90
I receive regular feedback from my supervisor on my performance.	n/a	n/a	n/a	3.60	3.70
My supervisor gives me recognition or praise for doing good work.	n/a	n/a	4.07	3.66	3.72
I get adequate response and regular feedback from my supervisor on my performance.	3.83	4.13	4.07	n/a	n/a
My immediate supervisor listens and supports his/her employees.	4.05	4.14	4.26	3.78	3.84
My immediate supervisor sets a good example for me to follow.	3.98	4.17	4.07	n/a	n/a
My immediate supervisor leads by example.	n/a	n/a	n/a	3.76	3.75
My immediate supervisor sets clear goals and expectations for my job performance.	4.00	4.26	4.28	n/a	n/a
My immediate supervisor sets clear goals and expectations in my evaluation.	n/a	n/a	n/a	3.96	4.02
You have the freedom and capability to visit Human Resources with concerns or questions	n/a	n/a	n/a	Y: 96.0% N:4.0%	n/a
Comments					
Division Director					
Employees receive positive feedback more often than negative feedback.	3.48	4.00	3.93	3.71	n/a
Employees receive positive feedback more often than negative feedback from the Division Director.	n/a	n/a	n/a	n/a	3.70
Feedback of information from staff to the Division Director is open and encouraged.	3.71	4.04	3.86	4.00	3.65
My Division Director listens and supports his/her employees.	3.74	4.13	3.89	3.94	3.46
My Division Director sets a good example for me to follow.	3.67	4.13	3.96	n/a	n/a
My Division Director leads by example.	n/a	n/a	n/a	3.80	3.63
I feel comfortable going to my Division Director with questions and concerns (open door policy.)	n/a	4.22	4.07	4.02	3.66
Comments					

	2008	2009	2010	2011	2012
County Administrator					
Employees receive positive feedback more often than negative feedback.	3.24	3.74	3.45	3.62	3.06
Feedback of information from staff to the County Administrator is open and encouraged.	3.73	3.61	3.72	3.78	3.46
The County Administrator listens and supports his/her employees.	3.44	3.57	3.25	3.18	2.94
The County Administrator keeps employees informed of positive/negative changes in the organization that could affect me.	n/a	4.09	3.86	3.90	3.56
I feel comfortable going to the County Administrator with questions and concerns (open door policy.)	n/a	3.52	3.45	3.34	3.04
The County Administrator sets a good example for me to follow.	3.37	n/a	n/a	n/a	n/a
Comments					
Organization Planning & Decision Making					
Our organization plans, communicates, and manages change very well.	3.55	3.74	n/a	n/a	n/a
My department plans, communicates, and manages change very well.	n/a	n/a	3.64	3.51	3.35
Issues are resolved "early on" so that major problems do not develop	3.62	n/a	3.64	3.64	3.46
When changes take place, I am informed of the change through official channels more often than through the "grapevine."	3.38	3.96	3.45	n/a	n/a
When changes take place, I am informed of the change through official channels more often than from rumors.	n/a	n/a	n/a	3.66	3.24
I am told whenever there are changes that may affect my job.	3.60	4.09	3.66	3.80	3.51
I am encouraged to try new things/new approaches.	3.74	4.09	3.69	3.54	3.37
You know what is expected of you at work.	n/a	n/a	4.17	n/a	n/a
I am aware and understand what is expected of me at work.	n/a	n/a	n/a	4.20	4.04
I feel involved in the decision making process.	3.33	3.57	3.34	n/a	n/a
I am given the opportunity to provide input to the decision making process.	n/a	n/a	n/a	3.54	3.48
Surveys like this are an effective way to express ideas/thought and let management know how employees feel.	3.81	4.00	3.90	3.32	3.28
I am provided opportunities to talk about my ideas and opinions.	3.79	4.00	3.75	3.69	3.37
Employees are motivated to achieve "above average" performance.	3.71	4.00	3.69	n/a	n/a
The organization has reasonable expectation of its employees.	n/a	n/a	3.76	n/a	n/a
Comments					

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The Workplace					
Policies, procedures, and departmental rules are administered fairly and uniformly.	3.73	3.74	3.61	3.37	3.45
All factors considered, this is a good place to work.	4.00	4.26	4.21	4.04	3.86
This is a safe and healthy place to work.	4.17	4.09	4.17	4.06	4.10
Our organization respects and values team members and demonstrates commitment to their well-being.	3.76	3.96	3.76	3.61	3.44
I am treated with dignity.	3.76	4.09	3.86	3.69	3.50
A spirit of teamwork exists among co-workers.	3.76	3.96	3.59	3.88	3.65
I feel secure about having an on-going job with this organization if I do my job well.	3.67	3.96	n/a	n/a	n/a
I enjoy my job.	4.21	4.39	4.36	4.14	3.86
You have the freedom and capability to visit Employee Services with concerns or questions	n/a	n/a	n/a	n/a	Y: 85.1% N:14.9%
I feel comfortable approaching Employee Services staff with questions and concerns.	n/a	n/a	n/a	n/a	3.70
Do you feel any improvements could be made to your work environment? If so, please give examples.					
Comments					
I think the annual Christmas party and employee recognition event is beneficial and should be continued.	n/a	n/a	n/a	4.31	3.96
I think the Community Angels fundraising events should be continued to support the community and offset the cost of the annual event (\$6.00 versus \$20.00).	n/a	n/a	n/a	n/a	3.92
Comments					
Diversity					
I respect the practices and beliefs of other people, even if they are different from my own.	4.17	4.17	4.32	4.13	4.22
I believe this organization accepts and supports me as a unique individual.	3.83	4.00	3.90	3.83	3.80
I believe the perception of my differences (i.e. race, gender, sexual orientation, ethnicity, age, religious beliefs) has not negatively impacted me or my opportunities for advancement.	4.07	4.22	4.07	3.86	4.06
I think the annual Christmas party and employee recognition event is beneficial and should be continued.	n/a	n/a	n/a	4.16	n/a
Comments					
Training					
I am aware that the annual mandatory trainings are a condition of my employment.	n/a	n/a	n/a	n/a	3.90
The mandatory training times/locations are accomodating to staff.	n/a	n/a	n/a	n/a	3.82
The mandatory training sessions are designed in a way that is helpful and encourages participation.	n/a	n/a	n/a	n/a	3.63
Benefits					
My pay is appropriate for my job and the work I do.	3.24	3.43	3.31	3.19	3.22
My benefits package meets my needs.	3.83	3.83	3.52	3.21	3.18
Our benefits are competitive with other employers in our area.	3.71	3.70	3.68	3.36	3.29
I am aware of all optional benefits available to me such as Flexible Spending Account (FSA), additional life, and disability insurance.	n/a	n/a	n/a	4.00	3.82
Comments					
Total	150.90	163.74	161.88	161.17	174.49
Number of questions	40	42	42	42	47
Average response	3.76	3.89	3.85	3.73	3.71

Public Works Section/ Question	# Of Responses	Response
Direct Supervisor Comments (0)		
Division Director Comments (2)	1	You get in trouble if you go to the division director without permission.
	2	You get in trouble if you go to the division director without permission.
County Administrator Comments (1)	1	Note made on question #2 : Supports (employee indicates the lack of support exists)
Planning & Decision Making Comments (1)	1	Note on question #3: Rumors
The Workplace Comments		
Do you feel any improvements could be made to your work environment? If so, please give examples. (8)	1	Always room for improvement.
	2	More money in budget! An organized supervisor!
	3	(Yes) when you are scared for your job.
	4	Yes when you are scared for your job.
	5	Change Division Head.
	6	Better uniforms for hot weather.
	7	Better uniforms for hot weather.
	8	Get the moral back that we once had in our department.
Annual Event Comments (1)	1	The Christmas party is a great thing thank you all community angels.
Diversity (1)	1	Don't let 1-2- people interfer with our Christan belief.
Benefits (3)	1	We all work to move up so we can better ourselves. I feel certain employees get raises for taking on more duties. I am in similar positions as some employees at admid. where they took on more duties and got raises. I did the same aprox 3 yrs ago and got nothing. If you do it for anyone, you should do it for all. Most of us are going backwards with pay with extra cost of employment and cost of living.
	2	I see other people recieving raises for taking on more work or people that have less responsibilities then I do being in a higher pay range and making more money than I do, I feel there should be more equality across the board for positions or work load.
	3	Just fight to keep them from taking more and more each year from our benefits.
Additional Comments (1)	1	we spend more time with co workers than our family lets fix the moral problem.