

## Section I: Your Job

I understand how what I do helps achieve the vision and Mission of the Town of Chapel Hill.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
FIRE		5	12	26	8	51
GENERAL GOVERNMENT	2	2	3	19	21	47
HOUSING AND COMMUNITY		2	4	5	5	16
LIBRARY		1	6	16	19	42
P&R		5	5	24	13	47
PLNG & SUS			2	10	9	21
POLICE	1	1	6	57	22	87
PW	1	4	7	26	12	50
TRANSIT	2	2	6	45	40	95
UNK			1		3	4
Grand Total	6	22	52	228	152	460
% Responding	1.3%	4.8%	11.3%	49.6%	33.0%	

I have the training to do my job effectively.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
FIRE	2	6	8	23	12	51
GENERAL GOVERNMENT	2	2	2	25	16	47
HOUSING AND COMMUNITY		1	4	7	4	16
LIBRARY		6	7	21	8	42
P&R			6	25	16	47
PLNG & SUS	1	1	4	11	4	21
POLICE	1	1	5	44	35	86
PW		2	3	27	18	50
TRANSIT		2	10	42	39	93
UNK			1	2	1	4
Grand Total	6	21	50	227	153	457
% Responding	1.3%	4.6%	10.9%	49.7%	33.5%	

I have opportunities for advancement in this organization.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
FIRE	6	8	13	20	4	51
GENERAL GOVERNMENT	4	8	19	9	7	47
HOUSING AND COMMUNITY	2	4	6	2	2	16
LIBRARY	18	10	10	4	1	43
P&R	12	8	17	8	2	47
PLNG & SUS	1	3	10	4	3	21
POLICE	5	17	27	30	7	86
PW	4	8	19	11	8	50
TRANSIT	12	15	27	27	13	94
UNK			2	1	1	4
Grand Total	64	81	150	116	48	459
% Responding	13.9%	17.6%	32.7%	25.3%	10.5%	

Generally, I'm allowed to work independently in my job.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
FIRE	1	5	15	25	5	51
GENERAL GOVERNMENT	2	2	3	21	19	47
HOUSING AND COMMUNITY		2	4	6	4	16
LIBRARY			11	19	13	43
P&R	2	1	6	24	14	47
PLNG & SUS	1		1	11	7	20
POLICE	1	3	6	43	33	86
PW	1	2	11	23	13	50
TRANSIT	3	1	10	51	28	93
UNK				2	2	4
Grand Total	11	16	67	225	138	457
% Responding	2.4%	3.5%	14.7%	49.2%	30.2%	

I feel that I am my own boss in most matters.

	Strongly			Strongly		
	Disagree	Disagree	Neutral	Agree	Agree	Grand Total
FIRE	7	16	15	11	2	51
GENERAL GOVERNMENT	4	7	9	18	9	47
HOUSING AND COMMUNITY		3	9	2	2	16
LIBRARY	1	10	16	8	8	43
P&R	2	12	12	16	5	47
PLNG & SUS		7	4	7	3	21
POLICE	3	19	20	34	10	86
PW	7	4	15	19	5	50
TRANSIT	5	15	29	36	9	94
UNK			1	1	2	4
Grand Total	29	93	130	152	55	459
% Responding	6.3%	20.3%	28.3%	33.1%	12.0%	

I am certain how much authority I have.

	Strongly			Strongly		
	Disagree	Disagree	Neutral	Agree	Agree	Grand Total
FIRE	1	9	12	24	5	51
GENERAL GOVERNMENT	1	8	11	20	6	46
HOUSING AND COMMUNITY		2	7	6	1	16
LIBRARY		9	10	19	5	43
P&R	2	6	9	24	6	47
PLNG & SUS		3	5	9	4	21
POLICE	2	9	11	40	24	86
PW	4	4	9	25	8	50
TRANSIT	3	17	34	33	6	93
UNK	1			2	1	4
Grand Total	14	67	108	202	66	457
% Responding	3.1%	14.7%	23.6%	44.2%	14.4%	

I could do a better if I had more authority.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
FIRE	1	9	28	11	2	51
GENERAL GOVERNMENT	2	16	14	11	4	47
HOUSING AND COMMUNITY		5	7	3	1	16
LIBRARY	3	6	20	10	4	43
P&R	2	9	18	12	6	47
PLNG & SUS	2	3	9	3	4	21
POLICE	7	21	39	16	3	86
PW	5	12	17	14	2	50
TRANSIT	4	18	39	30	2	93
UNK		1	1	2		4
Grand Total	26	100	192	112	28	458
% Responding	5.7%	21.8%	41.9%	24.5%	6.1%	

I believe that the work I do impacts others and that I have the opportunity to value others.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
FIRE	1	2	3	24	21	51
GENERAL GOVERNMENT	1		2	22	22	47
HOUSING AND COMMUNITY		1	2	6	7	16
LIBRARY			2	15	26	43
P&R			4	25	18	47
PLNG & SUS		2		9	10	21
POLICE			5	41	39	85
PW	2		7	27	14	50
TRANSIT	3	3	7	44	37	94
UNK			1		3	4
Grand Total	7	8	33	213	197	458
% Responding	1.5%	1.7%	7.2%	46.5%	43.0%	

## Section II: Communications in Your Workplace

1) How would you describe information communicated from senior leadership team members through the organization to front line staff, between the following pairs of characteristics?

	Accurate	%	Inaccurate	%	Grand Total
FIRE	29	59.2%	20	40.8%	49
GENERAL GOVERNMENT	41	93.2%	3	6.8%	44
HOUSING AND COMMUNITY	9	90.0%	1	10.0%	10
LIBRARY	27	64.3%	15	35.7%	42
P&R	37	84.1%	7	15.9%	44
PLNG & SUS	19	95.0%	1	5.0%	20
POLICE	63	75.9%	20	24.1%	83
PW	31	77.5%	9	22.5%	40
TRANSIT	55	75.3%	18	24.7%	73
UNK	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>314</b>	<b>76.8%</b>	<b>95</b>	<b>23.2%</b>	<b>409</b>

	Timely	%	Late	%	Grand Total
FIRE	24	50.0%	24	50.0%	48
GENERAL GOVERNMENT	29	65.9%	15	34.1%	44
HOUSING AND COMMUNITY	8	72.7%	3	27.3%	11
LIBRARY	19	47.5%	21	52.5%	40
P&R	26	59.1%	18	40.9%	44
PLNG & SUS	18	85.7%	3	14.3%	21
POLICE	39	47.0%	44	53.0%	83
PW	20	54.1%	17	45.9%	37
TRANSIT	43	59.7%	29	40.3%	72
UNK	1	25.0%	3	75.0%	4
<b>Grand Total</b>	<b>227</b>	<b>56.2%</b>	<b>177</b>	<b>43.8%</b>	<b>404</b>

	Complete	%	Incomplete	%	Grand Total
FIRE	18	36.7%	31	63.3%	49
GENERAL GOVERNMENT	29	65.9%	15	34.1%	44
HOUSING AND COMMUNITY	9	75.0%	3	25.0%	12
LIBRARY	14	34.1%	27	65.9%	41
P&R	22	51.2%	21	48.8%	43
PLNG & SUS	14	66.7%	7	33.3%	21
POLICE	45	54.2%	38	45.8%	83
PW	22	56.4%	17	43.6%	39
TRANSIT	37	56.9%	28	43.1%	65
UNK	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>212</b>	<b>52.9%</b>	<b>189</b>	<b>47.1%</b>	<b>401</b>

	<b>Open</b>	<b>%</b>	<b>Hidden</b>	<b>%</b>	<b>Grand Total</b>
FIRE	23	46.0%	27	54.0%	50
GENERAL GOVERNMENT	34	77.3%	10	22.7%	44
HOUSING AND COMMUNITY	8	61.5%	5	38.5%	13
LIBRARY	17	40.5%	25	59.5%	42
P&R	27	65.9%	14	34.1%	41
PLNG & SUS	19	90.5%	2	9.5%	21
POLICE	38	46.3%	44	53.7%	82
PW	20	52.6%	18	47.4%	38
TRANSIT	42	59.2%	29	40.8%	71
UNK	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>230</b>	<b>56.7%</b>	<b>176</b>	<b>43.3%</b>	<b>406</b>

	<b>Adequate</b>	<b>%</b>	<b>Inadequate</b>	<b>%</b>	<b>Grand Total</b>
FIRE	21	43.8%	27	56.3%	48
GENERAL GOVERNMENT	35	77.8%	10	22.2%	45
HOUSING AND COMMUNITY	8	80.0%	2	20.0%	10
LIBRARY	19	44.2%	24	55.8%	43
P&R	27	60.0%	18	40.0%	45
PLNG & SUS	17	81.0%	4	19.0%	21
POLICE	47	55.3%	38	44.7%	85
PW	24	64.9%	13	35.1%	37
TRANSIT	42	61.8%	26	38.2%	68
UNK	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>243</b>	<b>59.9%</b>	<b>163</b>	<b>40.1%</b>	<b>406</b>

	<b>Written</b>	<b>%</b>	<b>Unwritten</b>	<b>%</b>	<b>Grand Total</b>
FIRE	19	38.0%	31	62.0%	50
GENERAL GOVERNMENT	27	61.4%	17	38.6%	44
HOUSING AND COMMUNITY	6	60.0%	4	40.0%	10
LIBRARY	30	71.4%	12	28.6%	42
P&R	18	41.9%	25	58.1%	43
PLNG & SUS	14	66.7%	7	33.3%	21
POLICE	52	65.0%	28	35.0%	80
PW	22	59.5%	15	40.5%	37
TRANSIT	40	63.5%	23	36.5%	63
UNK	1	25.0%	3	75.0%	4
<b>Grand Total</b>	<b>229</b>	<b>58.1%</b>	<b>165</b>	<b>41.9%</b>	<b>394</b>

2) How would you describe information communicated from *front line staff through the organization to senior leadership team members* , between the following pairs of characteristics?

	<b>Accurate</b>	<b>%</b>	<b>Inaccurate</b>	<b>%</b>	<b>Grand Total</b>
FIRE	34	70.8%	14	29.2%	48
GENERAL GOVERNMENT	33	75.0%	11	25.0%	44
HOUSING AND COMMUNITY	10	100.0%		0.0%	10
LIBRARY	36	90.0%	4	10.0%	40
P&R	32	74.4%	11	25.6%	43
PLNG & SUS	14	73.7%	5	26.3%	19
POLICE	65	79.3%	17	20.7%	82
PW	26	74.3%	9	25.7%	35
TRANSIT	51	71.8%	20	28.2%	71
UNK	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>304</b>	<b>76.8%</b>	<b>92</b>	<b>23.2%</b>	<b>396</b>

	<b>Timely</b>	<b>%</b>	<b>Late</b>	<b>%</b>	<b>Grand Total</b>
FIRE	36	75.0%	12	25.0%	48
GENERAL GOVERNMENT	29	65.9%	15	34.1%	44
HOUSING AND COMMUNITY	8	72.7%	3	27.3%	11
LIBRARY	32	82.1%	7	17.9%	39
P&R	30	66.7%	15	33.3%	45
PLNG & SUS	13	68.4%	6	31.6%	19
POLICE	59	71.1%	24	28.9%	83
PW	28	75.7%	9	24.3%	37
TRANSIT	50	69.4%	22	30.6%	72
UNK	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>288</b>	<b>71.6%</b>	<b>114</b>	<b>28.4%</b>	<b>402</b>

	<b>Complete</b>	<b>%</b>	<b>Incomplete</b>	<b>%</b>	<b>Grand Total</b>
FIRE	27	57.4%	20	42.6%	47
GENERAL GOVERNMENT	24	55.8%	19	44.2%	43
HOUSING AND COMMUNITY	11	100.0%		0.0%	11
LIBRARY	22	56.4%	17	43.6%	39
P&R	25	58.1%	18	41.9%	43
PLNG & SUS	11	57.9%	8	42.1%	19
POLICE	50	60.2%	33	39.8%	83
PW	26	68.4%	12	31.6%	38
TRANSIT	41	64.1%	23	35.9%	64
UNK	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>240</b>	<b>61.4%</b>	<b>151</b>	<b>38.6%</b>	<b>391</b>

	<b>Open</b>	<b>%</b>	<b>Hidden</b>	<b>%</b>	<b>Grand Total</b>
FIRE	40	81.6%	9	18.4%	49
GENERAL GOVERNMENT	33	76.7%	10	23.3%	43
HOUSING AND COMMUNITY	8	61.5%	5	38.5%	13
LIBRARY	26	66.7%	13	33.3%	39
P&R	35	79.5%	9	20.5%	44
PLNG & SUS	17	89.5%	2	10.5%	19
POLICE	55	67.9%	26	32.1%	81
PW	27	71.1%	11	28.9%	38
TRANSIT	44	62.9%	26	37.1%	70
UNK	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>288</b>	<b>72.0%</b>	<b>112</b>	<b>28.0%</b>	<b>400</b>

	<b>Adequate</b>	<b>%</b>	<b>Inadequate</b>	<b>%</b>	<b>Grand Total</b>
FIRE	32	66.7%	16	33.3%	48
GENERAL GOVERNMENT	29	67.4%	14	32.6%	43
HOUSING AND COMMUNITY	8	80.0%	2	20.0%	10
LIBRARY	26	65.0%	14	35.0%	40
P&R	30	69.8%	13	30.2%	43
PLNG & SUS	12	63.2%	7	36.8%	19
POLICE	54	63.5%	31	36.5%	85
PW	23	69.7%	10	30.3%	33
TRANSIT	47	70.1%	20	29.9%	67
UNK	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>264</b>	<b>67.3%</b>	<b>128</b>	<b>32.7%</b>	<b>392</b>

	<b>Written</b>	<b>%</b>	<b>Unwritten</b>	<b>%</b>	<b>Grand Total</b>
FIRE	27	57.4%	20	42.6%	47
GENERAL GOVERNMENT	18	41.9%	25	58.1%	43
HOUSING AND COMMUNITY	6	60.0%	4	40.0%	10
LIBRARY	18	45.0%	22	55.0%	40
P&R	23	56.1%	18	43.9%	41
PLNG & SUS	7	38.9%	11	61.1%	18
POLICE	38	47.5%	42	52.5%	80
PW	23	69.7%	10	30.3%	33
TRANSIT	34	55.7%	27	44.3%	61
UNK	1	25.0%	3	75.0%	4
<b>Grand Total</b>	<b>195</b>	<b>51.7%</b>	<b>182</b>	<b>48.3%</b>	<b>377</b>

3) How would you describe information communicated from *employees to peers* *within your department* , between the following pairs of characteristics?

	Accurate	%	Inaccurate	%	Grand Total
FIRE	26	53.1%	23	46.9%	49
GENERAL GOVERNMENT	40	87.0%	6	13.0%	46
HOUSING AND COMMUNITY	7	70.0%	3	30.0%	10
LIBRARY	35	87.5%	5	12.5%	40
P&R	32	71.1%	13	28.9%	45
PLNG & SUS	16	80.0%	4	20.0%	20
POLICE	53	65.4%	28	34.6%	81
PW	30	83.3%	6	16.7%	36
TRANSIT	42	59.2%	29	40.8%	71
UNK	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>283</b>	<b>70.4%</b>	<b>119</b>	<b>29.6%</b>	<b>402</b>

	Timely	%	Late	%	Grand Total
FIRE	32	65.3%	17	34.7%	49
GENERAL GOVERNMENT	40	87.0%	6	13.0%	46
HOUSING AND COMMUNITY	9	75.0%	3	25.0%	12
LIBRARY	31	81.6%	7	18.4%	38
P&R	27	64.3%	15	35.7%	42
PLNG & SUS	15	75.0%	5	25.0%	20
POLICE	60	75.0%	20	25.0%	80
PW	27	77.1%	8	22.9%	35
TRANSIT	39	63.9%	22	36.1%	61
UNK	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>282</b>	<b>72.9%</b>	<b>105</b>	<b>27.1%</b>	<b>387</b>

	Complete	%	Incomplete	%	Grand Total
FIRE	23	46.9%	26	53.1%	49
GENERAL GOVERNMENT	29	64.4%	16	35.6%	45
HOUSING AND COMMUNITY	7	63.6%	4	36.4%	11
LIBRARY	26	66.7%	13	33.3%	39
P&R	24	57.1%	18	42.9%	42
PLNG & SUS	10	50.0%	10	50.0%	20
POLICE	42	51.9%	39	48.1%	81
PW	27	71.1%	11	28.9%	38
TRANSIT	32	47.8%	35	52.2%	67
UNK	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>222</b>	<b>56.1%</b>	<b>174</b>	<b>43.9%</b>	<b>396</b>

	<b>Open</b>	<b>%</b>	<b>Hidden</b>	<b>%</b>	<b>Grand Total</b>
FIRE	33	66.0%	17	34.0%	50
GENERAL GOVERNMENT	35	83.3%	7	16.7%	42
HOUSING AND COMMUNITY	7	58.3%	5	41.7%	12
LIBRARY	37	94.9%	2	5.1%	39
P&R	31	73.8%	11	26.2%	42
PLNG & SUS	15	75.0%	5	25.0%	20
POLICE	55	67.1%	27	32.9%	82
PW	29	76.3%	9	23.7%	38
TRANSIT	49	71.0%	20	29.0%	69
UNK	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>293</b>	<b>73.6%</b>	<b>105</b>	<b>26.4%</b>	<b>398</b>

	<b>Adequate</b>	<b>%</b>	<b>Inadequate</b>	<b>%</b>	<b>Grand Total</b>
FIRE	24	49.0%	25	51.0%	49
GENERAL GOVERNMENT	35	79.5%	9	20.5%	44
HOUSING AND COMMUNITY	6	60.0%	4	40.0%	10
LIBRARY	35	85.4%	6	14.6%	41
P&R	29	65.9%	15	34.1%	44
PLNG & SUS	15	75.0%	5	25.0%	20
POLICE	48	55.8%	38	44.2%	86
PW	25	69.4%	11	30.6%	36
TRANSIT	37	58.7%	26	41.3%	63
UNK	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>256</b>	<b>64.5%</b>	<b>141</b>	<b>35.5%</b>	<b>397</b>

	<b>Written</b>	<b>%</b>	<b>Unwritten</b>	<b>%</b>	<b>Grand Total</b>
FIRE	13	27.7%	34	72.3%	47
GENERAL GOVERNMENT	18	40.9%	26	59.1%	44
HOUSING AND COMMUNITY	3	30.0%	7	70.0%	10
LIBRARY	18	45.0%	22	55.0%	40
P&R	16	37.2%	27	62.8%	43
PLNG & SUS	6	30.0%	14	70.0%	20
POLICE	22	27.8%	57	72.2%	79
PW	15	41.7%	21	58.3%	36
TRANSIT	26	40.6%	38	59.4%	64
UNK	1	25.0%	3	75.0%	4
<b>Grand Total</b>	<b>138</b>	<b>35.7%</b>	<b>249</b>	<b>64.3%</b>	<b>387</b>

4) How would you describe information communicated from *employees to peers in other departments*, between the following pairs of characteristics?

	Accurate	%	Inaccurate	%	Grand Total
FIRE	22	51.2%	21	48.8%	43
GENERAL GOVERNMENT	29	67.4%	14	32.6%	43
HOUSING AND COMMUNITY	5	50.0%	5	50.0%	10
LIBRARY	30	85.7%	5	14.3%	35
P&R	26	68.4%	12	31.6%	38
PLNG & SUS	15	78.9%	4	21.1%	19
POLICE	45	57.7%	33	42.3%	78
PW	15	50.0%	15	50.0%	30
TRANSIT	37	66.1%	19	33.9%	56
UNK		0.0%	3	100.0%	3
<b>Grand Total</b>	<b>224</b>	<b>63.1%</b>	<b>131</b>	<b>36.9%</b>	<b>355</b>

	Timely	%	Late	%	Grand Total
FIRE	21	50.0%	21	50.0%	42
GENERAL GOVERNMENT	24	54.5%	20	45.5%	44
HOUSING AND COMMUNITY	7	58.3%	5	41.7%	12
LIBRARY	24	68.6%	11	31.4%	35
P&R	21	58.3%	15	41.7%	36
PLNG & SUS	14	73.7%	5	26.3%	19
POLICE	42	54.5%	35	45.5%	77
PW	16	45.7%	19	54.3%	35
TRANSIT	30	57.7%	22	42.3%	52
UNK		0.0%	3	100.0%	3
<b>Grand Total</b>	<b>199</b>	<b>56.1%</b>	<b>156</b>	<b>43.9%</b>	<b>355</b>

	Complete	%	Incomplete	%	Grand Total
FIRE	13	29.5%	31	70.5%	44
GENERAL GOVERNMENT	19	44.2%	24	55.8%	43
HOUSING AND COMMUNITY	5	41.7%	7	58.3%	12
LIBRARY	21	61.8%	13	38.2%	34
P&R	17	48.6%	18	51.4%	35
PLNG & SUS	8	42.1%	11	57.9%	19
POLICE	38	48.1%	41	51.9%	79
PW	14	41.2%	20	58.8%	34
TRANSIT	28	51.9%	26	48.1%	54
UNK	1	33.3%	2	66.7%	3
<b>Grand Total</b>	<b>164</b>	<b>45.9%</b>	<b>193</b>	<b>54.1%</b>	<b>357</b>

	<b>Open</b>	<b>%</b>	<b>Hidden</b>	<b>%</b>	<b>Grand Total</b>
FIRE	24	53.3%	21	46.7%	45
GENERAL GOVERNMENT	31	72.1%	12	27.9%	43
HOUSING AND COMMUNITY	5	45.5%	6	54.5%	11
LIBRARY	29	82.9%	6	17.1%	35
P&R	25	65.8%	13	34.2%	38
PLNG & SUS	16	84.2%	3	15.8%	19
POLICE	45	58.4%	32	41.6%	77
PW	20	58.8%	14	41.2%	34
TRANSIT	37	60.7%	24	39.3%	61
UNK	1	33.3%	2	66.7%	3
<b>Grand Total</b>	<b>233</b>	<b>63.7%</b>	<b>133</b>	<b>36.3%</b>	<b>366</b>

	<b>Adequate</b>	<b>%</b>	<b>Inadequate</b>	<b>%</b>	<b>Grand Total</b>
FIRE	16	36.4%	28	63.6%	44
GENERAL GOVERNMENT	23	51.1%	22	48.9%	45
HOUSING AND COMMUNITY	4	40.0%	6	60.0%	10
LIBRARY	26	70.3%	11	29.7%	37
P&R	21	55.3%	17	44.7%	38
PLNG & SUS	12	63.2%	7	36.8%	19
POLICE	40	49.4%	41	50.6%	81
PW	14	42.4%	19	57.6%	33
TRANSIT	34	63.0%	20	37.0%	54
UNK	1	33.3%	2	66.7%	3
<b>Grand Total</b>	<b>191</b>	<b>52.5%</b>	<b>173</b>	<b>47.5%</b>	<b>364</b>

	<b>Written</b>	<b>%</b>	<b>Unwritten</b>	<b>%</b>	<b>Grand Total</b>
FIRE	15	35.7%	27	64.3%	42
GENERAL GOVERNMENT	22	52.4%	20	47.6%	42
HOUSING AND COMMUNITY	3	30.0%	7	70.0%	10
LIBRARY	20	58.8%	14	41.2%	34
P&R	17	45.9%	20	54.1%	37
PLNG & SUS	10	55.6%	8	44.4%	18
POLICE	30	40.0%	45	60.0%	75
PW	14	43.8%	18	56.3%	32
TRANSIT	26	52.0%	24	48.0%	50
UNK	1	33.3%	2	66.7%	3
<b>Grand Total</b>	<b>158</b>	<b>46.1%</b>	<b>185</b>	<b>53.9%</b>	<b>343</b>

5) Which ways of receiving work-related communications do you prefer?

Town Work Email			Do Not		N/A	%	Grand Total
	Prefer	%	Prefer	%			
FIRE	49	96.1%	2	3.9%		0.0%	51
GENERAL GOVERNMENT	44	95.7%	2	4.3%		0.0%	46
HOUSING AND COMMUNITY	12	80.0%	2	13.3%	1	6.7%	15
LIBRARY	43	100.0%		0.0%		0.0%	43
P&R	36	78.3%		0.0%	10	21.7%	46
PLNG & SUS	21	100.0%		0.0%		0.0%	21
POLICE	75	90.4%	5	6.0%	3	3.6%	83
PW	38	88.4%	2	4.7%	3	7.0%	43
TRANSIT	36	48.0%	12	16.0%	27	36.0%	75
UNK	4	100.0%		0.0%		0.0%	4
<b>Grand Total</b>	<b>358</b>	<b>83.8%</b>	<b>25</b>	<b>5.9%</b>	<b>44</b>	<b>10.3%</b>	<b>427</b>

Personal Email			Do Not		N/A	%	Grand Total
	Prefer	%	Prefer	%			
FIRE	4	8.5%	29	61.7%	14	29.8%	47
GENERAL GOVERNMENT	1	2.3%	22	51.2%	20	46.5%	43
HOUSING AND COMMUNITY		0.0%	8	61.5%	5	38.5%	13
LIBRARY	6	15.0%	25	62.5%	9	22.5%	40
P&R	23	50.0%	14	30.4%	9	19.6%	46
PLNG & SUS	2	9.5%	12	57.1%	7	33.3%	21
POLICE	18	23.1%	35	44.9%	25	32.1%	78
PW	8	20.0%	18	45.0%	14	35.0%	40
TRANSIT	34	44.2%	23	29.9%	20	26.0%	77
UNK		0.0%	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>96</b>	<b>22.5%</b>	<b>189</b>	<b>44.3%</b>	<b>124</b>	<b>29.0%</b>	<b>427</b>

Mailing to Home			Do Not		N/A	%	Grand Total
	Prefer	%	Prefer	%			
FIRE	5	10.9%	31	67.4%	10	21.7%	46
GENERAL GOVERNMENT	6	14.3%	24	57.1%	12	28.6%	42
HOUSING AND COMMUNITY	4	28.6%	7	50.0%	3	21.4%	14
LIBRARY	4	10.3%	22	56.4%	13	33.3%	39
P&R	9	21.4%	17	40.5%	16	38.1%	42
PLNG & SUS	3	14.3%	10	47.6%	8	38.1%	21
POLICE	6	7.9%	45	59.2%	25	32.9%	76
PW	15	35.7%	19	45.2%	8	19.0%	42
TRANSIT	30	39.5%	31	40.8%	15	19.7%	76
UNK		0.0%	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>82</b>	<b>20.4%</b>	<b>209</b>	<b>52.0%</b>	<b>111</b>	<b>27.6%</b>	<b>402</b>

Staff Meeting	Prefer		Do Not		N/A	%	Grand Total
		%	Prefer	%			
FIRE	32	69.6%	9	19.6%	5	10.9%	46
GENERAL GOVERNMENT	40	90.9%	3	6.8%	1	2.3%	44
HOUSING AND COMMUNITY	13	86.7%	2	13.3%		0.0%	15
LIBRARY	35	81.4%	5	11.6%	3	7.0%	43
P&R	34	72.3%	5	10.6%	8	17.0%	47
PLNG & SUS	21	100.0%		0.0%		0.0%	21
POLICE	43	55.1%	24	30.8%	11	14.1%	78
PW	38	86.4%	5	11.4%	1	2.3%	44
TRANSIT	56	70.9%	16	20.3%	7	8.9%	79
UNK	3	75.0%	1	25.0%		0.0%	4
<b>Grand Total</b>	<b>315</b>	<b>74.8%</b>	<b>70</b>	<b>16.6%</b>	<b>36</b>	<b>8.6%</b>	<b>421</b>

Verbal Updates from Supv.	Prefer		Do Not		N/A	%	Grand Total
		%	Prefer	%			
FIRE	48	96.0%	2	4.0%		0.0%	50
GENERAL GOVERNMENT	40	88.9%	5	11.1%		0.0%	45
HOUSING AND COMMUNITY	11	78.6%	3	21.4%		0.0%	14
LIBRARY	39	90.7%	3	7.0%	1	2.3%	43
P&R	41	89.1%	5	10.9%		0.0%	46
PLNG & SUS	18	85.7%	3	14.3%		0.0%	21
POLICE	70	86.4%	9	11.1%	2	2.5%	81
PW	40	90.9%	3	6.8%	1	2.3%	44
TRANSIT	59	73.8%	17	21.3%	4	5.0%	80
UNK	4	100.0%		0.0%		0.0%	4
<b>Grand Total</b>	<b>370</b>	<b>86.4%</b>	<b>50</b>	<b>11.7%</b>	<b>8</b>	<b>1.9%</b>	<b>428</b>

Internal Intranet	Prefer		Do Not		N/A	%	Grand Total
		%	Prefer	%			
FIRE	15	32.6%	25	54.3%	6	13.0%	46
GENERAL GOVERNMENT	15	36.6%	20	48.8%	6	14.6%	41
HOUSING AND COMMUNITY	6	42.9%	7	50.0%	1	7.1%	14
LIBRARY	12	29.3%	21	51.2%	8	19.5%	41
P&R	15	34.9%	12	27.9%	16	37.2%	43
PLNG & SUS	4	19.0%	15	71.4%	2	9.5%	21
POLICE	14	18.7%	44	58.7%	17	22.7%	75
PW	15	40.5%	15	40.5%	7	18.9%	37
TRANSIT	21	30.9%	26	38.2%	21	30.9%	68
UNK	1	25.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>118</b>	<b>30.3%</b>	<b>188</b>	<b>48.2%</b>	<b>84</b>	<b>21.5%</b>	<b>390</b>

TOWNTALK Newsletter			Do Not				Grand Total
	Prefer	%	Prefer	%	N/A	%	
FIRE	19	40.4%	24	51.1%	4	8.5%	47
GENERAL GOVERNMENT	25	58.1%	18	41.9%		0.0%	43
HOUSING AND COMMUNITY	8	53.3%	7	46.7%		0.0%	15
LIBRARY	17	43.6%	16	41.0%	6	15.4%	39
P&R	18	40.9%	12	27.3%	14	31.8%	44
PLNG & SUS	5	23.8%	15	71.4%	1	4.8%	21
POLICE	21	27.6%	38	50.0%	17	22.4%	76
PW	26	61.9%	14	33.3%	2	4.8%	42
TRANSIT	33	44.6%	31	41.9%	10	13.5%	74
UNK	1	25.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>173</b>	<b>42.7%</b>	<b>178</b>	<b>44.0%</b>	<b>54</b>	<b>13.3%</b>	<b>405</b>

6) Rank your top 3 preferences regarding the way you prefer to receive work-related communications (1st most preferred, 2nd most preferred, 3rd most preferred).

**NOTE: Many respondents indicated multiple #1, #2 or #3 preferences which led to the higher total responses**

**1st Most Preferred**

Department	Town Work Email	Personal Email	Mailing to Home	Staff Meeting	Verbal Updates from Supervisors	Internal Intranet	TOWNTalk Newsletter	Grand Total
FIRE	39	0	0	7	14	2	1	63
GENERAL GOVERNMENT	30	0	0	11	9	3	2	55
HOUSING AND COMMUNITY	10	1	0	5	5	1	2	24
LIBRARY	31	2	0	11	12	2	0	58
P&R	26	17	1	15	17	2	1	79
PLNG & SUS	18	1	0	3	2	1	0	25
POLICE	65	9	2	9	28	5	5	123
PW	32	5	8	17	20	3	4	89
TRANSIT	34	28	18	33	25	5	8	151
UNK	3	0	0	1	2	1	0	7
<b>Grand Total</b>	<b>288</b>	<b>63</b>	<b>29</b>	<b>112</b>	<b>134</b>	<b>25</b>	<b>23</b>	<b>674</b>

**2nd Most Preferred**

Department	Town Work Email	Personal Email	Mailing to Home	Staff Meeting	Verbal Updates from Supervisors	Internal Intranet	TOWNTalk Newsletter	Grand Total
FIRE	7	2	3	19	19	2	1	53
GENERAL GOVERNMENT	8	1	1	15	14	1	5	45
HOUSING AND COMMUNITY	3	2	6	7	3	4	4	29
LIBRARY	7	2	2	13	17	2	3	46
P&R	8	5	5	14	12	5	6	55
PLNG & SUS	1	1	1	14	3		1	21
POLICE	9	4	4	24	34	8	6	89
PW	7	4	5	14	6	3	4	43
TRANSIT	6	13	12	26	22	10	12	101
UNK	1			1	1		1	4
<b>Grand Total</b>	<b>57</b>	<b>34</b>	<b>39</b>	<b>147</b>	<b>131</b>	<b>35</b>	<b>43</b>	<b>486</b>

**3rd Most Preferred**

<b>Department</b>	<b>Town Work Email</b>	<b>Personal Email</b>	<b>Mailing to Home</b>	<b>Staff Meeting</b>	<b>Verbal Updates from Supervisors</b>	<b>Internal Intranet</b>	<b>TOWNTalk Newsletter</b>	<b>Grand Total</b>
FIRE	4	11	10	14	8	10	15	72
GENERAL GOVERNMENT	5	5	5	14	15	6	7	57
HOUSING AND COMMUNITY	2	3	3	2	4	2		16
LIBRARY	3	12	6	9	10	7	6	53
P&R	3	7	10	12	9	8	10	59
PLNG & SUS	2	2	2	4	8	2	2	22
POLICE	8	15	18	32	15	10	13	111
PW	6	12	9	7	7	10	13	64
TRANSIT	21	12	15	19	18	18	22	125
UNK		1	1	2	1			5
<b>Grand Total</b>	<b>54</b>	<b>80</b>	<b>79</b>	<b>115</b>	<b>95</b>	<b>73</b>	<b>88</b>	<b>584</b>

## Section III: Change in the Town of Chapel Hill

### 1) How familiar are you with the following Town of Chapel Hill Wellness Initiatives?

Wellness Clinic	Not Familiar		Somewhat Familiar		Very Familiar		Grand Total
	Familiar	%	Familiar	%	Familiar	%	
FIRE	1	2.0%	19	37.3%	31	60.8%	51
GENERAL GOVERNMENT		0.0%	4	8.5%	43	91.5%	47
HOUSING AND COMMUNITY		0.0%	4	26.7%	11	73.3%	15
LIBRARY	9	20.9%	12	27.9%	22	51.2%	43
P&R	13	26.5%	12	24.5%	24	49.0%	49
PLNG & SUS		0.0%	6	28.6%	15	71.4%	21
POLICE	5	5.7%	22	25.3%	60	69.0%	87
PW	2	3.9%	13	25.5%	36	70.6%	51
TRANSIT	6	6.5%	29	31.5%	57	62.0%	92
UNK		0.0%	1	25.0%	3	75.0%	4
<b>Grand Total</b>	<b>36</b>	<b>7.8%</b>	<b>122</b>	<b>26.5%</b>	<b>302</b>	<b>65.7%</b>	<b>460</b>

Ombuds Office	Not Familiar		Somewhat Familiar		Very Familiar		Grand Total
	Familiar	%	Familiar	%	Familiar	%	
FIRE	12	23.5%	26	51.0%	13	25.5%	51
GENERAL GOVERNMENT		0.0%	13	28.3%	33	71.7%	46
HOUSING AND COMMUNITY	1	6.3%	5	31.3%	10	62.5%	16
LIBRARY	7	17.1%	13	31.7%	21	51.2%	41
P&R	14	29.2%	22	45.8%	12	25.0%	48
PLNG & SUS	1	4.8%	12	57.1%	8	38.1%	21
POLICE	30	34.9%	35	40.7%	21	24.4%	86
PW	10	20.4%	25	51.0%	14	28.6%	49
TRANSIT	24	26.1%	44	47.8%	24	26.1%	92
UNK		0.0%	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>99</b>	<b>21.8%</b>	<b>197</b>	<b>43.4%</b>	<b>158</b>	<b>34.8%</b>	<b>454</b>

EAP *	Not Familiar		Somewhat Familiar		Very Familiar		Grand Total
	Familiar	%	Familiar	%	Familiar	%	
FIRE	16	31.4%	23	45.1%	12	23.5%	51
GENERAL GOVERNMENT	8	17.4%	20	43.5%	19	41.3%	46
HOUSING AND COMMUNITY	1	6.3%	8	50.0%	6	37.5%	16
LIBRARY	21	51.2%	17	41.5%	4	9.8%	41
P&R	20	41.7%	16	33.3%	12	25.0%	48
PLNG & SUS	8	38.1%	9	42.9%	4	19.0%	21
POLICE	28	32.6%	39	45.3%	19	22.1%	86
PW	13	26.5%	22	44.9%	14	28.6%	49
TRANSIT	32	34.8%	37	40.2%	23	25.0%	92
UNK	1	25.0%	1	25.0%	2	50.0%	4
<b>Grand Total</b>	<b>148</b>	<b>32.5%</b>	<b>192</b>	<b>42.2%</b>	<b>115</b>	<b>25.3%</b>	<b>455</b>

\* Employee Assistance Program

Town's Training Program	Not		Somewhat		Very		Grand Total
	Familiar	%	Familiar	%	Familiar	%	
FIRE	23	45.1%	20	39.2%	8	15.7%	51
GENERAL GOVERNMENT	4	8.7%	16	34.8%	26	56.5%	46
HOUSING AND COMMUNITY	1	6.7%	8	53.3%	6	40.0%	15
LIBRARY	16	39.0%	22	53.7%	3	7.3%	41
P&R	19	39.6%	15	31.3%	14	29.2%	48
PLNG & SUS	6	28.6%	8	38.1%	7	33.3%	21
POLICE	32	38.6%	44	53.0%	7	8.4%	83
PW	7	14.3%	24	49.0%	18	36.7%	49
TRANSIT	39	42.4%	33	35.9%	20	21.7%	92
UNK	2	50.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>149</b>	<b>33.1%</b>	<b>192</b>	<b>42.7%</b>	<b>109</b>	<b>24.2%</b>	<b>450</b>

2) In your opinion, how likely are the following Town of Chapel Hill Initiatives to produce positive change?

	Don't Know		Not at All Likely		Somewhat Likely		Very Likely		Grand Total
Pers. Pol. & Procedures Improv.	Know	%	All Likely	%	Likely	%	Likely	%	Total
FIRE	11	22.0%	10	20.0%	26	52.0%	3	6.0%	50
GENERAL GOVERNMENT	5	10.6%	4	8.5%	23	48.9%	15	31.9%	47
HOUSING AND COMMUNITY	2	13.3%	1	6.7%	9	60.0%	3	20.0%	15
LIBRARY	18	41.9%	2	4.7%	15	34.9%	8	18.6%	43
P&R	15	30.6%	9	18.4%	21	42.9%	4	8.2%	49
PLNG & SUS	5	23.8%	3	14.3%	9	42.9%	4	19.0%	21
POLICE	21	23.9%	11	12.5%	48	54.5%	8	9.1%	88
PW	15	29.4%	14	27.5%	18	35.3%	4	7.8%	51
TRANSIT	16	17.2%	16	17.2%	44	47.3%	17	18.3%	93
UNK	1	25.0%	1	25.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>109</b>	<b>23.6%</b>	<b>71</b>	<b>15.4%</b>	<b>215</b>	<b>46.6%</b>	<b>66</b>	<b>14.3%</b>	<b>461</b>

	Don't Know		Not at All Likely		Somewhat Likely		Very Likely		Grand Total
Ombuds Office	Know	%	All Likely	%	Likely	%	Likely	%	Total
FIRE	12	24.0%	15	30.0%	20	40.0%	3	6.0%	50
GENERAL GOVERNMENT	9	19.1%	8	17.0%	20	42.6%	10	21.3%	47
HOUSING AND COMMUNITY	2	12.5%	3	18.8%	7	43.8%	4	25.0%	16
LIBRARY	10	23.3%	2	4.7%	18	41.9%	13	30.2%	43
P&R	17	35.4%	11	22.9%	19	39.6%	1	2.1%	48
PLNG & SUS	2	9.5%	5	23.8%	10	47.6%	4	19.0%	21
POLICE	28	32.2%	34	39.1%	21	24.1%	4	4.6%	87
PW	17	34.7%	12	24.5%	16	32.7%	4	8.2%	49
TRANSIT	25	27.5%	4	4.4%	48	52.7%	14	15.4%	91
UNK	1	25.0%	1	25.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>123</b>	<b>27.0%</b>	<b>95</b>	<b>20.8%</b>	<b>181</b>	<b>39.7%</b>	<b>57</b>	<b>12.5%</b>	<b>456</b>

	Don't Know		Not at All Likely		Somewhat Likely		Very Likely		Grand Total
EPM/Develop System *	Know	%	All Likely	%	Likely	%	Likely	%	Total
FIRE	12	23.5%	22	43.1%	15	29.4%	2	3.9%	51
GENERAL GOVERNMENT	4	8.5%	7	14.9%	23	48.9%	13	27.7%	47
HOUSING AND COMMUNITY	2	12.5%	2	12.5%	11	68.8%	1	6.3%	16
LIBRARY	12	27.9%	7	16.3%	19	44.2%	5	11.6%	43
P&R	15	30.6%	8	16.3%	19	38.8%	7	14.3%	49
PLNG & SUS	4	19.0%	5	23.8%	7	33.3%	5	23.8%	21
POLICE	19	21.8%	26	29.9%	30	34.5%	12	13.8%	87
PW	13	26.0%	11	22.0%	18	36.0%	8	16.0%	50
TRANSIT	24	25.8%	15	16.1%	42	45.2%	12	12.9%	93
UNK	1	25.0%	1	25.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>106</b>	<b>22.9%</b>	<b>104</b>	<b>22.5%</b>	<b>186</b>	<b>40.3%</b>	<b>65</b>	<b>14.1%</b>	<b>462</b>

\* Employee Performance Management and Development System

3) To what extent do you believe that you are fully informed about major changes in your workplace that

	<b>Input Actively Sought Before Change</b>	<b>%</b>	<b>Well Informed as Change is Developing</b>	<b>%</b>	<b>Informed only after changes implemented</b>	<b>%</b>	<b>Grand Total</b>
FIRE	2	4.0%	16	32.0%	32	64.0%	50
GENERAL GOVERNMENT	14	30.4%	16	34.8%	16	34.8%	46
HOUSING AND COMMUNITY	1	6.3%	7	43.8%	8	50.0%	16
LIBRARY	6	14.3%	12	28.6%	24	57.1%	42
P&R	3	6.3%	14	29.2%	31	64.6%	48
PLNG & SUS	5	23.8%	11	52.4%	5	23.8%	21
POLICE	11	13.1%	22	26.2%	51	60.7%	84
PW	5	10.6%	25	53.2%	17	36.2%	47
TRANSIT	12	13.8%	34	39.1%	41	47.1%	87
UNK	1	25.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>60</b>	<b>13.5%</b>	<b>160</b>	<b>36.0%</b>	<b>225</b>	<b>50.6%</b>	<b>445</b>

## Section IV: Town of Chapel Hill Mission and Values

1) I understand how what I do helps achieve the Town's Mission of *"Learning, serving and working together to build a community where people thrive"* . Please check the **one** response that most applies to you.

	<b>Disagree</b>	<b>%</b>	<b>Uncertain</b>	<b>%</b>	<b>Agree</b>	<b>%</b>	<b>Grand Total</b>
FIRE	5	9.8%	14	27.5%	32	62.7%	51
GENERAL GOVERNMENT	1	2.1%	5	10.6%	41	87.2%	47
HOUSING AND COMMUNITY		0.0%	4	25.0%	12	75.0%	16
LIBRARY	3	7.0%	2	4.7%	38	88.4%	43
P&R	4	8.2%	7	14.3%	38	77.6%	49
PLNG & SUS	1	5.0%	1	5.0%	18	90.0%	20
POLICE	5	5.7%	11	12.5%	72	81.8%	88
PW	1	2.0%	13	25.5%	37	72.5%	51
TRANSIT	3	3.2%	22	23.7%	68	73.1%	93
UNK		0.0%	1	25.0%	3	75.0%	4
<b>Grand Total</b>	<b>23</b>	<b>5.0%</b>	<b>80</b>	<b>17.3%</b>	<b>359</b>	<b>77.7%</b>	<b>462</b>

2) Our RESPECT values are clear to me. Please check the **one** response that most applies to you.

	<b>Disagree</b>	<b>%</b>	<b>Uncertain</b>	<b>%</b>	<b>Agree</b>	<b>%</b>	<b>Grand Total</b>
FIRE	12	23.5%	13	25.5%	26	51.0%	51
GENERAL GOVERNMENT		0.0%	1	2.2%	44	97.8%	45
HOUSING AND COMMUNITY		0.0%	2	12.5%	14	87.5%	16
LIBRARY	1	2.3%	5	11.6%	37	86.0%	43
P&R	4	8.2%	9	18.4%	36	73.5%	49
PLNG & SUS	1	5.0%	1	5.0%	18	90.0%	20
POLICE	8	9.1%	12	13.6%	68	77.3%	88
PW	3	5.9%	12	23.5%	36	70.6%	51
TRANSIT	5	5.5%	18	19.8%	68	74.7%	91
UNK		0.0%	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>34</b>	<b>9.7%</b>	<b>75</b>	<b>21.5%</b>	<b>349</b>	<b>76.2%</b>	<b>458</b>

3) I believe that the attitude I bring to work helps create a place where we learn, serve and work together to build a community where people thrive. Please check the **one** response that most applies to you.

	<b>Disagree</b>	<b>%</b>	<b>Uncertain</b>	<b>%</b>	<b>Agree</b>	<b>%</b>	<b>Grand Total</b>
FIRE	1	2.0%	8	15.7%	41	80.4%	51
GENERAL GOVERNMENT	1	2.2%	6	13.3%	40	88.9%	45
HOUSING AND COMMUNITY		0.0%	2	12.5%	14	87.5%	16
LIBRARY		0.0%	1	2.3%	42	97.7%	43
P&R	1	2.0%	4	8.2%	44	89.8%	49
PLNG & SUS		0.0%		0.0%	19	95.0%	20
POLICE	1	1.1%	6	6.8%	80	90.9%	88
PW	1	2.0%	6	11.8%	44	86.3%	51
TRANSIT	2	2.2%	6	6.6%	84	92.3%	91
UNK		0.0%		0.0%	4	100.0%	4
<b>Grand Total</b>	<b>7</b>	<b>2.0%</b>	<b>39</b>	<b>11.2%</b>	<b>412</b>	<b>90.0%</b>	<b>458</b>

4) People service is a priority in our workplace and I am encouraged to take the time and effort to stop what I am doing to respect the other person. Please check the **one** response that most applies to you.

	<b>Disagree</b>	<b>%</b>	<b>Uncertain</b>	<b>%</b>	<b>Agree</b>	<b>%</b>	<b>Grand Total</b>
FIRE	7	14.0%	5	10.0%	38	76.0%	50
GENERAL GOVERNMENT	1	2.1%	5	10.6%	41	87.2%	47
HOUSING AND COMMUNITY		0.0%	2	12.5%	14	87.5%	16
LIBRARY	4	9.5%	2	4.8%	36	85.7%	42
P&R	2	4.2%	4	8.3%	42	87.5%	48
PLNG & SUS	3	15.0%	2	10.0%	15	75.0%	20
POLICE	4	4.7%	12	14.0%	70	81.4%	86
PW	4	7.8%	8	15.7%	39	76.5%	51
TRANSIT	3	3.2%	12	12.9%	78	83.9%	93
UNK		0.0%		0.0%	4	100.0%	4
<b>Grand Total</b>	<b>28</b>	<b>8.0%</b>	<b>52</b>	<b>14.9%</b>	<b>377</b>	<b>82.5%</b>	<b>457</b>

5) How consistently do you see the following Town of Chapel Hill values exhibited in your workplace?

Responsibility	Never	%	Rarely	%	Sometimes	%	Often	%	Always	%	Grand Total
FIRE	3	5.9%	9	17.6%	17	33.3%	17	33.3%	5	9.8%	51
GENERAL GOVERNMENT		0.0%	4	8.7%	11	23.9%	24	52.2%	7	15.2%	46
HOUSING AND COMMUNITY		0.0%		0.0%	5	31.3%	8	50.0%	3	18.8%	16
LIBRARY		0.0%	2	4.7%	6	14.0%	29	67.4%	6	14.0%	43
P&R		0.0%	3	6.1%	14	28.6%	20	40.8%	12	24.5%	49
PLNG & SUS		0.0%	2	10.0%	2	10.0%	9	45.0%	7	35.0%	20
POLICE		0.0%	12	13.6%	22	25.0%	37	42.0%	17	19.3%	88
PW	1	2.0%	4	8.0%	15	30.0%	18	36.0%	12	24.0%	50
TRANSIT	3	3.2%	9	9.7%	39	41.9%	24	25.8%	18	19.4%	93
UNK		0.0%	1	25.0%	1	25.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>7</b>	<b>1.5%</b>	<b>46</b>	<b>10.0%</b>	<b>132</b>	<b>28.7%</b>	<b>188</b>	<b>40.9%</b>	<b>87</b>	<b>18.9%</b>	<b>460</b>

Equity	Never	%	Rarely	%	Sometimes	%	Often	%	Always	%	Grand Total
FIRE	4	7.8%	15	29.4%	19	37.3%	11	21.6%	2	3.9%	51
GENERAL GOVERNMENT	2	4.3%	7	15.2%	15	32.6%	15	32.6%	7	15.2%	46
HOUSING AND COMMUNITY		0.0%	1	6.3%	7	43.8%	7	43.8%	1	6.3%	16
LIBRARY	1	2.3%	10	23.3%	15	34.9%	10	23.3%	7	16.3%	43
P&R	3	6.3%	8	16.7%	11	22.9%	14	29.2%	12	25.0%	48
PLNG & SUS		0.0%	2	10.0%	5	25.0%	7	35.0%	6	30.0%	20
POLICE	2	2.3%	17	19.3%	26	29.5%	30	34.1%	13	14.8%	88
PW	1	2.0%	2	4.0%	24	48.0%	10	20.0%	13	26.0%	50
TRANSIT	3	3.2%	12	12.9%	43	46.2%	26	28.0%	9	9.7%	93
UNK		0.0%		0.0%	2	50.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>16</b>	<b>3.5%</b>	<b>74</b>	<b>16.1%</b>	<b>167</b>	<b>36.4%</b>	<b>132</b>	<b>28.8%</b>	<b>70</b>	<b>15.3%</b>	<b>459</b>

Safety	Never	%	Rarely	%	Sometimes	%	Often	%	Always	%	Grand Total
FIRE	1	2.0%	2	3.9%	7	13.7%	32	62.7%	9	17.6%	51
GENERAL GOVERNMENT		0.0%	1	2.2%	8	17.4%	21	45.7%	16	34.8%	46
HOUSING AND COMMUNITY		0.0%		0.0%	3	18.8%	9	56.3%	4	25.0%	16
LIBRARY		0.0%	2	4.7%	5	11.6%	18	41.9%	18	41.9%	43
P&R		0.0%	1	2.0%	9	18.4%	17	34.7%	22	44.9%	49
PLNG & SUS		0.0%	1	5.0%	3	15.0%	8	40.0%	8	40.0%	20
POLICE		0.0%	1	1.1%	7	8.0%	51	58.6%	28	32.2%	87
PW		0.0%	1	2.0%	4	8.0%	28	56.0%	17	34.0%	50
TRANSIT	1	1.1%	2	2.2%	16	17.4%	45	48.9%	28	30.4%	92
UNK		0.0%		0.0%	1	25.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>2</b>	<b>0.4%</b>	<b>11</b>	<b>2.4%</b>	<b>63</b>	<b>13.8%</b>	<b>232</b>	<b>50.7%</b>	<b>150</b>	<b>32.8%</b>	<b>458</b>

Professionalism	Never	%	Rarely	%	Sometimes	%	Often	%	Always	%	Grand Total
FIRE	2	3.9%	4	7.8%	16	31.4%	24	47.1%	5	9.8%	51
GENERAL GOVERNMENT		0.0%	1	2.2%	7	15.2%	26	56.5%	12	26.1%	46
HOUSING AND COMMUNITY		0.0%		0.0%	3	20.0%	10	66.7%	2	13.3%	15
LIBRARY		0.0%	1	2.4%	8	19.0%	21	50.0%	12	28.6%	42
P&R	1	2.0%	2	4.1%	12	24.5%	24	49.0%	10	20.4%	49
PLNG & SUS		0.0%		0.0%	3	15.0%	10	50.0%	7	35.0%	20
POLICE	2	2.3%	4	4.5%	12	13.6%	46	52.3%	24	27.3%	88
PW	2	4.0%	1	2.0%	12	24.0%	19	38.0%	16	32.0%	50
TRANSIT	4	4.3%	5	5.4%	39	41.9%	32	34.4%	13	14.0%	93
UNK		0.0%		0.0%	1	25.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>11</b>	<b>2.4%</b>	<b>18</b>	<b>3.9%</b>	<b>113</b>	<b>24.7%</b>	<b>215</b>	<b>46.9%</b>	<b>101</b>	<b>22.1%</b>	<b>458</b>

<b>Ethics</b>	<b>Never</b>	<b>%</b>	<b>Rarely</b>	<b>%</b>	<b>Sometimes</b>	<b>%</b>	<b>Often</b>	<b>%</b>	<b>Always</b>	<b>%</b>	<b>Grand Total</b>
FIRE	3	5.9%	5	9.8%	17	33.3%	22	43.1%	4	7.8%	51
GENERAL GOVERNMENT		0.0%	2	4.3%	8	17.4%	20	43.5%	16	34.8%	46
HOUSING AND COMMUNITY		0.0%		0.0%	4	25.0%	10	62.5%	2	12.5%	16
LIBRARY		0.0%	3	7.0%	7	16.3%	22	51.2%	11	25.6%	43
P&R	1	2.0%	2	4.1%	13	26.5%	20	40.8%	13	26.5%	49
PLNG & SUS		0.0%		0.0%	2	10.0%	8	40.0%	10	50.0%	20
POLICE	2	2.3%	6	6.8%	19	21.6%	35	39.8%	26	29.5%	88
PW	2	4.0%	2	4.0%	15	30.0%	17	34.0%	14	28.0%	50
TRANSIT	3	3.3%	8	8.7%	36	39.1%	32	34.8%	13	14.1%	92
UNK		0.0%	1	25.0%	1	25.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>11</b>	<b>2.4%</b>	<b>29</b>	<b>6.3%</b>	<b>122</b>	<b>26.6%</b>	<b>188</b>	<b>41.0%</b>	<b>109</b>	<b>23.7%</b>	<b>459</b>

<b>Communication</b>	<b>Never</b>	<b>%</b>	<b>Rarely</b>	<b>%</b>	<b>Sometimes</b>	<b>%</b>	<b>Often</b>	<b>%</b>	<b>Always</b>	<b>%</b>	<b>Grand Total</b>
FIRE	2	3.9%	8	15.7%	20	39.2%	18	35.3%	3	5.9%	51
GENERAL GOVERNMENT	2	4.3%	3	6.5%	10	21.7%	24	52.2%	7	15.2%	46
HOUSING AND COMMUNITY		0.0%	2	12.5%	5	31.3%	6	37.5%	3	18.8%	16
LIBRARY		0.0%	10	23.3%	13	30.2%	16	37.2%	4	9.3%	43
P&R	1	2.0%	6	12.2%	15	30.6%	16	32.7%	11	22.4%	49
PLNG & SUS		0.0%	1	5.0%	5	25.0%	12	60.0%	2	10.0%	20
POLICE	1	1.1%	14	15.9%	35	39.8%	29	33.0%	9	10.2%	88
PW	1	2.0%	4	8.0%	18	36.0%	15	30.0%	12	24.0%	50
TRANSIT	2	2.2%	7	7.6%	46	50.0%	24	26.1%	13	14.1%	92
UNK		0.0%	1	25.0%	1	25.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>9</b>	<b>2.0%</b>	<b>56</b>	<b>12.2%</b>	<b>168</b>	<b>36.6%</b>	<b>162</b>	<b>35.3%</b>	<b>64</b>	<b>13.9%</b>	<b>459</b>

Grand

<b>Teamwork</b>	<b>Never</b>	<b>%</b>	<b>Rarely</b>	<b>%</b>	<b>Sometimes</b>	<b>%</b>	<b>Often</b>	<b>%</b>	<b>Always</b>	<b>%</b>	<b>Total</b>
FIRE	2	3.9%	6	11.8%	6	11.8%	27	52.9%	10	19.6%	51
GENERAL GOVERNMENT	1	2.2%	1	2.2%	9	20.0%	26	57.8%	8	17.8%	45
HOUSING AND COMMUNITY		0.0%		0.0%	4	25.0%	10	62.5%	2	12.5%	16
LIBRARY		0.0%		0.0%	13	30.2%	23	53.5%	7	16.3%	43
P&R	2	4.2%	4	8.3%	9	18.8%	23	47.9%	10	20.8%	48
PLNG & SUS		0.0%		0.0%	3	15.0%	13	65.0%	4	20.0%	20
POLICE	3	3.4%	13	14.8%	17	19.3%	39	44.3%	16	18.2%	88
PW	1	2.0%	1	2.0%	12	24.0%	22	44.0%	14	28.0%	50
TRANSIT	2	2.2%	9	9.9%	31	34.1%	34	37.4%	15	16.5%	91
UNK		0.0%		0.0%	2	50.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>11</b>	<b>2.4%</b>	<b>34</b>	<b>7.5%</b>	<b>106</b>	<b>23.2%</b>	<b>219</b>	<b>48.0%</b>	<b>86</b>	<b>18.9%</b>	<b>456</b>

## Section V: Decision Making in Your Workplace

I believe that I can influence our work and how we do it

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	3	5.9%	5	9.8%	7	13.7%	25	49.0%	11	21.6%	51
GENERAL GOVERNMENT	2	4.3%		0.0%	5	10.9%	22	47.8%	17	37.0%	46
HOUSING AND COMMUNITY		0.0%	1	6.3%	2	12.5%	8	50.0%	5	31.3%	16
LIBRARY	4	9.3%	9	20.9%	3	7.0%	15	34.9%	12	27.9%	43
P&R	3	6.1%	4	8.2%	8	16.3%	17	34.7%	17	34.7%	49
PLNG & SUS		0.0%	1	5.0%	1	5.0%	10	50.0%	8	40.0%	20
POLICE	5	5.7%	10	11.5%	10	11.5%	39	44.8%	23	26.4%	87
PW	1	2.0%		0.0%	8	16.3%	27	55.1%	13	26.5%	49
TRANSIT	4	4.3%	9	9.8%	23	25.0%	34	37.0%	22	23.9%	92
UNK		0.0%		0.0%		0.0%	4	100.0%		0.0%	4
<b>Grand Total</b>	<b>22</b>	<b>4.8%</b>	<b>39</b>	<b>8.5%</b>	<b>67</b>	<b>14.7%</b>	<b>201</b>	<b>44.0%</b>	<b>128</b>	<b>28.0%</b>	<b>457</b>

My input is sought in how things are done in our workplace

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	7	14.0%	11	22.0%	13	26.0%	16	32.0%	3	6.0%	50
GENERAL GOVERNMENT	2	4.3%	5	10.9%	3	6.5%	24	52.2%	12	26.1%	46
HOUSING AND COMMUNITY		0.0%	3	18.8%	3	18.8%	5	31.3%	5	31.3%	16
LIBRARY	9	21.4%	12	28.6%	3	7.1%	11	26.2%	7	16.7%	42
P&R	4	8.2%	11	22.4%	8	16.3%	20	40.8%	6	12.2%	49
PLNG & SUS	1	5.0%	1	5.0%	1	5.0%	9	45.0%	8	40.0%	20
POLICE	11	12.5%	21	23.9%	16	18.2%	30	34.1%	10	11.4%	88
PW	1	2.0%	5	10.2%	12	24.5%	22	44.9%	9	18.4%	49
TRANSIT	11	12.0%	23	25.0%	21	22.8%	31	33.7%	6	6.5%	92
UNK		0.0%		0.0%		0.0%	4	100.0%		0.0%	4
<b>Grand Total</b>	<b>46</b>	<b>10.1%</b>	<b>92</b>	<b>20.2%</b>	<b>80</b>	<b>17.5%</b>	<b>172</b>	<b>37.7%</b>	<b>66</b>	<b>14.5%</b>	<b>456</b>

I am given the opportunity to contribute to important decisions about our workplace

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	12	23.5%	7	13.7%	14	27.5%	14	27.5%	4	7.8%	51
GENERAL GOVERNMENT	2	4.3%	5	10.9%	6	13.0%	20	43.5%	13	28.3%	46
HOUSING AND COMMUNITY		0.0%	2	12.5%	5	31.3%	8	50.0%	1	6.3%	16
LIBRARY	15	34.9%	9	20.9%	6	14.0%	8	18.6%	5	11.6%	43
P&R	11	22.4%	6	12.2%	6	12.2%	19	38.8%	7	14.3%	49
PLNG & SUS	1	5.0%	1	5.0%	4	20.0%	4	20.0%	10	50.0%	20
POLICE	15	17.0%	25	28.4%	20	22.7%	19	21.6%	9	10.2%	88
PW	4	8.3%	5	10.4%	7	14.6%	25	52.1%	7	14.6%	48
TRANSIT	14	15.1%	25	26.9%	22	23.7%	24	25.8%	8	8.6%	93
UNK		0.0%	1	25.0%		0.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>74</b>	<b>16.2%</b>	<b>86</b>	<b>18.8%</b>	<b>90</b>	<b>19.7%</b>	<b>144</b>	<b>31.4%</b>	<b>64</b>	<b>14.0%</b>	<b>458</b>

In general employees wanting to make their own decisions in our workplace would be valued

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	7	13.7%	12	23.5%	17	33.3%	13	25.5%	2	3.9%	51
GENERAL GOVERNMENT	1	2.2%	2	4.3%	12	26.1%	19	41.3%	12	26.1%	46
HOUSING AND COMMUNITY		0.0%	2	12.5%	6	37.5%	7	43.8%	1	6.3%	16
LIBRARY	10	23.3%	7	16.3%	11	25.6%	7	16.3%	8	18.6%	43
P&R	6	12.2%	6	12.2%	14	28.6%	15	30.6%	8	16.3%	49
PLNG & SUS	1	5.3%	2	10.5%	4	21.1%	7	36.8%	5	26.3%	19
POLICE	8	9.1%	21	23.9%	28	31.8%	20	22.7%	11	12.5%	88
PW	3	6.1%	4	8.2%	18	36.7%	16	32.7%	8	16.3%	49
TRANSIT	9	9.8%	27	29.3%	32	34.8%	19	20.7%	5	5.4%	92
UNK		0.0%		0.0%	1	25.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>45</b>	<b>9.8%</b>	<b>83</b>	<b>18.2%</b>	<b>143</b>	<b>31.3%</b>	<b>126</b>	<b>27.6%</b>	<b>60</b>	<b>13.1%</b>	<b>457</b>

I must check with my supervisor before I do almost anything

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	8	15.7%	11	21.6%	13	25.5%	8	15.7%	11	21.6%	51
GENERAL GOVERNMENT	10	21.7%	21	45.7%	3	6.5%	7	15.2%	5	10.9%	46
HOUSING AND COMMUNITY	3	18.8%	5	31.3%	7	43.8%		0.0%	1	6.3%	16
LIBRARY	10	23.3%	13	30.2%	12	27.9%	8	18.6%		0.0%	43
P&R	11	22.4%	8	16.3%	9	18.4%	10	20.4%	11	22.4%	49
PLNG & SUS	7	35.0%	5	25.0%	5	25.0%	2	10.0%	1	5.0%	20
POLICE	22	25.0%	34	38.6%	17	19.3%	10	11.4%	5	5.7%	88
PW	7	14.3%	16	32.7%	11	22.4%	10	20.4%	5	10.2%	49
TRANSIT	6	6.5%	9	9.7%	26	28.0%	34	36.6%	18	19.4%	93
UNK		0.0%	2	50.0%	2	50.0%		0.0%		0.0%	4
<b>Grand Total</b>	<b>84</b>	<b>18.3%</b>	<b>124</b>	<b>27.0%</b>	<b>105</b>	<b>22.9%</b>	<b>89</b>	<b>19.4%</b>	<b>57</b>	<b>12.4%</b>	<b>459</b>

I believe that I can provide input in developing Town rules

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	12	23.5%	6	11.8%	12	23.5%	17	33.3%	4	7.8%	51
GENERAL GOVERNMENT	2	4.3%	6	13.0%	11	23.9%	13	28.3%	14	30.4%	46
HOUSING AND COMMUNITY		0.0%		0.0%	8	50.0%	6	37.5%	2	12.5%	16
LIBRARY	9	21.4%	7	16.7%	11	26.2%	11	26.2%	4	9.5%	42
P&R	8	16.3%	2	4.1%	14	28.6%	14	28.6%	11	22.4%	49
PLNG & SUS	1	5.3%	2	10.5%	8	42.1%	5	26.3%	3	15.8%	19
POLICE	16	18.4%	16	18.4%	22	25.3%	25	28.7%	8	9.2%	87
PW	3	6.1%	7	14.3%	16	32.7%	17	34.7%	6	12.2%	49
TRANSIT	4	4.3%	5	5.4%	37	39.8%	35	37.6%	12	12.9%	93
UNK		0.0%		0.0%	1	25.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>55</b>	<b>12.1%</b>	<b>51</b>	<b>11.2%</b>	<b>140</b>	<b>30.7%</b>	<b>146</b>	<b>32.0%</b>	<b>64</b>	<b>14.0%</b>	<b>456</b>

I understand how the mission influences decisions about organizational initiatives and the use of Town resources

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	4	7.8%	8	15.7%	19	37.3%	15	29.4%	5	9.8%	51
GENERAL GOVERNMENT		0.0%	3	6.5%	10	21.7%	22	47.8%	11	23.9%	46
HOUSING AND COMMUNITY	1	6.3%		0.0%	7	43.8%	6	37.5%	2	12.5%	16
LIBRARY	3	7.1%	11	26.2%	12	28.6%	9	21.4%	8	19.0%	42
P&R	5	10.2%	1	2.0%	17	34.7%	17	34.7%	9	18.4%	49
PLNG & SUS	1	5.3%		0.0%	6	31.6%	8	42.1%	5	26.3%	19
POLICE	8	9.2%	13	14.9%	26	29.9%	26	29.9%	11	12.6%	87
PW	3	6.1%	6	12.2%	20	40.8%	15	30.6%	5	10.2%	49
TRANSIT	4	4.3%	8	8.6%	34	36.6%	38	40.9%	9	9.7%	93
UNK		0.0%		0.0%	1	25.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>29</b>	<b>6.4%</b>	<b>50</b>	<b>11.0%</b>	<b>152</b>	<b>33.3%</b>	<b>159</b>	<b>34.9%</b>	<b>65</b>	<b>14.3%</b>	<b>456</b>

I believe that I am respected for who I am and for the contributions I make to the organization

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	7	13.7%	7	13.7%	13	25.5%	18	35.3%	6	11.8%	51
GENERAL GOVERNMENT	2	4.3%	2	4.3%	6	13.0%	17	37.0%	19	41.3%	46
HOUSING AND COMMUNITY		0.0%		0.0%	6	37.5%	5	31.3%	5	31.3%	16
LIBRARY	5	11.9%	12	28.6%	6	14.3%	10	23.8%	9	21.4%	42
P&R	5	10.2%	5	10.2%	7	14.3%	18	36.7%	14	28.6%	49
PLNG & SUS		0.0%		0.0%	1	5.0%	11	55.0%	8	40.0%	20
POLICE	7	8.0%	9	10.3%	17	19.5%	33	37.9%	21	24.1%	87
PW	6	12.2%	2	4.1%	10	20.4%	19	38.8%	12	24.5%	49
TRANSIT	7	7.5%	7	7.5%	28	30.1%	35	37.6%	16	17.2%	93
UNK		0.0%		0.0%	1	25.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>39</b>	<b>8.5%</b>	<b>44</b>	<b>9.6%</b>	<b>95</b>	<b>20.8%</b>	<b>169</b>	<b>37.0%</b>	<b>110</b>	<b>24.1%</b>	<b>457</b>

## Section VI: Trust

### Employees here trust supervisors

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	7	13.7%	12	23.5%	14	27.5%	15	29.4%	3	5.9%	51
GENERAL GOVERNMENT	2	4.3%	9	19.1%	10	21.3%	22	46.8%	4	8.5%	47
HOUSING AND COMMUNITY	2	14.3%	3	21.4%	4	28.6%	3	21.4%	2	14.3%	14
LIBRARY	7	16.3%	10	23.3%	7	16.3%	15	34.9%	4	9.3%	43
P&R	7	14.6%	12	25.0%	7	14.6%	16	33.3%	6	12.5%	48
PLNG & SUS	1	5.0%		0.0%	5	25.0%	10	50.0%	4	20.0%	20
POLICE	18	20.5%	22	25.0%	23	26.1%	22	25.0%	3	3.4%	88
PW	6	11.8%	6	11.8%	14	27.5%	19	37.3%	6	11.8%	51
TRANSIT	23	25.0%	24	26.1%	26	28.3%	18	19.6%	1	1.1%	92
UNK		0.0%	1	25.0%	1	25.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>73</b>	<b>15.9%</b>	<b>99</b>	<b>21.6%</b>	<b>111</b>	<b>24.2%</b>	<b>142</b>	<b>31.0%</b>	<b>33</b>	<b>7.2%</b>	<b>458</b>

### My supervisor trusts employees to get work done on their own.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	3	5.9%	5	9.8%	9	17.6%	19	37.3%	15	29.4%	51
GENERAL GOVERNMENT	1	2.1%		0.0%	2	4.3%	19	40.4%	25	53.2%	47
HOUSING AND COMMUNITY	1	7.1%	2	14.3%	2	14.3%	6	42.9%	3	21.4%	14
LIBRARY	1	2.3%		0.0%	9	20.9%	17	39.5%	16	37.2%	43
P&R	1	2.1%	4	8.3%	6	12.5%	18	37.5%	19	39.6%	48
PLNG & SUS		0.0%		0.0%		0.0%	7	35.0%	13	65.0%	20
POLICE	3	3.4%	5	5.7%	6	6.9%	46	52.9%	27	31.0%	87
PW	2	3.9%	3	5.9%	7	13.7%	15	29.4%	24	47.1%	51
TRANSIT	6	6.5%	4	4.3%	27	29.3%	47	51.1%	8	8.7%	92
UNK		0.0%		0.0%		0.0%	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>18</b>	<b>3.9%</b>	<b>23</b>	<b>5.0%</b>	<b>68</b>	<b>14.9%</b>	<b>197</b>	<b>43.1%</b>	<b>151</b>	<b>33.0%</b>	<b>457</b>

### Employees trust supervisors to do the right thing on their behalf.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	6	11.8%	10	19.6%	14	27.5%	15	29.4%	6	11.8%	51
GENERAL GOVERNMENT	1	2.1%	4	8.5%	9	19.1%	25	53.2%	8	17.0%	47
HOUSING AND COMMUNITY		0.0%	3	21.4%	2	14.3%	6	42.9%	3	21.4%	14
LIBRARY	5	11.6%	10	23.3%	9	20.9%	13	30.2%	6	14.0%	43
P&R	5	10.4%	6	12.5%	11	22.9%	17	35.4%	9	18.8%	48
PLNG & SUS		0.0%	1	5.0%	2	10.0%	10	50.0%	7	35.0%	20
POLICE	12	13.8%	21	24.1%	11	12.6%	37	42.5%	6	6.9%	87
PW	3	5.9%	7	13.7%	11	21.6%	19	37.3%	11	21.6%	51
TRANSIT	12	13.0%	22	23.9%	29	31.5%	23	25.0%	6	6.5%	92
UNK		0.0%		0.0%	1	25.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>44</b>	<b>9.6%</b>	<b>84</b>	<b>18.4%</b>	<b>99</b>	<b>21.7%</b>	<b>168</b>	<b>36.8%</b>	<b>62</b>	<b>13.6%</b>	<b>457</b>

When supervisors here say something, you can believe it is true.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
FIRE	5	9.8%	10	19.6%	19	37.3%	13	25.5%	4	7.8%	51
GENERAL GOVERNMENT	2	4.3%	4	8.7%	12	26.1%	21	45.7%	7	15.2%	46
HOUSING AND COMMUNITY		0.0%	3	21.4%	5	35.7%	3	21.4%	3	21.4%	14
LIBRARY	6	14.0%	6	14.0%	11	25.6%	8	18.6%	12	27.9%	43
P&R	1	2.1%	4	8.3%	13	27.1%	19	39.6%	11	22.9%	48
PLNG & SUS		0.0%	1	5.0%	1	5.0%	11	55.0%	7	35.0%	20
POLICE	5	5.7%	21	23.9%	21	23.9%	31	35.2%	10	11.4%	88
PW	5	9.8%	8	15.7%	19	37.3%	9	17.6%	10	19.6%	51
TRANSIT	8	8.7%	22	23.9%	34	37.0%	23	25.0%	5	5.4%	92
UNK		0.0%	1	25.0%		0.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>32</b>	<b>7.0%</b>	<b>80</b>	<b>17.5%</b>	<b>135</b>	<b>29.5%</b>	<b>141</b>	<b>30.9%</b>	<b>69</b>	<b>15.1%</b>	<b>457</b>

Employees here are afraid to express their views to supervisors.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
FIRE	3	5.9%	14	27.5%	9	17.6%	16	31.4%	9	17.6%	51
GENERAL GOVERNMENT	5	10.6%	14	29.8%	11	23.4%	11	23.4%	6	12.8%	47
HOUSING AND COMMUNITY	3	21.4%	2	14.3%	5	35.7%	4	28.6%		0.0%	14
LIBRARY	6	14.0%	10	23.3%	8	18.6%	15	34.9%	4	9.3%	43
P&R	6	12.8%	14	29.8%	8	17.0%	12	25.5%	7	14.9%	47
PLNG & SUS	6	30.0%	7	35.0%	3	15.0%	3	15.0%	1	5.0%	20
POLICE	4	4.5%	27	30.7%	13	14.8%	32	36.4%	12	13.6%	88
PW	8	16.0%	9	18.0%	11	22.0%	18	36.0%	4	8.0%	50
TRANSIT	9	9.8%	18	19.6%	22	23.9%	35	38.0%	8	8.7%	92
UNK		0.0%	1	25.0%	1	25.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>50</b>	<b>11.0%</b>	<b>116</b>	<b>25.4%</b>	<b>91</b>	<b>20.0%</b>	<b>148</b>	<b>32.5%</b>	<b>51</b>	<b>11.2%</b>	<b>456</b>

Around here it is important to protect yourself or you will be blamed for problems

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
FIRE	1	2.0%	7	13.7%	13	25.5%	14	27.5%	16	31.4%	51
GENERAL GOVERNMENT	7	14.9%	17	36.2%	11	23.4%	7	14.9%	5	10.6%	47
HOUSING AND COMMUNITY	3	21.4%	1	7.1%	4	28.6%	4	28.6%	2	14.3%	14
LIBRARY	11	25.6%	11	25.6%	9	20.9%	8	18.6%	4	9.3%	43
P&R	13	27.1%	8	16.7%	12	25.0%	10	20.8%	5	10.4%	48
PLNG & SUS	6	30.0%	4	20.0%	4	20.0%	2	10.0%	4	20.0%	20
POLICE	14	15.9%	12	13.6%	20	22.7%	27	30.7%	15	17.0%	88
PW	7	13.7%	6	11.8%	13	25.5%	20	39.2%	5	9.8%	51
TRANSIT	5	5.4%	13	14.1%	33	35.9%	29	31.5%	12	13.0%	92
UNK		0.0%		0.0%	1	25.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>67</b>	<b>14.6%</b>	<b>79</b>	<b>17.2%</b>	<b>120</b>	<b>26.2%</b>	<b>124</b>	<b>27.1%</b>	<b>68</b>	<b>14.8%</b>	<b>458</b>

You can trust other employees to do the right thing.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
FIRE	6	11.8%	14	27.5%	13	25.5%	16	31.4%	2	3.9%	51
GENERAL GOVERNMENT		0.0%	7	14.9%	8	17.0%	25	53.2%	7	14.9%	47
HOUSING AND COMMUNITY	1	7.1%	2	14.3%	6	42.9%	4	28.6%	1	7.1%	14
LIBRARY		0.0%	1	2.3%	3	7.0%	21	48.8%	18	41.9%	43
P&R	3	6.3%	8	16.7%	15	31.3%	18	37.5%	4	8.3%	48
PLNG & SUS		0.0%		0.0%	5	25.0%	13	65.0%	2	10.0%	20
POLICE	5	5.7%	5	5.7%	23	26.1%	46	52.3%	9	10.2%	88
PW	2	3.9%	9	17.6%	23	45.1%	12	23.5%	5	9.8%	51
TRANSIT	11	12.1%	17	18.7%	43	47.3%	19	20.9%	1	1.1%	91
UNK		0.0%	1	25.0%		0.0%	3	75.0%		0.0%	4
<b>Grand Total</b>	<b>28</b>	<b>6.1%</b>	<b>64</b>	<b>14.0%</b>	<b>139</b>	<b>30.4%</b>	<b>177</b>	<b>38.7%</b>	<b>49</b>	<b>10.7%</b>	<b>457</b>

Other employees can trust me to do the right thing

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
FIRE		0.0%		0.0%	1	2.0%	15	29.4%	35	68.6%	51
GENERAL GOVERNMENT		0.0%		0.0%	1	2.1%	11	23.4%	35	74.5%	47
HOUSING AND COMMUNITY		0.0%		0.0%	2	14.3%	3	21.4%	9	64.3%	14
LIBRARY	1	2.3%		0.0%	1	2.3%	4	9.3%	37	86.0%	43
P&R		0.0%		0.0%	2	4.2%	16	33.3%	30	62.5%	48
PLNG & SUS		0.0%		0.0%	1	5.0%	5	25.0%	14	70.0%	20
POLICE		0.0%	1	1.1%	1	1.1%	11	12.5%	75	85.2%	88
PW		0.0%		0.0%	8	15.7%	17	33.3%	26	51.0%	51
TRANSIT		0.0%		0.0%	12	13.3%	43	47.8%	35	38.9%	90
UNK		0.0%		0.0%		0.0%	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>1</b>	<b>0.2%</b>	<b>1</b>	<b>0.2%</b>	<b>29</b>	<b>6.4%</b>	<b>127</b>	<b>27.9%</b>	<b>298</b>	<b>65.4%</b>	<b>456</b>

## Section VII: Teamwork

Employees in my department work as a team.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	4	7.8%	5	9.8%	3	5.9%	28	54.9%	11	21.6%	51
GENERAL GOVERNMENT	1	2.2%	3	6.5%	3	6.5%	17	37.0%	22	47.8%	46
HOUSING AND COMMUNITY		0.0%	2	14.3%	5	35.7%	6	42.9%	1	7.1%	14
LIBRARY		0.0%	2	4.7%	3	7.0%	13	30.2%	25	58.1%	43
P&R	3	6.1%	3	6.1%	9	18.4%	21	42.9%	13	26.5%	49
PLNG & SUS	1	5.0%	1	5.0%		0.0%	6	30.0%	12	60.0%	20
POLICE	5	5.8%	10	11.6%	11	12.8%	34	39.5%	26	30.2%	86
PW		0.0%	1	2.0%	5	9.8%	17	33.3%	28	54.9%	51
TRANSIT	5	5.4%	6	6.5%	25	26.9%	46	49.5%	11	11.8%	93
UNK		0.0%		0.0%		0.0%	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>19</b>	<b>4.2%</b>	<b>33</b>	<b>7.2%</b>	<b>64</b>	<b>14.0%</b>	<b>190</b>	<b>41.6%</b>	<b>151</b>	<b>33.0%</b>	<b>457</b>

Employees across departments work as a Town-wide team.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	9	18.0%	9	18.0%	12	24.0%	19	38.0%	1	2.0%	50
GENERAL GOVERNMENT	1	2.2%	4	8.7%	10	21.7%	27	58.7%	4	8.7%	46
HOUSING AND COMMUNITY	1	7.1%	3	21.4%	6	42.9%	4	28.6%		0.0%	14
LIBRARY	1	2.3%	4	9.3%	16	37.2%	17	39.5%	5	11.6%	43
P&R	6	12.2%	4	8.2%	15	30.6%	20	40.8%	4	8.2%	49
PLNG & SUS	1	5.0%	4	20.0%	2	10.0%	10	50.0%	3	15.0%	20
POLICE	8	9.3%	14	16.3%	30	34.9%	28	32.6%	6	7.0%	86
PW	4	7.8%	7	13.7%	15	29.4%	19	37.3%	6	11.8%	51
TRANSIT	3	3.3%	11	12.0%	44	47.8%	29	31.5%	5	5.4%	92
UNK		0.0%		0.0%		0.0%	4	100.0%		0.0%	4
<b>Grand Total</b>	<b>34</b>	<b>7.5%</b>	<b>60</b>	<b>13.2%</b>	<b>150</b>	<b>33.0%</b>	<b>177</b>	<b>38.9%</b>	<b>34</b>	<b>7.5%</b>	<b>455</b>

My supervisor encourages employees to work together to solve problems.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	1	2.0%	3	5.9%	5	9.8%	25	49.0%	17	33.3%	51
GENERAL GOVERNMENT	2	4.3%		0.0%	5	10.9%	17	37.0%	22	47.8%	46
HOUSING AND COMMUNITY	1	7.1%	2	14.3%	3	21.4%	6	42.9%	2	14.3%	14
LIBRARY		0.0%	3	7.0%	11	25.6%	13	30.2%	16	37.2%	43
P&R	2	4.1%	8	16.3%	9	18.4%	22	44.9%	8	16.3%	49
PLNG & SUS		0.0%		0.0%		0.0%	5	25.0%	15	75.0%	20
POLICE	4	4.7%	4	4.7%	17	19.8%	33	38.4%	28	32.6%	86
PW		0.0%		0.0%	8	15.7%	21	41.2%	22	43.1%	51
TRANSIT	6	6.5%	16	17.2%	26	28.0%	36	38.7%	9	9.7%	93
UNK		0.0%		0.0%		0.0%	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>16</b>	<b>3.5%</b>	<b>36</b>	<b>7.9%</b>	<b>84</b>	<b>18.4%</b>	<b>181</b>	<b>39.6%</b>	<b>140</b>	<b>30.6%</b>	<b>457</b>

My department works with other Town departments to accomplish organizational goals.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
	Count	%	Count	%	Count	%	Count	%	Count	%	Count
FIRE	5	9.8%	6	11.8%	10	19.6%	23	45.1%	7	13.7%	51
GENERAL GOVERNMENT		0.0%		0.0%	3	6.5%	24	52.2%	19	41.3%	46
HOUSING AND COMMUNITY		0.0%	2	14.3%	5	35.7%	6	42.9%	1	7.1%	14
LIBRARY	2	4.8%	3	7.1%	18	42.9%	11	26.2%	8	19.0%	42
P&R	3	6.1%	3	6.1%	15	30.6%	18	36.7%	10	20.4%	49
PLNG & SUS		0.0%	2	10.0%		0.0%	7	35.0%	11	55.0%	20
POLICE	3	3.5%	8	9.3%	26	30.2%	36	41.9%	13	15.1%	86
PW	1	2.0%	1	2.0%	12	23.5%	17	33.3%	20	39.2%	51
TRANSIT	3	3.3%	9	9.9%	37	40.7%	33	36.3%	9	9.9%	91
UNK		0.0%		0.0%		0.0%	3	75.0%	1	25.0%	4
<b>Grand Total</b>	<b>17</b>	<b>3.7%</b>	<b>34</b>	<b>7.5%</b>	<b>126</b>	<b>27.8%</b>	<b>178</b>	<b>39.2%</b>	<b>99</b>	<b>21.8%</b>	<b>454</b>

Other Town departments work with our department to accomplish organizational goals.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
	Count	%	Count	%	Count	%	Count	%	Count	%	Count
FIRE	5	9.8%	9	17.6%	18	35.3%	16	31.4%	3	5.9%	51
GENERAL GOVERNMENT		0.0%	6	13.0%	4	8.7%	21	45.7%	15	32.6%	46
HOUSING AND COMMUNITY		0.0%	2	14.3%	5	35.7%	6	42.9%	1	7.1%	14
LIBRARY	1	2.3%	3	7.0%	22	51.2%	11	25.6%	6	14.0%	43
P&R	2	4.1%	4	8.2%	18	36.7%	17	34.7%	8	16.3%	49
PLNG & SUS		0.0%	3	15.0%	1	5.0%	8	40.0%	8	40.0%	20
POLICE	4	4.7%	8	9.3%	29	33.7%	35	40.7%	10	11.6%	86
PW	3	6.0%	2	4.0%	12	24.0%	24	48.0%	9	18.0%	50
TRANSIT	4	4.4%	10	11.1%	34	37.8%	36	40.0%	6	6.7%	90
UNK		0.0%		0.0%		0.0%	4	100.0%		0.0%	4
<b>Grand Total</b>	<b>19</b>	<b>4.2%</b>	<b>47</b>	<b>10.4%</b>	<b>143</b>	<b>31.6%</b>	<b>178</b>	<b>39.3%</b>	<b>66</b>	<b>14.6%</b>	<b>453</b>

## Section VIII: Job Satisfaction

### The amount of job security I have

	Very Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%			
FIRE	2	3.9%	1	2.0%	2	3.9%	14	27.5%	32	62.7%		0.0%	51		
GENERAL GOVERNMENT		0.0%		0.0%	3	6.5%	19	41.3%	24	52.2%	1	2.2%	46		
HOUSING AND COMMUNITY		0.0%		0.0%	6	42.9%	3	21.4%	6	42.9%		0.0%	14		
LIBRARY	8	18.6%	4	9.3%	6	14.0%	11	25.6%	14	32.6%		0.0%	43		
P&R	2	4.1%	1	2.0%	11	22.4%	11	22.4%	21	42.9%	3	6.1%	49		
PLNG & SUS		0.0%	2	10.0%	1	5.0%	5	25.0%	11	55.0%	1	5.0%	20		
POLICE	4	4.7%	3	3.5%	7	8.1%	29	33.7%	44	51.2%		0.0%	86		
PW		0.0%	3	5.9%	6	11.8%	14	27.5%	27	52.9%		0.0%	51		
TRANSIT	3	3.2%	8	8.6%	17	18.3%	32	34.4%	30	32.3%	1	1.1%	93		
UNK		0.0%		0.0%		0.0%	1	25.0%	3	75.0%		0.0%	4		
<b>Grand Total</b>	<b>19</b>	<b>4.2%</b>	<b>22</b>	<b>4.8%</b>	<b>59</b>	<b>12.9%</b>	<b>139</b>	<b>30.4%</b>	<b>212</b>	<b>46.4%</b>	<b>6</b>	<b>1.3%</b>	<b>457</b>		

### Traditional benefits, like health insurance and retirement package

	Very Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%			
FIRE	2	3.9%	2	3.9%	4	7.8%	16	31.4%	27	52.9%		0.0%	51		
GENERAL GOVERNMENT		0.0%		0.0%		0.0%	7	15.2%	37	80.4%	2	4.3%	46		
HOUSING AND COMMUNITY		0.0%	1	6.7%	4	26.7%	2	13.3%	8	53.3%		0.0%	15		
LIBRARY	7	16.3%	3	7.0%	2	4.7%	5	11.6%	20	46.5%	6	14.0%	43		
P&R	3	6.3%	3	6.3%	3	6.3%	8	16.7%	21	43.8%	10	20.8%	48		
PLNG & SUS	1	5.0%		0.0%	1	5.0%	5	25.0%	11	55.0%	2	10.0%	20		
POLICE	1	1.1%	2	2.3%	5	5.7%	22	25.3%	51	58.6%	6	6.9%	87		
PW		0.0%	1	2.0%	3	6.0%	19	38.0%	27	54.0%		0.0%	50		
TRANSIT		0.0%	4	4.4%	9	9.9%	26	28.6%	47	51.6%	5	5.5%	91		
UNK		0.0%		0.0%		0.0%		0.0%	4	100.0%		0.0%	4		
<b>Grand Total</b>	<b>14</b>	<b>3.1%</b>	<b>16</b>	<b>3.5%</b>	<b>31</b>	<b>6.8%</b>	<b>110</b>	<b>24.2%</b>	<b>253</b>	<b>55.6%</b>	<b>31</b>	<b>6.8%</b>	<b>455</b>		

The monetary compensation I receive for my work with the Town

	Very				Neutral				Very				Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Not Applicable	%	
FIRE	12	24.0%	11	22.0%	10	20.0%	12	24.0%	5	10.0%		0.0%	50
GENERAL GOVERNMENT	2	4.3%	7	14.9%	5	10.6%	19	40.4%	14	29.8%		0.0%	47
HOUSING AND COMMUNITY		0.0%	5	33.3%	6	40.0%	2	13.3%	2	13.3%		0.0%	15
LIBRARY	5	11.6%	5	11.6%	8	18.6%	17	39.5%	8	18.6%		0.0%	43
P&R	8	16.3%	13	26.5%	6	12.2%	16	32.7%	5	10.2%	1	2.0%	49
PLNG & SUS		0.0%	7	35.0%	3	15.0%	6	30.0%	4	20.0%		0.0%	20
POLICE	11	12.6%	18	20.7%	17	19.5%	32	36.8%	9	10.3%		0.0%	87
PW	3	6.0%	5	10.0%	13	26.0%	22	44.0%	7	14.0%		0.0%	50
TRANSIT	5	5.5%	23	25.3%	17	18.7%	35	38.5%	9	9.9%	2	2.2%	91
UNK		0.0%	1	25.0%	1	25.0%	1	25.0%	1	25.0%		0.0%	4
<b>Grand Total</b>	<b>46</b>	<b>10.1%</b>	<b>95</b>	<b>20.8%</b>	<b>86</b>	<b>18.9%</b>	<b>162</b>	<b>35.5%</b>	<b>64</b>	<b>14.0%</b>	<b>3</b>	<b>0.7%</b>	<b>456</b>

My current job classification (title)

	Very				Neutral				Very				Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Not Applicable	%	
FIRE	4	8.0%	8	16.0%	10	20.0%	16	32.0%	13	26.0%		0.0%	50
GENERAL GOVERNMENT	2	4.3%	9	19.1%	5	10.6%	14	29.8%	17	36.2%		0.0%	47
HOUSING AND COMMUNITY	1	6.7%	4	26.7%	7	46.7%	2	13.3%	1	6.7%		0.0%	15
LIBRARY	6	14.0%	16	37.2%	9	20.9%	3	7.0%	8	18.6%	1	2.3%	43
P&R	9	18.4%	6	12.2%	12	24.5%	14	28.6%	8	16.3%		0.0%	49
PLNG & SUS		0.0%	2	10.0%	7	35.0%	7	35.0%	4	20.0%		0.0%	20
POLICE	1	1.1%	10	11.5%	13	14.9%	37	42.5%	25	28.7%	1	1.1%	87
PW	2	4.0%	6	12.0%	9	18.0%	19	38.0%	14	28.0%		0.0%	50
TRANSIT	3	3.3%	7	7.7%	19	20.9%	43	47.3%	16	17.6%	2	2.2%	91
UNK		0.0%		0.0%	2	50.0%	1	25.0%	1	25.0%		0.0%	4
<b>Grand Total</b>	<b>28</b>	<b>6.1%</b>	<b>68</b>	<b>14.9%</b>	<b>93</b>	<b>20.4%</b>	<b>156</b>	<b>34.2%</b>	<b>107</b>	<b>23.5%</b>	<b>4</b>	<b>0.9%</b>	<b>456</b>

### Non-traditional benefits like flextime and vacation

	Very Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%			
FIRE	5	10.0%	4	8.0%	10	20.0%	19	38.0%	11	22.0%	1	2.0%	50		
GENERAL GOVERNMENT	1	2.1%	2	4.3%	7	14.9%	15	31.9%	20	42.6%	2	4.3%	47		
HOUSING AND COMMUNITY		0.0%	3	20.0%	4	26.7%	4	26.7%	4	26.7%		0.0%	15		
LIBRARY	5	11.6%	3	7.0%	5	11.6%	12	27.9%	17	39.5%	1	2.3%	43		
P&R	4	8.2%		0.0%	5	10.2%	11	22.4%	18	36.7%	11	22.4%	49		
PLNG & SUS	2	10.0%	1	5.0%	2	10.0%	5	25.0%	8	40.0%	2	10.0%	20		
POLICE	1	1.2%	6	7.0%	12	14.0%	26	30.2%	34	39.5%	7	8.1%	86		
PW		0.0%	4	8.0%	6	12.0%	19	38.0%	21	42.0%		0.0%	50		
TRANSIT	3	3.3%	8	8.8%	18	19.8%	36	39.6%	22	24.2%	4	4.4%	91		
UNK		0.0%	1	25.0%	1	25.0%		0.0%	2	50.0%		0.0%	4		
<b>Grand Total</b>	<b>21</b>	<b>4.6%</b>	<b>32</b>	<b>7.0%</b>	<b>70</b>	<b>15.4%</b>	<b>147</b>	<b>32.3%</b>	<b>157</b>	<b>34.5%</b>	<b>28</b>	<b>6.2%</b>	<b>455</b>		

### The opportunities I have for professional/skills development (training, learning opportunities)

	Very Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%			
FIRE	6	12.0%	10	20.0%	13	26.0%	16	32.0%	5	10.0%		0.0%	50		
GENERAL GOVERNMENT	2	4.3%	2	4.3%	4	8.5%	16	34.0%	22	46.8%	1	2.1%	47		
HOUSING AND COMMUNITY		0.0%	2	13.3%	6	40.0%	5	33.3%	2	13.3%		0.0%	15		
LIBRARY	13	30.2%	10	23.3%	8	18.6%	5	11.6%	6	14.0%	1	2.3%	43		
P&R	7	14.6%	3	6.3%	9	18.8%	16	33.3%	9	18.8%	4	8.3%	48		
PLNG & SUS	1	5.0%	1	5.0%	3	15.0%	8	40.0%	7	35.0%		0.0%	20		
POLICE	1	1.1%	10	11.5%	11	12.6%	36	41.4%	25	28.7%	4	4.6%	87		
PW	1	2.0%	5	10.2%	8	16.3%	22	44.9%	13	26.5%		0.0%	49		
TRANSIT	9	10.3%	11	12.6%	24	27.6%	27	31.0%	13	14.9%	3	3.4%	87		
UNK		0.0%		0.0%	1	25.0%	3	75.0%		0.0%		0.0%	4		
<b>Grand Total</b>	<b>40</b>	<b>8.9%</b>	<b>54</b>	<b>12.0%</b>	<b>87</b>	<b>19.3%</b>	<b>154</b>	<b>34.2%</b>	<b>102</b>	<b>22.7%</b>	<b>13</b>	<b>2.9%</b>	<b>450</b>		

The feeling that I have accomplished worthwhile work

	Very				Very				Not		Grand		
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
FIRE	3	5.9%	4	7.8%	7	13.7%	22	43.1%	15	29.4%		0.0%	51
GENERAL GOVERNMENT		0.0%	3	6.4%	3	6.4%	15	31.9%	26	55.3%		0.0%	47
HOUSING AND COMMUNITY		0.0%	1	6.7%	4	26.7%	3	20.0%	7	46.7%		0.0%	15
LIBRARY	2	4.7%	2	4.7%	2	4.7%	14	32.6%	21	48.8%	2	4.7%	43
P&R	1	2.0%	6	12.2%	9	18.4%	16	32.7%	15	30.6%	2	4.1%	49
PLNG & SUS		0.0%	2	10.0%	2	10.0%	10	50.0%	6	30.0%		0.0%	20
POLICE	3	3.4%	5	5.7%	5	5.7%	36	41.4%	36	41.4%	2	2.3%	87
PW	1	2.0%	2	4.1%	5	10.2%	23	46.9%	18	36.7%		0.0%	49
TRANSIT	5	5.6%	4	4.4%	17	18.9%	37	41.1%	24	26.7%	3	3.3%	90
UNK		0.0%		0.0%		0.0%	2	50.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>15</b>	<b>3.3%</b>	<b>29</b>	<b>6.4%</b>	<b>54</b>	<b>11.9%</b>	<b>178</b>	<b>39.1%</b>	<b>170</b>	<b>37.4%</b>	<b>9</b>	<b>2.0%</b>	<b>455</b>

The access I have to new technology

	Very				Very				Not		Grand		
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	Total
FIRE	5	9.8%	8	15.7%	9	17.6%	21	41.2%	8	15.7%		0.0%	51
GENERAL GOVERNMENT	1	2.1%	3	6.4%	10	21.3%	18	38.3%	15	31.9%		0.0%	47
HOUSING AND COMMUNITY	1	6.7%	2	13.3%	5	33.3%	6	40.0%	1	6.7%		0.0%	15
LIBRARY	4	9.3%	4	9.3%	11	25.6%	15	34.9%	7	16.3%	2	4.7%	43
P&R	3	6.1%	8	16.3%	14	28.6%	13	26.5%	4	8.2%	7	14.3%	49
PLNG & SUS	1	5.0%	5	25.0%	2	10.0%	7	35.0%	5	25.0%		0.0%	20
POLICE	3	3.4%	10	11.5%	16	18.4%	39	44.8%	18	20.7%	1	1.1%	87
PW	3	6.0%	3	6.0%	10	20.0%	21	42.0%	13	26.0%		0.0%	50
TRANSIT	7	7.7%	13	14.3%	31	34.1%	29	31.9%	9	9.9%	2	2.2%	91
UNK		0.0%		0.0%	2	50.0%	1	25.0%	1	25.0%		0.0%	4
<b>Grand Total</b>	<b>28</b>	<b>6.1%</b>	<b>56</b>	<b>12.3%</b>	<b>110</b>	<b>24.1%</b>	<b>170</b>	<b>37.2%</b>	<b>81</b>	<b>17.7%</b>	<b>12</b>	<b>2.6%</b>	<b>457</b>

The extent to which my work environment embraces new ideas

	Very				Neutral				Very				Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	
FIRE	5	10.2%	11	22.4%	18	36.7%	13	26.5%	2	4.1%		0.0%	49
GENERAL GOVERNMENT	2	4.3%	4	8.5%	7	14.9%	21	44.7%	13	27.7%		0.0%	47
HOUSING AND COMMUNITY		0.0%	1	6.7%	6	40.0%	5	33.3%	3	20.0%		0.0%	15
LIBRARY	2	4.7%	4	9.3%	17	39.5%	10	23.3%	10	23.3%		0.0%	43
P&R	4	8.2%	10	20.4%	14	28.6%	15	30.6%	4	8.2%	2	4.1%	49
PLNG & SUS	2	10.0%	2	10.0%	2	10.0%	7	35.0%	7	35.0%		0.0%	20
POLICE	3	3.4%	20	23.0%	26	29.9%	32	36.8%	6	6.9%		0.0%	87
PW	2	4.0%	7	14.0%	14	28.0%	16	32.0%	11	22.0%		0.0%	50
TRANSIT	6	6.7%	18	20.0%	28	31.1%	27	30.0%	11	12.2%		0.0%	90
UNK		0.0%	1	25.0%		0.0%	2	50.0%	1	25.0%		0.0%	4
<b>Grand Total</b>	<b>26</b>	<b>5.7%</b>	<b>78</b>	<b>17.2%</b>	<b>132</b>	<b>29.1%</b>	<b>148</b>	<b>32.6%</b>	<b>68</b>	<b>15.0%</b>	<b>2</b>	<b>0.4%</b>	<b>454</b>

The verbal recognition that I receive from my supervisor or my co-workers

	Very				Neutral				Very				Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%	
FIRE	5	10.2%	9	18.4%	9	18.4%	20	40.8%	6	12.2%		0.0%	49
GENERAL GOVERNMENT	1	2.2%	3	6.5%	11	23.9%	20	43.5%	11	23.9%		0.0%	46
HOUSING AND COMMUNITY		0.0%	1	7.1%	6	42.9%	3	21.4%	4	28.6%		0.0%	14
LIBRARY		0.0%	4	9.3%	10	23.3%	16	37.2%	13	30.2%		0.0%	43
P&R	5	10.2%	5	10.2%	9	18.4%	21	42.9%	8	16.3%	1	2.0%	49
PLNG & SUS		0.0%		0.0%	2	10.0%	13	65.0%	5	25.0%		0.0%	20
POLICE	4	4.6%	8	9.2%	15	17.2%	44	50.6%	16	18.4%		0.0%	87
PW	2	4.0%	4	8.0%	11	22.0%	16	32.0%	17	34.0%		0.0%	50
TRANSIT	4	4.4%	9	9.9%	27	29.7%	37	40.7%	13	14.3%	1	1.1%	91
UNK		0.0%		0.0%	1	25.0%	1	25.0%	2	50.0%		0.0%	4
<b>Grand Total</b>	<b>21</b>	<b>4.6%</b>	<b>43</b>	<b>9.5%</b>	<b>101</b>	<b>22.3%</b>	<b>191</b>	<b>42.2%</b>	<b>95</b>	<b>21.0%</b>	<b>2</b>	<b>0.4%</b>	<b>453</b>

The clarity of expectations that I receive from my supervisor

	Very Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Satisfied	%	Applicable	%	Total
FIRE	3	6.1%	5	10.2%	7	14.3%	23	46.9%	11	22.4%			0.0%	49	
GENERAL GOVERNMENT		0.0%	6	12.8%	9	19.1%	21	44.7%	11	23.4%			0.0%	47	
HOUSING AND COMMUNITY		0.0%		0.0%	7	46.7%	5	33.3%	3	20.0%			0.0%	15	
LIBRARY		0.0%	3	7.0%	8	18.6%	17	39.5%	15	34.9%			0.0%	43	
P&R	2	4.1%	10	20.4%	7	14.3%	22	44.9%	7	14.3%	1	2.0%	49		
PLNG & SUS		0.0%	1	5.0%	3	15.0%	10	50.0%	6	30.0%			0.0%	20	
POLICE	2	2.3%	12	14.0%	13	15.1%	35	40.7%	24	27.9%			0.0%	86	
PW	2	4.1%	3	6.1%	6	12.2%	15	30.6%	23	46.9%			0.0%	49	
TRANSIT	6	6.6%	3	3.3%	31	34.1%	35	38.5%	16	17.6%			0.0%	91	
UNK		0.0%		0.0%		0.0%	2	50.0%	2	50.0%			0.0%	4	
<b>Grand Total</b>	<b>15</b>	<b>3.3%</b>	<b>43</b>	<b>9.5%</b>	<b>91</b>	<b>20.1%</b>	<b>185</b>	<b>40.8%</b>	<b>118</b>	<b>26.0%</b>	<b>1</b>	<b>0.2%</b>	<b>453</b>		

The extent to which my supervisor has high expectations for my work

	Very Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Satisfied	%	Applicable	%	Total
FIRE	3	6.1%	6	12.2%	11	22.4%	16	32.7%	13	26.5%			0.0%	49	
GENERAL GOVERNMENT		0.0%	3	6.4%	4	8.5%	18	38.3%	22	46.8%			0.0%	47	
HOUSING AND COMMUNITY		0.0%		0.0%	6	40.0%	4	26.7%	5	33.3%			0.0%	15	
LIBRARY		0.0%	1	2.3%	7	16.3%	17	39.5%	18	41.9%			0.0%	43	
P&R	1	2.0%	4	8.2%	14	28.6%	21	42.9%	8	16.3%	1	2.0%	49		
PLNG & SUS		0.0%		0.0%	2	10.0%	10	50.0%	8	40.0%			0.0%	20	
POLICE	1	1.1%	4	4.6%	15	17.2%	37	42.5%	30	34.5%			0.0%	87	
PW		0.0%	2	4.0%	10	20.0%	13	26.0%	25	50.0%			0.0%	50	
TRANSIT	3	3.3%	2	2.2%	24	26.4%	41	45.1%	21	23.1%			0.0%	91	
UNK		0.0%		0.0%		0.0%	2	50.0%	2	50.0%			0.0%	4	
<b>Grand Total</b>	<b>8</b>	<b>1.8%</b>	<b>22</b>	<b>4.8%</b>	<b>93</b>	<b>20.4%</b>	<b>179</b>	<b>39.3%</b>	<b>152</b>	<b>33.4%</b>	<b>1</b>	<b>0.2%</b>	<b>455</b>		

The amount of guidance that I receive from my supervisor throughout a work assignment

	Very Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Satisfied	%	Applicable	%	Total
FIRE	4	8.2%	3	6.1%	9	18.4%	21	42.9%	12	24.5%			0.0%	49	
GENERAL GOVERNMENT	2	4.3%	4	8.5%	9	19.1%	21	44.7%	11	23.4%			0.0%	47	
HOUSING AND COMMUNITY		0.0%		0.0%	7	50.0%	3	21.4%	3	21.4%	1	7.1%		14	
LIBRARY		0.0%	3	7.0%	10	23.3%	16	37.2%	13	30.2%	1	2.3%		43	
P&R	3	6.1%	3	6.1%	10	20.4%	22	44.9%	10	20.4%	1	2.0%		49	
PLNG & SUS		0.0%	1	5.0%	3	15.0%	9	45.0%	7	35.0%			0.0%	20	
POLICE	3	3.5%	5	5.8%	19	22.1%	35	40.7%	24	27.9%			0.0%	86	
PW	1	2.0%	4	8.0%	9	18.0%	17	34.0%	19	38.0%			0.0%	50	
TRANSIT	3	3.3%	2	2.2%	33	36.3%	39	42.9%	14	15.4%			0.0%	91	
UNK		0.0%		0.0%	1	25.0%	1	25.0%	2	50.0%			0.0%	4	
<b>Grand Total</b>	<b>16</b>	<b>3.5%</b>	<b>25</b>	<b>5.5%</b>	<b>110</b>	<b>24.3%</b>	<b>184</b>	<b>40.6%</b>	<b>115</b>	<b>25.4%</b>	<b>3</b>	<b>0.7%</b>	<b>453</b>		

Most of the time I really look forward to coming to work

	Very Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Satisfied	%	Applicable	%	Total
FIRE	5	10.2%	3	6.1%	8	16.3%	21	42.9%	11	22.4%	1	2.0%		49	
GENERAL GOVERNMENT	1	2.1%	5	10.6%	6	12.8%	18	38.3%	17	36.2%			0.0%	47	
HOUSING AND COMMUNITY		0.0%	1	6.7%	4	26.7%	7	46.7%	3	20.0%			0.0%	15	
LIBRARY	1	2.3%	4	9.3%	9	20.9%	13	30.2%	16	37.2%			0.0%	43	
P&R	3	6.1%	5	10.2%	14	28.6%	15	30.6%	11	22.4%	1	2.0%		49	
PLNG & SUS		0.0%	2	10.0%	6	30.0%	7	35.0%	5	25.0%			0.0%	20	
POLICE	3	3.4%	8	9.2%	22	25.3%	28	32.2%	25	28.7%	1	1.1%		87	
PW	2	4.0%	3	6.0%	10	20.0%	18	36.0%	17	34.0%			0.0%	50	
TRANSIT	4	4.4%	5	5.5%	20	22.0%	35	38.5%	25	27.5%	2	2.2%		91	
UNK		0.0%		0.0%	1	25.0%	1	25.0%	2	50.0%			0.0%	4	
<b>Grand Total</b>	<b>19</b>	<b>4.2%</b>	<b>36</b>	<b>7.9%</b>	<b>100</b>	<b>22.0%</b>	<b>163</b>	<b>35.8%</b>	<b>132</b>	<b>29.0%</b>	<b>5</b>	<b>1.1%</b>	<b>455</b>		

I value the working relationships I have with those with whom I work

	Very Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Satisfied	%	Applicable	%	Total
FIRE	2	4.1%	2	4.1%	4	8.2%	23	46.9%	17	34.7%			1	2.0%	49
GENERAL GOVERNMENT		0.0%	1	2.1%	2	4.3%	18	38.3%	25	53.2%			1	2.1%	47
HOUSING AND COMMUNITY		0.0%	1	6.7%	4	26.7%	6	40.0%	4	26.7%				0.0%	15
LIBRARY		0.0%		0.0%	2	4.8%	8	19.0%	32	76.2%				0.0%	42
P&R	1	2.0%	1	2.0%	7	14.3%	22	44.9%	16	32.7%			2	4.1%	49
PLNG & SUS		0.0%		0.0%	2	10.0%	8	40.0%	10	50.0%				0.0%	20
POLICE	2	2.3%	2	2.3%	4	4.6%	39	44.8%	38	43.7%			2	2.3%	87
PW	1	2.0%		0.0%	9	18.0%	18	36.0%	22	44.0%				0.0%	50
TRANSIT	1	1.1%	6	6.6%	14	15.4%	43	47.3%	26	28.6%			1	1.1%	91
UNK		0.0%		0.0%		0.0%	1	25.0%	3	75.0%				0.0%	4
<b>Grand Total</b>	<b>7</b>	<b>1.5%</b>	<b>13</b>	<b>2.9%</b>	<b>48</b>	<b>10.6%</b>	<b>186</b>	<b>41.0%</b>	<b>193</b>	<b>42.5%</b>			<b>7</b>	<b>1.5%</b>	<b>454</b>

In general, my workplace gets the job done well and has a good time doing it

	Very Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Satisfied	%	Applicable	%	Total
FIRE	3	6.1%	1	2.0%	8	16.3%	18	36.7%	18	36.7%			1	2.0%	49
GENERAL GOVERNMENT	1	2.1%	2	4.3%	4	8.5%	19	40.4%	21	44.7%				0.0%	47
HOUSING AND COMMUNITY	1	6.7%		0.0%	5	33.3%	5	33.3%	4	26.7%				0.0%	15
LIBRARY		0.0%	1	2.3%	7	16.3%	16	37.2%	19	44.2%				0.0%	43
P&R	2	4.1%	3	6.1%	10	20.4%	21	42.9%	10	20.4%			3	6.1%	49
PLNG & SUS		0.0%	1	5.0%	5	25.0%	10	50.0%	4	20.0%				0.0%	20
POLICE	3	3.4%	7	8.0%	17	19.5%	32	36.8%	27	31.0%			1	1.1%	87
PW	1	2.0%	3	6.0%	12	24.0%	17	34.0%	17	34.0%				0.0%	50
TRANSIT	2	2.2%	4	4.5%	22	24.7%	41	46.1%	20	22.5%				0.0%	89
UNK		0.0%		0.0%		0.0%	2	50.0%	2	50.0%				0.0%	4
<b>Grand Total</b>	<b>13</b>	<b>2.9%</b>	<b>22</b>	<b>4.9%</b>	<b>90</b>	<b>19.9%</b>	<b>181</b>	<b>40.0%</b>	<b>142</b>	<b>31.3%</b>			<b>5</b>	<b>1.1%</b>	<b>453</b>

## Section IX: You and the Town

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

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	7	14.0%	5	10.0%	3	6.0%	21	42.0%	14	28.0%	50
GENERAL GOVERNMENT	2	4.3%	4	8.7%	4	8.7%	16	34.8%	20	43.5%	46
HOUSING AND COMMUNITY		0.0%	1	6.7%	5	33.3%	5	33.3%	4	26.7%	15
LIBRARY	2	4.7%	4	9.3%	9	20.9%	12	27.9%	16	37.2%	43
P&R	7	14.6%	4	8.3%	14	29.2%	13	27.1%	10	20.8%	48
PLNG & SUS	4	20.0%	1	5.0%	5	25.0%	4	20.0%	6	30.0%	20
POLICE	5	5.7%	8	9.2%	9	10.3%	34	39.1%	31	35.6%	87
PW	1	2.0%	2	3.9%	9	17.6%	17	33.3%	22	43.1%	51
TRANSIT	2	2.2%	6	6.5%	23	25.0%	34	37.0%	27	29.3%	92
UNK		0.0%		0.0%		0.0%	2	50.0%	2	50.0%	4
<b>Grand Total</b>	<b>30</b>	<b>6.6%</b>	<b>35</b>	<b>7.7%</b>	<b>81</b>	<b>17.8%</b>	<b>158</b>	<b>34.6%</b>	<b>152</b>	<b>33.3%</b>	<b>456</b>

I wouldn't leave the Town right now because I have a sense of obligation to the people in it

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	10	20.0%	8	16.0%	12	24.0%	14	28.0%	6	12.0%	50
GENERAL GOVERNMENT	3	6.4%	6	12.8%	5	10.6%	21	44.7%	12	25.5%	47
HOUSING AND COMMUNITY	1	6.7%	1	6.7%	5	33.3%	6	40.0%	2	13.3%	15
LIBRARY	3	7.0%	4	9.3%	16	37.2%	12	27.9%	8	18.6%	43
P&R	7	14.3%	10	20.4%	12	24.5%	14	28.6%	6	12.2%	49
PLNG & SUS	1	5.0%	5	25.0%	4	20.0%	3	15.0%	7	35.0%	20
POLICE	8	9.2%	13	14.9%	19	21.8%	31	35.6%	16	18.4%	87
PW	4	8.0%	5	10.0%	15	30.0%	14	28.0%	12	24.0%	50
TRANSIT	4	4.3%	10	10.9%	36	39.1%	30	32.6%	12	13.0%	92
UNK		0.0%	1	25.0%	1	25.0%	1	25.0%	1	25.0%	4
<b>Grand Total</b>	<b>41</b>	<b>9.0%</b>	<b>63</b>	<b>13.8%</b>	<b>125</b>	<b>27.4%</b>	<b>146</b>	<b>31.9%</b>	<b>82</b>	<b>17.9%</b>	<b>457</b>

I often think about myself as an employee of the Town of Chapel Hill

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	2	4.0%	5	10.0%	16	32.0%	17	34.0%	10	20.0%	50
GENERAL GOVERNMENT	2	4.3%	2	4.3%	5	10.6%	19	40.4%	19	40.4%	47
HOUSING AND COMMUNITY		0.0%		0.0%	3	20.0%	9	60.0%	3	20.0%	15
LIBRARY	2	4.7%	2	4.7%	5	11.6%	16	37.2%	18	41.9%	43
P&R	2	4.1%	8	16.3%	9	18.4%	22	44.9%	8	16.3%	49
PLNG & SUS		0.0%	1	5.0%	3	15.0%	5	25.0%	11	55.0%	20
POLICE	4	4.7%	9	10.5%	26	30.2%	32	37.2%	15	17.4%	86
PW	1	2.0%	2	3.9%	10	19.6%	16	31.4%	22	43.1%	51
TRANSIT	2	2.2%	3	3.3%	22	23.9%	45	48.9%	20	21.7%	92
UNK		0.0%		0.0%	1	25.0%	1	25.0%	2	50.0%	4
<b>Grand Total</b>	<b>15</b>	<b>3.3%</b>	<b>32</b>	<b>7.0%</b>	<b>100</b>	<b>21.9%</b>	<b>182</b>	<b>39.8%</b>	<b>128</b>	<b>28.0%</b>	<b>457</b>

Each workday seems like it will never end

	Strongly			Neutral			Strongly			Grand Total	
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree		%
FIRE	5	9.8%	18	35.3%	20	39.2%	5	9.8%	2	3.9%	51
GENERAL GOVERNMENT	13	28.3%	22	47.8%	7	15.2%	5	10.9%		0.0%	46
HOUSING AND COMMUNITY	1	7.1%	8	57.1%	4	28.6%	2	14.3%		0.0%	14
LIBRARY	20	47.6%	10	23.8%	12	28.6%	1	2.4%		0.0%	42
P&R	12	24.5%	10	20.4%	15	30.6%	8	16.3%	3	6.1%	49
PLNG & SUS	7	35.0%	5	25.0%	3	15.0%	4	20.0%	1	5.0%	20
POLICE	24	27.9%	32	37.2%	18	20.9%	7	8.1%	6	7.0%	86
PW	12	23.5%	14	27.5%	18	35.3%	6	11.8%		0.0%	51
TRANSIT	11	12.1%	34	37.4%	26	28.6%	14	15.4%	7	7.7%	91
UNK		0.0%	2	50.0%	1	25.0%		0.0%	1	25.0%	4
<b>Grand Total</b>	<b>105</b>	<b>23.1%</b>	<b>155</b>	<b>34.1%</b>	<b>124</b>	<b>27.3%</b>	<b>52</b>	<b>11.5%</b>	<b>20</b>	<b>4.4%</b>	<b>454</b>

As soon as I find a better job, I'll leave the Town

	Strongly			Neutral			Strongly			Grand Total	
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree		%
FIRE	16	32.7%	11	22.4%	12	24.5%	8	16.3%	2	4.1%	49
GENERAL GOVERNMENT	24	51.1%	9	19.1%	8	17.0%	4	8.5%	2	4.3%	47
HOUSING AND COMMUNITY	4	26.7%	4	26.7%	5	33.3%	2	13.3%		0.0%	15
LIBRARY	17	39.5%	8	18.6%	10	23.3%	3	7.0%	5	11.6%	43
P&R	8	16.3%	8	16.3%	15	30.6%	11	22.4%	7	14.3%	49
PLNG & SUS	7	35.0%	7	35.0%	3	15.0%	2	10.0%	1	5.0%	20
POLICE	46	52.9%	16	18.4%	16	18.4%	4	4.6%	5	5.7%	87
PW	24	47.1%	9	17.6%	13	25.5%	5	9.8%		0.0%	51
TRANSIT	29	31.9%	20	22.0%	26	28.6%	12	13.2%	4	4.4%	91
UNK	1	25.0%	1	25.0%	2	50.0%		0.0%		0.0%	4
<b>Grand Total</b>	<b>176</b>	<b>38.6%</b>	<b>93</b>	<b>20.4%</b>	<b>110</b>	<b>24.1%</b>	<b>51</b>	<b>11.2%</b>	<b>26</b>	<b>5.7%</b>	<b>456</b>

I often think about quitting my job

	Strongly			Neutral			Strongly			Grand Total	
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree		%
FIRE	22	44.0%	9	18.0%	4	8.0%	11	22.0%	4	8.0%	50
GENERAL GOVERNMENT	25	53.2%	10	21.3%	6	12.8%	4	8.5%	2	4.3%	47
HOUSING AND COMMUNITY	6	40.0%	4	26.7%	4	26.7%	1	6.7%		0.0%	15
LIBRARY	22	51.2%	6	14.0%	3	7.0%	8	18.6%	4	9.3%	43
P&R	13	27.1%	12	25.0%	9	18.8%	9	18.8%	5	10.4%	48
PLNG & SUS	6	30.0%	7	35.0%	1	5.0%	4	20.0%	2	10.0%	20
POLICE	49	56.3%	15	17.2%	9	10.3%	9	10.3%	5	5.7%	87
PW	20	39.2%	8	15.7%	13	25.5%	8	15.7%	2	3.9%	51
TRANSIT	34	37.0%	26	28.3%	19	20.7%	9	9.8%	4	4.3%	92
UNK	2	50.0%	1	25.0%	1	25.0%		0.0%		0.0%	4
<b>Grand Total</b>	<b>199</b>	<b>43.5%</b>	<b>98</b>	<b>21.4%</b>	<b>69</b>	<b>15.1%</b>	<b>63</b>	<b>13.8%</b>	<b>28</b>	<b>6.1%</b>	<b>457</b>

I do not feel emotionally attached to the Town

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	10	20.0%	13	26.0%	7	14.0%	11	22.0%	9	18.0%	50
GENERAL GOVERNMENT	20	42.6%	15	31.9%	7	14.9%	4	8.5%	1	2.1%	47
HOUSING AND COMMUNITY	3	20.0%	3	20.0%	4	26.7%	4	26.7%	1	6.7%	15
LIBRARY	18	41.9%	15	34.9%	6	14.0%	1	2.3%	3	7.0%	43
P&R	6	12.5%	9	18.8%	13	27.1%	13	27.1%	7	14.6%	48
PLNG & SUS	7	35.0%	7	35.0%	2	10.0%	2	10.0%	2	10.0%	20
POLICE	24	27.9%	22	25.6%	13	15.1%	14	16.3%	13	15.1%	86
PW	11	21.6%	13	25.5%	12	23.5%	11	21.6%	4	7.8%	51
TRANSIT	21	22.8%	17	18.5%	30	32.6%	17	18.5%	7	7.6%	92
UNK	2	50.0%	1	25.0%		0.0%	1	25.0%		0.0%	4
<b>Grand Total</b>	<b>122</b>	<b>26.8%</b>	<b>115</b>	<b>25.2%</b>	<b>94</b>	<b>20.6%</b>	<b>78</b>	<b>17.1%</b>	<b>47</b>	<b>10.3%</b>	<b>456</b>

All in all, I am satisfied with my job with the Town

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	3	6.0%	7	14.0%	3	6.0%	24	48.0%	13	26.0%	50
GENERAL GOVERNMENT	3	6.4%	3	6.4%	2	4.3%	21	44.7%	18	38.3%	47
HOUSING AND COMMUNITY		0.0%		0.0%	4	26.7%	9	60.0%	2	13.3%	15
LIBRARY	4	9.3%	2	4.7%	10	23.3%	14	32.6%	13	30.2%	43
P&R	7	14.3%	8	16.3%	8	16.3%	16	32.7%	10	20.4%	49
PLNG & SUS		0.0%	2	10.0%	5	25.0%	8	40.0%	5	25.0%	20
POLICE	1	1.1%	12	13.8%	14	16.1%	34	39.1%	26	29.9%	87
PW	1	2.0%	2	3.9%	13	25.5%	21	41.2%	14	27.5%	51
TRANSIT	4	4.3%	6	6.5%	19	20.7%	42	45.7%	21	22.8%	92
UNK		0.0%		0.0%		0.0%	1	25.0%	3	75.0%	4
<b>Grand Total</b>	<b>23</b>	<b>5.0%</b>	<b>42</b>	<b>9.2%</b>	<b>78</b>	<b>17.0%</b>	<b>190</b>	<b>41.5%</b>	<b>125</b>	<b>27.3%</b>	<b>458</b>

## Section X: Improvements over Time

### I have noticed improvement in Town-wide communications

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	6	12.2%	9	18.4%	24	49.0%	10	20.4%		0.0%	49
GENERAL GOVERNMENT	1	2.4%	3	7.1%	11	26.2%	21	50.0%	6	14.3%	42
HOUSING AND COMMUNITY		0.0%	1	6.7%	9	60.0%	5	33.3%		0.0%	15
LIBRARY	2	5.4%	5	13.5%	15	40.5%	12	32.4%	3	8.1%	37
P&R	4	9.3%	3	7.0%	18	41.9%	18	41.9%		0.0%	43
PLNG & SUS	1	5.9%	2	11.8%	3	17.6%	7	41.2%	4	23.5%	17
POLICE	4	4.7%	16	18.6%	42	48.8%	22	25.6%	2	2.3%	86
PW	1	2.0%	6	12.0%	26	52.0%	17	34.0%		0.0%	50
TRANSIT	3	3.5%	8	9.3%	45	52.3%	26	30.2%	4	4.7%	86
UNK		0.0%		0.0%	1	33.3%	2	66.7%		0.0%	3
<b>Grand Total</b>	<b>22</b>	<b>5.1%</b>	<b>53</b>	<b>12.4%</b>	<b>194</b>	<b>45.3%</b>	<b>140</b>	<b>32.7%</b>	<b>19</b>	<b>4.4%</b>	<b>428</b>

### I have noticed improvement in communications within my department

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	7	14.3%	9	18.4%	21	42.9%	12	24.5%		0.0%	49
GENERAL GOVERNMENT	1	2.4%	2	4.8%	11	26.2%	23	54.8%	5	11.9%	42
HOUSING AND COMMUNITY		0.0%	2	13.3%	4	26.7%	8	53.3%	1	6.7%	15
LIBRARY	10	27.0%	7	18.9%	13	35.1%	6	16.2%	1	2.7%	37
P&R	6	14.0%	7	16.3%	14	32.6%	15	34.9%	1	2.3%	43
PLNG & SUS		0.0%	3	17.6%	2	11.8%	7	41.2%	5	29.4%	17
POLICE	9	10.5%	28	32.6%	25	29.1%	21	24.4%	3	3.5%	86
PW	2	4.0%	5	10.0%	21	42.0%	20	40.0%	2	4.0%	50
TRANSIT	4	4.6%	14	16.1%	34	39.1%	32	36.8%	3	3.4%	87
UNK		0.0%		0.0%		0.0%	3	100.0%		0.0%	3
<b>Grand Total</b>	<b>39</b>	<b>9.1%</b>	<b>77</b>	<b>17.9%</b>	<b>145</b>	<b>33.8%</b>	<b>147</b>	<b>34.3%</b>	<b>21</b>	<b>4.9%</b>	<b>429</b>

### I have noticed improvement in how employees reflect the Town's values

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
FIRE	6	12.2%	11	22.4%	26	53.1%	6	12.2%		0.0%	49
GENERAL GOVERNMENT		0.0%	2	4.8%	21	50.0%	15	35.7%	4	9.5%	42
HOUSING AND COMMUNITY		0.0%	2	13.3%	6	40.0%	7	46.7%		0.0%	15
LIBRARY	1	2.7%	6	16.2%	19	51.4%	10	27.0%	1	2.7%	37
P&R	6	14.0%	3	7.0%	24	55.8%	9	20.9%	1	2.3%	43
PLNG & SUS		0.0%	2	12.5%	6	37.5%	5	31.3%	3	18.8%	16
POLICE	7	8.1%	13	15.1%	40	46.5%	24	27.9%	2	2.3%	86
PW	1	2.0%	8	16.0%	21	42.0%	19	38.0%	1	2.0%	50
TRANSIT	3	3.4%	15	17.2%	44	50.6%	22	25.3%	3	3.4%	87
UNK		0.0%		0.0%	2	66.7%	1	33.3%		0.0%	3
<b>Grand Total</b>	<b>24</b>	<b>5.6%</b>	<b>62</b>	<b>14.5%</b>	<b>209</b>	<b>48.8%</b>	<b>118</b>	<b>27.6%</b>	<b>15</b>	<b>3.5%</b>	<b>428</b>

I have noticed improvement in teamwork across Town departments

	Strongly			Neutral			Strongly			Grand Total	
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree		%
FIRE	5	10.2%	12	24.5%	23	46.9%	9	18.4%		0.0%	49
GENERAL GOVERNMENT	1	2.4%	3	7.1%	17	40.5%	17	40.5%	4	9.5%	42
HOUSING AND COMMUNITY		0.0%	2	13.3%	6	40.0%	7	46.7%		0.0%	15
LIBRARY		0.0%	3	8.1%	25	67.6%	8	21.6%	1	2.7%	37
P&R	2	4.8%	5	11.9%	22	52.4%	12	28.6%	1	2.4%	42
PLNG & SUS	1	5.9%	3	17.6%	3	17.6%	6	35.3%	4	23.5%	17
POLICE	3	3.5%	13	15.1%	48	55.8%	21	24.4%	1	1.2%	86
PW	1	2.0%	7	14.0%	23	46.0%	19	38.0%		0.0%	50
TRANSIT	3	3.4%	14	16.1%	49	56.3%	18	20.7%	3	3.4%	87
UNK		0.0%		0.0%	1	33.3%	2	66.7%		0.0%	3
<b>Grand Total</b>	<b>16</b>	<b>3.7%</b>	<b>62</b>	<b>14.5%</b>	<b>217</b>	<b>50.7%</b>	<b>119</b>	<b>27.8%</b>	<b>14</b>	<b>3.3%</b>	<b>428</b>

I have noticed improvement in teamwork within my department

	Strongly			Neutral			Strongly			Grand Total	
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree		%
FIRE	5	10.2%	10	20.4%	21	42.9%	12	24.5%	1	2.0%	49
GENERAL GOVERNMENT	1	2.4%	1	2.4%	13	31.0%	18	42.9%	9	21.4%	42
HOUSING AND COMMUNITY		0.0%	1	6.7%	3	20.0%	10	66.7%	1	6.7%	15
LIBRARY	1	2.7%	7	18.9%	18	48.6%	9	24.3%	2	5.4%	37
P&R	4	9.3%	6	14.0%	17	39.5%	16	37.2%		0.0%	43
PLNG & SUS	1	5.9%	3	17.6%	1	5.9%	10	58.8%	2	11.8%	17
POLICE	7	8.1%	15	17.4%	32	37.2%	29	33.7%	3	3.5%	86
PW		0.0%	2	4.1%	22	44.9%	20	40.8%	5	10.2%	49
TRANSIT	4	4.6%	11	12.6%	43	49.4%	27	31.0%	2	2.3%	87
UNK		0.0%		0.0%		0.0%	2	66.7%	1	33.3%	3
<b>Grand Total</b>	<b>23</b>	<b>5.4%</b>	<b>56</b>	<b>13.1%</b>	<b>170</b>	<b>39.7%</b>	<b>153</b>	<b>35.7%</b>	<b>26</b>	<b>6.1%</b>	<b>428</b>

I enjoy working for the Town today more than I did 2 years ago

	Strongly			Neutral			Strongly			Grand Total	
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree		%
FIRE	10	20.4%	8	16.3%	19	38.8%	10	20.4%	2	4.1%	49
GENERAL GOVERNMENT	3	7.3%	3	7.3%	18	43.9%	11	26.8%	6	14.6%	41
HOUSING AND COMMUNITY	2	13.3%	1	6.7%	5	33.3%	6	40.0%	1	6.7%	15
LIBRARY	6	16.2%	4	10.8%	18	48.6%	8	21.6%	1	2.7%	37
P&R	4	9.5%	4	9.5%	24	57.1%	7	16.7%	3	7.1%	42
PLNG & SUS	1	5.9%	2	11.8%	6	35.3%	4	23.5%	4	23.5%	17
POLICE	12	14.0%	15	17.4%	30	34.9%	20	23.3%	9	10.5%	86
PW	4	8.0%	8	16.0%	21	42.0%	13	26.0%	4	8.0%	50
TRANSIT	3	3.4%	11	12.6%	41	47.1%	27	31.0%	5	5.7%	87
UNK		0.0%		0.0%	1	33.3%	2	66.7%		0.0%	3
<b>Grand Total</b>	<b>45</b>	<b>10.5%</b>	<b>56</b>	<b>13.1%</b>	<b>183</b>	<b>42.9%</b>	<b>108</b>	<b>25.3%</b>	<b>35</b>	<b>8.2%</b>	<b>427</b>