

## 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
SUPERVISOR ACTUAL	3	6	6	58	41	114
NON-SUPERVISOR ACTUAL	3	16	46	170	111	346
<b>Grand Total</b>	<b>6</b>	<b>22</b>	<b>52</b>	<b>228</b>	<b>152</b>	<b>460</b>
SUPERVISOR %	2.6%	5.3%	5.3%	50.9%	36.0%	
NON-SUPERVISOR %	0.9%	4.6%	13.3%	49.1%	32.1%	

I have the training to do my job effectively.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
SUPERVISOR ACTUAL	2	2	13	63	33	113
NON-SUPERVISOR ACTUAL	4	19	37	164	120	344
<b>Grand Total</b>	<b>6</b>	<b>21</b>	<b>50</b>	<b>227</b>	<b>153</b>	<b>457</b>
SUPERVISOR %	1.8%	1.8%	11.5%	55.8%	29.2%	
NON-SUPERVISOR %	1.2%	5.5%	10.8%	47.7%	34.9%	

I have opportunities for advancement in this organization.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
SUPERVISOR ACTUAL	12	22	29	37	13	113
NON-SUPERVISOR ACTUAL	52	59	121	79	35	346
<b>Grand Total</b>	<b>64</b>	<b>81</b>	<b>150</b>	<b>116</b>	<b>48</b>	<b>459</b>
SUPERVISOR %	10.6%	19.5%	25.7%	32.7%	11.5%	
NON-SUPERVISOR %	15.0%	17.1%	35.0%	22.8%	10.1%	

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
SUPERVISOR ACTUAL	2	6	14	56	35	113
NON-SUPERVISOR ACTUAL	9	10	53	169	103	344
<b>Grand Total</b>	<b>11</b>	<b>16</b>	<b>67</b>	<b>225</b>	<b>138</b>	<b>457</b>
SUPERVISOR %	1.8%	5.3%	12.4%	49.6%	31.0%	
NON-SUPERVISOR %	2.6%	2.9%	15.4%	49.1%	29.9%	

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
SUPERVISOR ACTUAL	6	26	23	41	17	113
NON-SUPERVISOR ACTUAL	23	67	107	111	38	346
<b>Grand Total</b>	<b>29</b>	<b>93</b>	<b>130</b>	<b>152</b>	<b>55</b>	<b>459</b>
SUPERVISOR %	5.3%	23.0%	20.4%	36.3%	15.0%	
NON-SUPERVISOR %	6.6%	19.4%	30.9%	32.1%	11.0%	

I am certain how much authority I have.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
SUPERVISOR ACTUAL	2	20	20	47	24	113
NON-SUPERVISOR ACTUAL	12	47	88	155	42	344
<b>Grand Total</b>	<b>14</b>	<b>67</b>	<b>108</b>	<b>202</b>	<b>66</b>	<b>457</b>
SUPERVISOR %	1.8%	17.7%	17.7%	41.6%	21.2%	
NON-SUPERVISOR %	3.5%	13.7%	25.6%	45.1%	12.2%	

I could do a better if I had more authority.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
SUPERVISOR ACTUAL	9	23	39	31	11	113
NON-SUPERVISOR ACTUAL	17	77	153	81	17	345
<b>Grand Total</b>	<b>26</b>	<b>100</b>	<b>192</b>	<b>112</b>	<b>28</b>	<b>458</b>
SUPERVISOR %	8.0%	20.4%	34.5%	27.4%	9.7%	
NON-SUPERVISOR %	4.9%	22.3%	44.3%	23.5%	4.9%	

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
SUPERVISOR ACTUAL	1	1	4	55	51	112
NON-SUPERVISOR ACTUAL	6	7	29	158	146	346
<b>Grand Total</b>	<b>7</b>	<b>8</b>	<b>33</b>	<b>213</b>	<b>197</b>	<b>458</b>
SUPERVISOR %	0.9%	0.9%	3.6%	49.1%	45.5%	
NON-SUPERVISOR %	1.7%	2.0%	8.4%	45.7%	42.2%	

## 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
SUPERVISOR	91	84.3%	17	15.7%	108
NON-SUPERVISOR	223	74.1%	78	25.9%	301
<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
SUPERVISOR	62	56.9%	47	43.1%	109
NON-SUPERVISOR	165	55.9%	130	44.1%	295
<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
SUPERVISOR	60	54.1%	51	45.9%	111
NON-SUPERVISOR	152	52.4%	138	47.6%	290
<b>Grand Total</b>	<b>212</b>	<b>52.9%</b>	<b>189</b>	<b>47.1%</b>	<b>401</b>

	Open	%	Hidden	%	Grand Total
SUPERVISOR	71	65.1%	38	34.9%	109
NON-SUPERVISOR	159	53.5%	138	46.5%	297
<b>Grand Total</b>	<b>230</b>	<b>56.7%</b>	<b>176</b>	<b>43.3%</b>	<b>406</b>

	Adequate	%	Inadequate	%	Grand Total
SUPERVISOR	69	62.7%	41	37.3%	110
NON-SUPERVISOR	174	58.8%	122	41.2%	296
<b>Grand Total</b>	<b>243</b>	<b>59.9%</b>	<b>163</b>	<b>40.1%</b>	<b>406</b>

	Written	%	Unwritten	%	Grand Total
SUPERVISOR	53	48.6%	56	51.4%	109
NON-SUPERVISOR	176	61.8%	109	38.2%	285
<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?

	Accurate	%	Inaccurate	%	Grand Total
SUPERVISOR	77	72.0%	30	28.0%	107
NON-SUPERVISOR	227	78.5%	62	21.5%	289
<b>Grand Total</b>	<b>304</b>	<b>76.8%</b>	<b>92</b>	<b>23.2%</b>	<b>396</b>

	Timely	%	Late	%	Grand Total
SUPERVISOR	71	65.1%	38	34.9%	109
NON-SUPERVISOR	217	74.1%	76	25.9%	293
<b>Grand Total</b>	<b>288</b>	<b>71.6%</b>	<b>114</b>	<b>28.4%</b>	<b>402</b>

	Complete	%	Incomplete	%	Grand Total
SUPERVISOR	61	56.5%	47	43.5%	108
NON-SUPERVISOR	179	63.3%	104	36.7%	283
<b>Grand Total</b>	<b>240</b>	<b>61.4%</b>	<b>151</b>	<b>38.6%</b>	<b>391</b>

	Open	%	Hidden	%	Grand Total
SUPERVISOR	81	74.3%	28	25.7%	109
NON-SUPERVISOR	207	71.1%	84	28.9%	291
<b>Grand Total</b>	<b>287</b>	<b>71.8%</b>	<b>112</b>	<b>28.0%</b>	<b>400</b>

	Adequate	%	Inadequate	%	Grand Total
SUPERVISOR	65	60.2%	43	39.8%	108
NON-SUPERVISOR	199	70.1%	85	29.9%	284
<b>Grand Total</b>	<b>264</b>	<b>67.3%</b>	<b>128</b>	<b>32.7%</b>	<b>392</b>

	Written	%	Unwritten	%	Grand Total
SUPERVISOR	48	45.3%	58	54.7%	106
NON-SUPERVISOR	147	54.2%	124	45.8%	271
<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
SUPERVISOR	70	63.6%	40	36.4%	110
NON-SUPERVISOR	213	72.9%	79	27.1%	292
<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
SUPERVISOR	77	72.6%	29	27.4%	106
NON-SUPERVISOR	205	73.0%	76	27.0%	281
<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
SUPERVISOR	52	49.1%	54	50.9%	106
NON-SUPERVISOR	170	58.6%	120	41.4%	290
<b>Grand Total</b>	<b>221</b>	<b>55.8%</b>	<b>174</b>	<b>43.9%</b>	<b>396</b>

	Open	%	Hidden	%	Grand Total
SUPERVISOR	70	64.2%	39	35.8%	109
NON-SUPERVISOR	223	77.2%	66	22.8%	289
<b>Grand Total</b>	<b>293</b>	<b>73.6%</b>	<b>105</b>	<b>26.4%</b>	<b>398</b>

	Adequate	%	Inadequate	%	Grand Total
SUPERVISOR	59	54.1%	50	45.9%	109
NON-SUPERVISOR	197	68.4%	91	31.6%	288
<b>Grand Total</b>	<b>256</b>	<b>64.5%</b>	<b>141</b>	<b>35.5%</b>	<b>397</b>

	Written	%	Unwritten	%	Grand Total
SUPERVISOR	28	25.9%	80	74.1%	108
NON-SUPERVISOR	110	39.4%	169	60.6%	279
<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
SUPERVISOR	54	55.1%	44	44.9%	98
NON-SUPERVISOR	170	60.9%	87	31.2%	279
<b>Grand Total</b>	<b>224</b>	<b>57.9%</b>	<b>131</b>	<b>33.9%</b>	<b>387</b>

	Timely	%	Late	%	Grand Total
SUPERVISOR	53	53.0%	47	47.0%	100
NON-SUPERVISOR	146	57.3%	109	42.7%	255
<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
SUPERVISOR	34	34.3%	65	65.7%	99
NON-SUPERVISOR	130	50.4%	128	49.6%	258
<b>Grand Total</b>	<b>164</b>	<b>45.9%</b>	<b>193</b>	<b>54.1%</b>	<b>357</b>

	Open	%	Hidden	%	Grand Total
SUPERVISOR	57	57.6%	42	42.4%	99
NON-SUPERVISOR	176	65.9%	91	34.1%	267
<b>Grand Total</b>	<b>233</b>	<b>63.7%</b>	<b>133</b>	<b>36.3%</b>	<b>366</b>

	Adequate	%	Inadequate	%	Grand Total
SUPERVISOR	46	45.5%	55	54.5%	101
NON-SUPERVISOR	145	55.1%	118	44.9%	263
<b>Grand Total</b>	<b>191</b>	<b>52.5%</b>	<b>173</b>	<b>47.5%</b>	<b>364</b>

	Written	%	Unwritten	%	Grand Total
SUPERVISOR	30	30.6%	68	69.4%	98
NON-SUPERVISOR	128	52.2%	117	47.8%	245
<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	%			
SUPERVISORS	107	93.0%	7	6.1%	1	0.9%	115
NON-SUPERVISORS	251	80.4%	18	5.8%	43	13.8%	312
<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	%			
SUPERVISORS	10	9.2%	57	52.3%	42	38.5%	109
NON-SUPERVISORS	86	28.7%	132	44.0%	82	27.3%	300
<b>Grand Total</b>	<b>96</b>	<b>23.5%</b>	<b>189</b>	<b>46.2%</b>	<b>124</b>	<b>30.3%</b>	<b>409</b>

Mailing to Home			Do Not		N/A	%	Grand Total
	Prefer	%	Prefer	%			
SUPERVISORS	20	18.7%	58	54.2%	29	27.1%	107
NON-SUPERVISORS	62	21.0%	151	51.2%	82	27.8%	295
<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			Do Not		N/A	%	Grand Total
	Prefer	%	Prefer	%			
SUPERVISORS	96	86.5%	12	10.8%	3	2.7%	111
NON-SUPERVISORS	219	70.6%	58	18.7%	33	10.6%	310
<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.			Do Not		N/A	%	Grand Total
	Prefer	%	Prefer	%			
SUPERVISORS	101	90.2%	11	9.8%	0	0.0%	112
NON-SUPERVISORS	269	85.1%	39	12.3%	8	2.5%	316
<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			Do Not		N/A	%	Grand Total
	Prefer	%	Prefer	%			
SUPERVISORS	41	39.0%	57	54.3%	7	6.7%	105
NON-SUPERVISORS	77	27.0%	131	46.0%	77	27.0%	285
<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		N/A	%	Grand Total
	Prefer	%	Prefer	%			
SUPERVISORS	58	53.7%	46	42.6%	4	3.7%	108
NON-SUPERVISORS	115	38.7%	132	44.4%	50	16.8%	297
<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
SUPERVISORS	88	2	3	30	38	8	6	175
NON-SUPERVISORS	200	61	26	82	96	17	17	499
<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
SUPERVISORS	12	5	7	41	34	11	10	120
NON-SUPERVISORS	45	29	32	106	97	24	33	366
<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**

Department	Town Work Email	Personal Email	Mailing to Home	Staff Meeting	Verbal Updates from Supervisors	Internal Intranet	TOWNTalk Newsletter	Grand Total
SUPERVISORS	13	24	22	30	23	17	19	148
NON-SUPERVISORS	41	56	57	85	73	56	69	437
<b>Grand Total</b>	<b>54</b>	<b>80</b>	<b>79</b>	<b>115</b>	<b>96</b>	<b>73</b>	<b>88</b>	<b>585</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	%	Total	
SUPERVISOR	1	0.9%	18	15.7%	96	83.5%	115	
NON-SUPERVISOR	35	10.1%	104	30.1%	206	59.7%	345	
<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	%	Total	
SUPERVISOR	8	7.0%	41	36.0%	65	57.0%	114	
NON-SUPERVISOR	91	26.8%	156	45.9%	93	27.4%	340	
<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	%	Total	
SUPERVISOR	6	5.3%	54	47.4%	54	47.4%	114	
NON-SUPERVISOR	142	41.6%	138	40.5%	61	17.9%	341	
<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 Familiar		Somewhat Familiar		Very Familiar		Grand Total	
	Familiar	%	Familiar	%	Familiar	%	Total	
SUPERVISOR	9	8.1%	45	40.5%	57	51.4%	111	
NON-SUPERVISOR	140	41.3%	147	43.4%	52	15.3%	339	
<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?

Personnel Policy *	Don't Know		Not at All Likely		Somewhat Likely		Very Likely		Grand Total	
	Know	%	All Likely	%	Likely	%	Likely	%	Total	
SUPERVISOR	11	9.6%	14	12.3%	67	58.8%	22	19.3%	114	
NON-SUPERVISOR	98	28.2%	57	16.4%	148	42.7%	44	12.7%	347	
<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>	

Ombuds Office	Don't Know		Not at All Likely		Somewhat Likely		Very Likely		Grand Total	
	Know	%	All Likely	%	Likely	%	Likely	%	Total	
SUPERVISOR	13	11.3%	32	27.8%	53	46.1%	17	14.8%	115	
NON-SUPERVISOR	110	32.3%	63	18.5%	128	37.5%	40	11.7%	341	
<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>	

EPM/Develop System **	Don't Know		Not at All Likely		Somewhat Likely		Very Likely		Grand Total	
	Know	%	All Likely	%	Likely	%	Likely	%	Total	
SUPERVISOR	8	7.0%	30	26.1%	56	48.7%	21	18.3%	115	
NON-SUPERVISOR	98	28.2%	74	21.3%	130	37.5%	44	12.7%	347	
<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>	

\* Personnel Policies and Procedures Improvements

\*\* 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 directly impact you?

	Input Actively Sought Before Change		Well Informed about Change Before Developing		Informed only after Change is Implemented		Grand Total
	#	%	#	%	#	%	
SUPERVISOR	22	19.3%	40	35.1%	52	45.6%	114
NON-SUPERVISOR	38	11.5%	120	36.3%	173	52.3%	331
<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.

	Disagree	%	Uncertain	%	Agree	%	Grand Total
SUPERVISOR	5	4.3%	12	10.4%	98	85.2%	115
NON-SUPERVISOR	18	5.2%	68	19.6%	261	75.2%	347
<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.

	Disagree	%	Uncertain	%	Agree	%	Grand Total
SUPERVISOR	11	9.6%	13	11.4%	90	78.9%	114
NON-SUPERVISOR	23	6.7%	62	18.0%	259	75.3%	344
<b>Grand Total</b>	<b>34</b>	<b>7.4%</b>	<b>75</b>	<b>16.4%</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

	Disagree	%	Uncertain	%	Agree	%	Grand Total
SUPERVISOR	1	0.9%	9	7.9%	104	91.2%	114
NON-SUPERVISOR	6	1.7%	30	8.7%	308	89.5%	344
<b>Grand Total</b>	<b>7</b>	<b>1.5%</b>	<b>39</b>	<b>8.5%</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

	Disagree	%	Uncertain	%	Agree	%	Grand Total
SUPERVISOR	7	6.3%	12	10.8%	92	82.9%	111
NON-SUPERVISOR	21	6.1%	40	11.6%	285	82.4%	346
<b>Grand Total</b>	<b>28</b>	<b>6.1%</b>	<b>52</b>	<b>11.4%</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?

<b>Responsibility</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>
SUPERVISOR	2	1.7%	15	13.0%	33	28.7%	53	46.1%	12	10.4%	115
NON-SUPERVISOR	5	1.4%	31	9.0%	99	28.7%	135	39.1%	75	21.7%	345
<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>

<b>Equity</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>
SUPERVISOR	2	1.7%	24	20.9%	38	33.0%	37	32.2%	14	12.2%	115
NON-SUPERVISOR	14	4.1%	50	14.5%	129	37.5%	95	27.6%	56	16.3%	344
<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>

<b>Safety</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>
SUPERVISOR	1	0.9%	1	0.9%	17	14.9%	69	60.5%	26	22.8%	114
NON-SUPERVISOR	1	0.3%	10	2.9%	46	13.4%	163	47.4%	124	36.0%	344
<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>

<b>Professionalism</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>
SUPERVISOR	2	1.7%	3	2.6%	35	30.4%	56	48.7%	19	16.5%	115
NON-SUPERVISOR	9	2.6%	15	4.4%	78	22.7%	78	22.7%	82	23.9%	343
<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>
SUPERVISOR	2	1.7%	7	6.1%	35	30.4%	49	42.6%	22	19.1%	115
NON-SUPERVISOR	9	2.6%	22	6.4%	87	25.3%	139	40.4%	87	25.3%	344
<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>
SUPERVISOR	2	1.7%	14	12.2%	44	38.3%	44	38.3%	11	9.6%	115
NON-SUPERVISOR	7	2.0%	42	12.2%	124	36.0%	118	34.3%	53	15.4%	344
<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>

<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>Grand Total</b>
SUPERVISOR	3	2.6%	12	10.5%	24	21.1%	63	55.3%	12	10.5%	114
NON-SUPERVISOR	8	2.3%	22	6.4%	82	24.0%	156	45.6%	74	21.6%	342
<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
SUPERVISOR	4	3.5%	1	0.9%	9	7.8%	52	45.2%	49	42.6%	115
NON-SUPERVISOR	18	5.3%	38	11.1%	58	17.0%	149	43.6%	79	23.1%	342
<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
SUPERVISOR	8	7.0%	13	11.3%	15	13.0%	45	39.1%	34	29.6%	115
NON-SUPERVISOR	38	11.1%	79	23.2%	65	19.1%	127	37.2%	32	9.4%	341
<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
SUPERVISOR	11	9.6%	13	11.3%	15	13.0%	46	40.0%	30	26.1%	115
NON-SUPERVISOR	63	18.4%	73	21.3%	75	21.9%	98	28.6%	34	9.9%	343
<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
SUPERVISOR	5	4.3%	17	14.8%	36	31.3%	35	30.4%	22	19.1%	115
NON-SUPERVISOR	40	11.7%	66	19.3%	107	31.3%	91	26.6%	38	11.1%	342
<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
SUPERVISOR	30	26.1%	40	34.8%	21	18.3%	16	13.9%	8	7.0%	115
NON-SUPERVISOR	54	15.7%	84	24.4%	84	24.4%	73	21.2%	49	14.2%	344
<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
SUPERVISOR	14	12.3%	9	7.9%	21	18.4%	43	37.7%	27	23.7%	114
NON-SUPERVISOR	41	12.0%	42	12.3%	119	34.8%	103	30.1%	37	10.8%	342
<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

	<b>Strongly Disagree</b>	<b>%</b>	<b>Disagree</b>	<b>%</b>	<b>Neutral</b>	<b>%</b>	<b>Agree</b>	<b>%</b>	<b>Strongly Agree</b>	<b>%</b>	<b>Grand Total</b>
SUPERVISOR	9	7.9%	13	11.4%	18	15.8%	48	42.1%	26	22.8%	114
NON-SUPERVISOR	20	5.9%	37	10.9%	134	39.3%	111	32.6%	39	11.4%	341
<b>Grand Total</b>	<b>29</b>	<b>6.4%</b>	<b>50</b>	<b>11.0%</b>	<b>152</b>	<b>33.4%</b>	<b>159</b>	<b>34.9%</b>	<b>65</b>	<b>14.3%</b>	<b>455</b>

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

	<b>Strongly Disagree</b>	<b>%</b>	<b>Disagree</b>	<b>%</b>	<b>Neutral</b>	<b>%</b>	<b>Agree</b>	<b>%</b>	<b>Strongly Agree</b>	<b>%</b>	<b>Grand Total</b>
SUPERVISOR	11	9.6%	9	7.9%	20	17.5%	35	30.7%	39	34.2%	114
NON-SUPERVISOR	28	8.2%	35	10.2%	75	21.9%	134	39.1%	71	20.7%	343
<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				Neutral				Strongly Agree				Grand Total
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Agree	%	Total
SUPERVISOR	17	14.9%	27	23.7%	26	22.8%	37	32.5%	7	6.1%			114
NON-SUPERVISOR	56	16.3%	72	20.9%	85	24.7%	105	30.5%	26	7.6%			344
<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				Neutral				Strongly Agree				Grand Total
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Agree	%	Total
SUPERVISOR	4	3.5%	7	6.2%	18	15.9%	46	40.7%	38	33.6%			113
NON-SUPERVISOR	14	4.1%	16	4.7%	50	14.5%	151	43.9%	113	32.8%			344
<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				Neutral				Strongly Agree				Grand Total
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Agree	%	Total
SUPERVISOR	10	8.8%	16	14.2%	29	25.7%	45	39.8%	13	11.5%			113
NON-SUPERVISOR	34	9.9%	68	19.8%	70	20.3%	123	35.8%	49	14.2%			344
<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				Neutral				Strongly Agree				Grand Total
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Agree	%	Total
SUPERVISOR	9	7.9%	19	16.7%	33	28.9%	37	32.5%	16	14.0%			114
NON-SUPERVISOR	23	6.7%	61	17.8%	102	29.7%	104	30.3%	53	15.5%			343
<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				Neutral				Strongly Agree				Grand Total
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Agree	%	Total
SUPERVISOR	7	6.2%	31	27.4%	17	15.0%	42	37.2%	16	14.2%			113
NON-SUPERVISOR	43	9.9%	85	19.6%	74	17.1%	106	24.4%	35	8.1%			434
<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				Neutral				Strongly Agree				Grand Total
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Agree	%	Total
SUPERVISOR	20	17.5%	15	13.2%	36	31.6%	30	26.3%	13	11.4%			114
NON-SUPERVISOR	47	13.7%	64	18.6%	84	24.4%	94	27.3%	55	16.0%			344
<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.

	<b>Strongly Disagree</b>	<b>%</b>	<b>Disagree</b>	<b>%</b>	<b>Neutral</b>	<b>%</b>	<b>Agree</b>	<b>%</b>	<b>Strongly Agree</b>	<b>%</b>	<b>Grand Total</b>
SUPERVISOR	6	5.3%	17	14.9%	36	31.6%	47	41.2%	8	7.0%	114
NON-SUPERVISOR	22	6.4%	47	13.7%	103	30.0%	130	37.9%	41	12.0%	343
<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

	<b>Strongly Disagree</b>	<b>%</b>	<b>Disagree</b>	<b>%</b>	<b>Neutral</b>	<b>%</b>	<b>Agree</b>	<b>%</b>	<b>Strongly Agree</b>	<b>%</b>	<b>Grand Total</b>
SUPERVISOR		0.0%	1	0.9%	3	2.6%	30	26.3%	80	70.2%	114
NON-SUPERVISOR	1	0.3%		0.0%	26	7.6%	97	28.4%	218	63.7%	342
<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			Neutral			Strongly Agree			Grand Total	
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
SUPERVISOR	5	4.4%	6	5.3%	12	10.6%	55	48.7%	35	31.0%	113
NON-SUPERVISOR	14	4.1%	27	7.8%	52	15.1%	135	39.2%	116	33.7%	344
<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			Neutral			Strongly Agree			Grand Total	
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
SUPERVISOR	11	9.8%	20	17.9%	20	17.9%	49	43.8%	12	10.7%	112
NON-SUPERVISOR	23	6.7%	40	11.7%	130	37.9%	128	37.3%	22	6.4%	343
<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			Neutral			Strongly Agree			Grand Total	
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
SUPERVISOR	5	4.4%	6	5.3%	12	10.6%	45	39.8%	45	39.8%	113
NON-SUPERVISOR	11	3.2%	30	8.7%	72	20.9%	136	39.5%	95	27.6%	344
<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			Neutral			Strongly Agree			Grand Total	
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
SUPERVISOR	4	3.5%	8	7.1%	18	15.9%	43	38.1%	40	35.4%	113
NON-SUPERVISOR	13	3.8%	26	7.6%	108	31.7%	135	39.6%	59	17.3%	341
<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			Neutral			Strongly Agree			Grand Total	
	Disagree	%	Disagree	%	Neutral	%	Agree	%	Agree	%	Total
SUPERVISOR	6	5.4%	13	11.6%	25	22.3%	41	36.6%	27	24.1%	112
NON-SUPERVISOR	13	3.8%	34	10.0%	118	34.6%	137	40.2%	39	11.4%	341
<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	%			
SUPERVISOR	2	1.8%	4	3.5%	13	11.4%	32	28.1%	63	55.3%		0.0%	114		
NON-SUPERVISOR	17	5.0%	18	5.2%	46	13.4%	107	31.2%	149	43.4%	6	1.7%	343		
<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	%			
SUPERVISOR	1	0.9%	2	1.8%	4	3.5%	30	26.3%	75	65.8%	1	0.9%	114		
NON-SUPERVISOR	13	3.8%	14	4.1%	27	7.9%	80	23.3%	178	51.9%	30	8.7%	343		
<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>24.1%</b>	<b>253</b>	<b>55.4%</b>	<b>31</b>	<b>6.8%</b>	<b>457</b>		

The monetary compensation I receive for my work with the Town

	Very Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%			
SUPERVISOR	11	9.7%	22	19.5%	19	16.8%	49	43.4%	12	10.6%		0.0%	113		
NON-SUPERVISOR	35	10.2%	73	21.3%	67	19.5%	113	32.9%	52	15.2%	3	0.9%	343		
<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 Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%			
SUPERVISOR	7	6.1%	18	15.8%	12	10.5%	42	36.8%	35	30.7%		0.0%	114		
NON-SUPERVISOR	21	6.1%	50	14.6%	81	23.7%	114	33.3%	72	21.1%	4	1.2%	342		
<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	%			
SUPERVISOR	2	1.8%	7	6.2%	12	10.6%	46	40.7%	45	39.8%	1	0.9%	113		
NON-SUPERVISOR	19	5.6%	25	7.3%	58	17.0%	101	29.5%	112	32.7%	27	7.9%	342		
<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	%			
SUPERVISOR	5	4.4%	13	11.5%	16	14.2%	44	38.9%	35	31.0%		0.0%	113		
NON-SUPERVISOR	35	10.4%	41	12.2%	71	21.1%	110	32.6%	67	19.9%	13	3.9%	337		
<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 Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%			
SUPERVISOR	4	3.5%	3	2.6%	9	7.9%	43	37.7%	55	48.2%		0.0%	114		
NON-SUPERVISOR	11	3.2%	26	7.6%	45	13.2%	135	39.6%	115	33.7%	9	2.6%	341		
<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 Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%			
SUPERVISOR	7	6.1%	10	8.8%	19	16.7%	53	46.5%	25	21.9%		0.0%	114		
NON-SUPERVISOR	21	6.1%	46	13.4%	91	26.5%	117	34.1%	56	16.3%	12	3.5%	343		
<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 Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%			
SUPERVISOR	3	2.7%	18	15.9%	26	23.0%	42	37.2%	24	21.2%		0.0%	113		
NON-SUPERVISOR	23	6.7%	60	17.6%	106	31.1%	106	31.1%	44	12.9%	2	0.6%	341		
<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 Dissatisfied				Neutral				Very Satisfied				Not Applicable		Grand Total
	Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Satisfied	%	Applicable	%			
SUPERVISOR	4	3.6%	15	13.4%	19	17.0%	47	42.0%	27	24.1%		0.0%	112		
NON-SUPERVISOR	17	5.0%	28	8.2%	82	24.0%	144	42.2%	68	19.9%	2	0.6%	341		
<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	%	Applicable	%			
SUPERVISOR	5	4.4%	16	14.2%	14	12.4%	47	41.6%	31	27.4%		0.0%	113		
NON-SUPERVISOR	10	2.9%	27	7.9%	77	22.6%	138	40.6%	87	25.6%	1	0.3%	340		
<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	%	Applicable	%			
SUPERVISOR	2	1.8%	6	5.3%	20	17.7%	43	38.1%	42	37.2%		0.0%	113		
NON-SUPERVISOR	6	1.8%	16	4.7%	73	21.3%	136	39.8%	110	32.2%	1	0.3%	342		
<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	%	Applicable	%			
SUPERVISOR	6	5.3%	7	6.2%	21	18.6%	49	43.4%	29	25.7%	1	0.9%	113		
NON-SUPERVISOR	10	2.9%	18	5.3%	89	26.2%	135	39.7%	86	25.3%	2	0.6%	340		
<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	%	Applicable	%			
SUPERVISOR	3	2.7%	8	7.1%	26	23.0%	41	36.3%	35	31.0%		0.0%	113		
NON-SUPERVISOR	16	4.7%	28	8.2%	74	21.6%	122	35.7%	97	28.4%	5	1.5%	342		
<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	%	Applicable	%			
SUPERVISOR	3	2.7%		0.0%	4	3.5%	52	46.0%	54	47.8%		0.0%	113		
NON-SUPERVISOR	4	1.2%	13	3.8%	44	12.9%	134	39.3%	139	40.8%	7	2.1%	341		
<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	%	Applicable	%			
SUPERVISOR	5	4.5%	5	4.5%	19	17.0%	43	38.4%	40	35.7%		0.0%	112		
NON-SUPERVISOR	8	2.3%	17	5.0%	71	20.8%	138	40.5%	102	29.9%	5	1.5%	341		
<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
		%		%		%		%		%	
SUPERVISOR	7	6.1%	6	5.3%	19	16.7%	41	36.0%	41	36.0%	114
NON-SUPERVISOR	23	6.7%	29	8.5%	62	18.1%	117	34.2%	111	32.5%	342
<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
		%		%		%		%		%	
SUPERVISOR	10	8.8%	11	9.6%	24	21.1%	38	33.3%	31	27.2%	114
NON-SUPERVISOR	31	9.0%	52	15.2%	101	29.4%	108	31.5%	51	14.9%	343
<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
		%		%		%		%		%	
SUPERVISOR	5	4.4%	7	6.1%	22	19.3%	38	33.3%	42	36.8%	114
NON-SUPERVISOR	10	2.9%	25	7.3%	78	22.7%	144	42.0%	86	25.1%	343
<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 Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
SUPERVISOR	34	29.8%	35	30.7%	26	22.8%	13	11.4%	6	5.3%	114
NON-SUPERVISOR	71	20.8%	120	35.1%	98	28.7%	39	11.4%	14	4.1%	342
<b>Grand Total</b>	<b>105</b>	<b>23.0%</b>	<b>155</b>	<b>34.0%</b>	<b>124</b>	<b>27.2%</b>	<b>51</b>	<b>11.2%</b>	<b>20</b>	<b>4.4%</b>	<b>456</b>

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

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
SUPERVISOR	51	45.1%	23	20.4%	23	20.4%	10	8.8%	6	5.3%	113
NON-SUPERVISOR	125	36.4%	70	20.4%	87	25.4%	41	12.0%	20	5.8%	343
<b>Grand Total</b>	<b>175</b>	<b>38.4%</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 Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
SUPERVISOR	56	49.1%	17	14.9%	16	14.0%	20	17.5%	5	4.4%	114
NON-SUPERVISOR	143	41.7%	81	23.6%	53	15.5%	43	12.5%	23	6.7%	343
<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
		%		%		%		%		%	
SUPERVISOR	36	32.1%	33	29.5%	15	13.4%	18	16.1%	10	8.9%	112
NON-SUPERVISOR	86	25.0%	82	23.8%	79	23.0%	60	17.4%	37	10.8%	344
<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
		%		%		%		%		%	
SUPERVISOR	6	5.3%	7	6.1%	14	12.3%	51	44.7%	36	31.6%	114
NON-SUPERVISOR	17	4.9%	35	10.2%	64	18.6%	139	40.4%	89	25.9%	344
<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
		%		%		%		%		%	
SUPERVISOR	8	7.1%	13	11.5%	37	32.7%	48	42.5%	7	6.2%	113
NON-SUPERVISOR	14	4.4%	40	12.7%	157	49.8%	92	29.2%	12	3.8%	315
<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
		%		%		%		%		%	
SUPERVISOR	11	9.6%	13	11.4%	28	24.6%	55	48.2%	7	6.1%	114
NON-SUPERVISOR	28	8.9%	64	20.3%	117	37.1%	92	29.2%	14	4.4%	315
<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
		%		%		%		%		%	
SUPERVISOR	6	5.3%	16	14.0%	55	48.2%	30	26.3%	7	6.1%	114
NON-SUPERVISOR	18	5.7%	46	14.6%	154	49.0%	88	28.0%	8	2.5%	314
<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 Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
SUPERVISOR	7	6.1%	18	15.8%	39	34.2%	45	39.5%	5	4.4%	114
NON-SUPERVISOR	9	2.9%	44	14.0%	178	56.7%	74	23.6%	9	2.9%	314
<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 Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
SUPERVISOR	7	6.1%	7	6.1%	41	36.0%	50	43.9%	9	7.9%	114
NON-SUPERVISOR	16	5.1%	49	15.6%	129	41.1%	103	32.8%	17	5.4%	314
<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 Disagree		Disagree		Neutral		Agree		Strongly Agree		Grand Total
		%		%		%		%		%	
SUPERVISOR	14	12.3%	16	14.0%	40	35.1%	32	28.1%	12	10.5%	114
NON-SUPERVISOR	31	9.9%	40	12.8%	143	45.7%	76	24.3%	23	7.3%	313
<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>