

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
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
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
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
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 Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
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 Disagree	Disagree	Neutral	Agree	Strongly Agree	Grand Total
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
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
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
Grand Total	314	76.8%	95	23.2%	409

	Timely	%	Late	%	Grand Total
Grand Total	227	56.2%	177	43.8%	404

	Complete	%	Incomplete	%	Grand Total
Grand Total	212	52.9%	189	47.1%	401

	Open	%	Hidden	%	Grand Total
Grand Total	230	56.7%	176	43.3%	406

	Adequate	%	Inadequate	%	Grand Total
Grand Total	243	59.9%	163	40.1%	406

	Written	%	Unwritten	%	Grand Total
Grand Total	229	58.1%	165	41.9%	394

2) How would you describe information communicated from *front line staff*

	Accurate	%	Inaccurate	%	Grand Total
Grand Total	304	76.8%	92	23.2%	396

	Timely	%	Late	%	Grand Total
Grand Total	288	71.6%	114	28.4%	402

	Complete	%	Incomplete	%	Grand Total
Grand Total	240	61.4%	151	38.6%	391

	Open	%	Hidden	%	Grand Total
Grand Total	288	72.0%	112	28.0%	400

	Adequate	%	Inadequate	%	Grand Total
Grand Total	264	67.3%	128	32.7%	392

	Written	%	Unwritten	%	Grand Total
Grand Total	195	51.7%	182	48.3%	377

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
Grand Total	314	76.8%	95	23.2%	409

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	Adequate	%	Inadequate	%	Grand Total
Grand Total	243	59.9%	163	40.1%	406

	Written	%	Unwritten	%	Grand Total
Grand Total	229	58.1%	165	41.9%	394

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
Grand Total	304	76.8%	92	23.2%	396

	Timely	%	Late	%	Grand Total
Grand Total	288	71.6%	114	28.4%	402

	Complete	%	Incomplete	%	Grand Total
Grand Total	240	61.4%	151	38.6%	391

	Open	%	Hidden	%	Grand Total
Grand Total	288	72.0%	112	28.0%	400

	Adequate	%	Inadequate	%	Grand Total
Grand Total	264	67.3%	128	32.7%	392

	Written	%	Unwritten	%	Grand Total
Grand Total	195	51.7%	182	48.3%	377

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

	Accurate	%	Inaccurate	%	Grand Total
Grand Total	283	70.4%	119	29.6%	402

	Timely	%	Late	%	Grand Total
Grand Total	282	72.9%	105	27.1%	387

	Complete	%	Incomplete	%	Grand Total
Grand Total	222	56.1%	174	43.9%	396

	Open	%	Hidden	%	Grand Total
Grand Total	293	73.6%	105	26.4%	398

Grand Total					
Grand Total	256	64.5%	141	35.5%	397

	Written	%	Unwritten	%	Grand Total
Grand Total	138	35.7%	249	64.3%	387

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

	Accurate	%	Inaccurate	%	Grand Total
Grand Total	224	63.1%	131	36.9%	355

	Timely	%	Late	%	Grand Total
Grand Total	199	56.1%	156	43.9%	355

	Complete	%	Incomplete	%	Grand Total
Grand Total	164	45.9%	193	54.1%	357

	Open	%	Hidden	%	Grand Total
Grand Total	233	63.7%	133	36.3%	366

	Adequate	%	Inadequate	%	Grand Total
Grand Total	191	52.5%	173	47.5%	364

	Written	%	Unwritten	%	Grand Total
Grand Total	158	46.1%	185	53.9%	343

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

	Prefer	%	Do Not Prefer	%	N/A	%	Grand Total
Town Work Email							
Grand Total	358	83.8%	25	5.9%	44	10.3%	427

	Prefer	%	Do Not Prefer	%	N/A	%	Grand Total
Personal Email							
Grand Total	96	22.5%	189	44.3%	124	29.0%	427

	Prefer	%	Do Not Prefer	%	N/A	%	Grand Total
Mailing to Home							
Grand Total	82	20.4%	209	52.0%	111	27.6%	402

	Prefer	%	Do Not Prefer	%	N/A	%	Grand Total
Staff Meeting							
Grand Total	315	74.8%	70	16.6%	36	8.6%	421

	Prefer	%	Do Not Prefer	%	N/A	%	Grand Total
Verbal Updates from Supv.							
Grand Total	370	86.4%	50	11.7%	8	1.9%	428

	Prefer	%	Do Not Prefer	%	N/A	%	Grand Total
Internal Intranet							
Grand Total	118	30.3%	188	48.2%	84	21.5%	390

	Prefer	%	Do Not Prefer	%	N/A	%	Grand Total
TOWNTALK Newsletter							
Grand Total	173	42.7%	178	44.0%	54	13.3%	405

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

1st Most Preferred

Department	Town Work Email	Personal Email	Mailing to Home	Staff Meeting	Verbal Updates from Supervisors	Internal Intranet	TOWNTalk Newsletter	Grand Total
Grand Total	288	63	29	112	134	25	23	674

2nd Most Preferred

Department	Town Work Email	Personal Email	Mailing to Home	Staff Meeting	Verbal Updates from Supervisors	Internal Intranet	TOWNTalk Newsletter	Grand Total
Grand Total	57	34	39	147	131	35	43	486

Department	Town Work Email	Personal Email	Mailing to Home	Staff Meeting	Verbal Updates from Supervisors	Internal Intranet	TOWNTalk Newsletter	Grand Total
Grand Total	54	80	79	115	95	73	88	584

If you prefer a communications method(s) not listed above please describe below:

Responses

Text Messages (3)

Phone (2)

Bulletin Boards (2)

From shift supervisors at shift briefing with follow up email

Internal Intranet that was more reliable

I think it would be helpful if the staff opening on a weekend had each other's personal phone numbers, especially as we are

I would prefer Internal Intranet but it is currently down most of the time and is not well maintained.

Need library staff page or blog or wiki

lunch

emails, town talk emails, emails about who is selling what, emails about surplus available, emails about art shows, Social media

Writing out on schedule where all employee can see it like on a board or where timesheet's are keep.

Written memoranda, etc. are effective

Section III: Change in the Town of Chapel Hill

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

	Not Familiar	%	Somewhat Familiar	%	Very Familiar	%	Grand Total
Wellness Clinic							
Grand Total	36	7.8%	122	26.5%	302	65.7%	460

	Not Familiar	%	Somewhat Familiar	%	Very Familiar	%	Grand Total
Ombuds Office							
Grand Total	99	21.8%	197	43.4%	158	34.8%	454

	Not Familiar	%	Somewhat Familiar	%	Very Familiar	%	Grand Total
EAP *							
Grand Total	148	32.5%	192	42.2%	115	25.3%	455

* Employee Assistance Program

	Not Familiar	%	Somewhat Familiar	%	Very Familiar	%	Grand Total
Town's Training Program							
Grand Total	149	33.1%	192	42.7%	109	24.2%	450

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
Personnel Policy *									
Grand Total	109	23.6%	71	15.4%	215	46.6%	66	14.3%	461

	Don't Know	%	Not at All Likely	%	Somewhat Likely	%	Very Likely	%	Grand Total
Ombuds Office									
Grand Total	123	27.0%	95	20.8%	181	39.7%	57	12.5%	456

	Don't Know	%	Not at All Likely	%	Somewhat Likely	%	Very Likely	%	Grand Total
EPM/Develop System **									
Grand Total	106	22.9%	104	22.5%	186	40.3%	65	14.1%	462

* 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

	Input Actively Sought Before Change	%	Well Informed as Change is Developing	%	Informed only after changes implemented	%	Grand Total
Grand Total	60	13.5%	160	36.0%	225	50.6%	445

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

	Disagree	%	Uncertain	%	Agree	%	Grand Total
Grand Total	23	5.0%	80	17.3%	359	77.7%	462

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

	Disagree	%	Uncertain	%	Agree	%	Grand Total
Grand Total	34	9.7%	75	21.5%	349	76.2%	458

3) I believe that the attitude I bring to work helps create a place where we learn, serve and work together to build

	Disagree	%	Uncertain	%	Agree	%	Grand Total
Grand Total	7	2.0%	39	11.2%	412	90.0%	458

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.

	Disagree	%	Uncertain	%	Agree	%	Grand Total
Grand Total	28	8.0%	52	14.9%	377	82.5%	457

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

	Never	%	Rarely	%	Sometimes	%	Often	%	Always	%	Grand Total
Responsibility	7	1.5%	46	10.0%	132	28.7%	188	40.9%	87	18.9%	460
Equity	16	3.5%	74	16.1%	167	36.4%	132	28.8%	70	15.3%	459
Safety	2	0.4%	11	2.4%	63	13.8%	232	50.7%	150	32.8%	458
Professionalism	11	2.4%	18	3.9%	113	24.7%	215	46.9%	101	22.1%	458
Ethics	11	2.4%	29	6.3%	122	26.6%	188	41.0%	109	23.7%	459

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
Grand Total	22	4.8%	39	8.5%	67	14.7%	201	44.0%	128	28.0%	457

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	46	10.1%	92	20.2%	80	17.5%	172	37.7%	66	14.5%	456

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	74	16.2%	86	18.8%	90	19.7%	144	31.4%	64	14.0%	458

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	45	9.8%	83	18.2%	143	31.3%	126	27.6%	60	13.1%	457

I must check with my supervisor before I do almost anything

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	84	18.3%	124	27.0%	105	22.9%	89	19.4%	57	12.4%	459

I believe that I can provide input in developing Town rules

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	55	12.1%	51	11.2%	140	30.7%	146	32.0%	64	14.0%	456

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
Grand Total	29	6.4%	50	11.0%	152	33.3%	159	34.9%	65	14.3%	456

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
Grand Total	39	8.5%	44	9.6%	95	20.8%	169	37.0%	110	24.1%	457

Section VI: Trust

Employees here trust supervisors

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	73	15.9%	99	21.6%	111	24.2%	142	31.0%	33	7.2%	458

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	18	3.9%	23	5.0%	68	14.9%	197	43.1%	151	33.0%	457

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	44	9.6%	84	18.4%	99	21.7%	168	36.8%	62	13.6%	457

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	32	7.0%	80	17.5%	135	29.5%	141	30.9%	69	15.1%	457

Employees here are afraid to express their views to supervisors.

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	50	11.0%	116	25.4%	91	20.0%	148	32.5%	51	11.2%	456

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	67	14.6%	79	17.2%	120	26.2%	124	27.1%	68	14.8%	458

You can trust other employees to do the right thing.

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	28	6.1%	64	14.0%	139	30.4%	177	38.7%	49	10.7%	457

Other employees can trust me to do the right thing

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	1	0.2%	1	0.2%	29	6.4%	127	27.9%	298	65.4%	456

Section VII: Teamwork

Employees in my department work as a team.

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	19	4.2%	33	7.2%	64	14.0%	190	41.6%	151	33.0%	457

Employees across departments work as a Town-wide team.

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	34	7.5%	60	13.2%	150	33.0%	177	38.9%	34	7.5%	455

My supervisor encourages employees to work together to solve problems.

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	16	3.5%	36	7.9%	84	18.4%	181	39.6%	140	30.6%	457

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	17	3.7%	34	7.5%	126	27.8%	178	39.2%	99	21.8%	454

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	19	4.2%	47	10.4%	143	31.6%	178	39.3%	66	14.6%	453

Section VIII: Job Satisfaction

The amount of job security I have

	Very Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Very Satisfied	%	Not Applicable	%	Grand Total
Grand Total	19	4.2%	22	4.8%	59	12.9%	139	30.4%	212	46.4%	6	1.3%	457

Traditional benefits, like health insurance and retirement package

	Very Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Very Satisfied	%	Not Applicable	%	Grand Total
Grand Total	14	3.1%	16	3.5%	31	6.8%	110	24.2%	253	55.6%	31	6.8%	455

The monetary compensation I receive for my work with the Town

	Very Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Very Satisfied	%	Not Applicable	%	Grand Total
Grand Total	46	10.1%	95	20.8%	86	18.9%	162	35.5%	64	14.0%	3	0.7%	456

My current job classification (title)

	Very Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Very Satisfied	%	Not Applicable	%	Grand Total
Grand Total	28	6.1%	68	14.9%	93	20.4%	156	34.2%	107	23.5%	4	0.9%	456

Non-traditional benefits like flextime and vacation

	Very Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Very Satisfied	%	Not Applicable	%	Grand Total
Grand Total	21	4.6%	32	7.0%	70	15.4%	147	32.3%	157	34.5%	28	6.2%	455

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

	Very Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Very Satisfied	%	Not Applicable	%	Grand Total
Grand Total	40	8.9%	54	12.0%	87	19.3%	154	34.2%	102	22.7%	13	2.9%	450

The feeling that I have accomplished worthwhile work

	Very Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Very Satisfied	%	Not Applicable	%	Grand Total
Grand Total	15	3.3%	29	6.4%	54	11.9%	178	39.1%	170	37.4%	9	2.0%	455

The access I have to new technology

	Very Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Very Satisfied	%	Not Applicable	%	Grand Total
Grand Total	28	6.1%	56	12.3%	110	24.1%	170	37.2%	81	17.7%	12	2.6%	457

The extent to which my work environment embraces new ideas

	Very Dissatisfied	%	Dissatisfied	%	Neutral	%	Satisfied	%	Very Satisfied	%	Not Applicable	%	Grand Total
Grand Total	26	5.7%	78	17.2%	132	29.1%	148	32.6%	68	15.0%	2	0.4%	454

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

	Very Dissatisfied		Dissatisfied		Neutral		Satisfied		Very Satisfied		Not Applicable		Grand Total
		%		%		%		%		%		%	
Grand Total	21	4.6%	43	9.5%	101	22.3%	191	42.2%	95	21.0%	2	0.4%	453

The clarity of expectations that I receive from my supervisor

	Very Dissatisfied		Dissatisfied		Neutral		Satisfied		Very Satisfied		Not Applicable		Grand Total
		%		%		%		%		%		%	
Grand Total	15	3.3%	43	9.5%	91	20.1%	185	40.8%	118	26.0%	1	0.2%	453

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

	Very Dissatisfied		Dissatisfied		Neutral		Satisfied		Very Satisfied		Not Applicable		Grand Total
		%		%		%		%		%		%	
Grand Total	8	1.8%	22	4.8%	93	20.4%	179	39.3%	152	33.4%	1	0.2%	455

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

	Very Dissatisfied		Dissatisfied		Neutral		Satisfied		Very Satisfied		Not Applicable		Grand Total
		%		%		%		%		%		%	
Grand Total	16	3.5%	25	5.5%	110	24.3%	184	40.6%	115	25.4%	3	0.7%	453

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

	Very Dissatisfied		Dissatisfied		Neutral		Satisfied		Very Satisfied		Not Applicable		Grand Total
		%		%		%		%		%		%	
Grand Total	19	4.2%	36	7.9%	100	22.0%	163	35.8%	132	29.0%	5	1.1%	455

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

	Very Dissatisfied		Dissatisfied		Neutral		Satisfied		Very Satisfied		Not Applicable		Grand Total
		%		%		%		%		%		%	
Grand Total	7	1.5%	13	2.9%	48	10.6%	186	41.0%	193	42.5%	7	1.5%	454

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

	Very Dissatisfied		Dissatisfied		Neutral		Satisfied		Very Satisfied		Not Applicable		Grand Total
		%		%		%		%		%		%	
Grand Total	13	2.9%	22	4.9%	90	19.9%	181	40.0%	142	31.3%	5	1.1%	453

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
Grand Total	30	6.6%	35	7.7%	81	17.8%	158	34.6%	152	33.3%	456

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
Grand Total	41	9.0%	63	13.8%	125	27.4%	146	31.9%	82	17.9%	457

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	15	3.3%	32	7.0%	100	21.9%	182	39.8%	128	28.0%	457

Each workday seems like it will never end

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	105	23.1%	155	34.1%	124	27.3%	52	11.5%	20	4.4%	454

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	176	38.6%	93	20.4%	110	24.1%	51	11.2%	26	5.7%	456

I often think about quitting my job

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	199	43.5%	98	21.4%	69	15.1%	63	13.8%	28	6.1%	457

I do not feel emotionally attached to the Town

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	122	26.8%	115	25.2%	94	20.6%	78	17.1%	47	10.3%	456

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	23	5.0%	42	9.2%	78	17.0%	190	41.5%	125	27.3%	458

Section X: Improvements over Time

I have noticed improvement in Town-wide communications

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	22	5.1%	53	12.4%	194	45.3%	140	32.7%	19	4.4%	428

I have noticed improvement in communications within my department

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	39	9.1%	77	17.9%	145	33.8%	147	34.3%	21	4.9%	429

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	24	5.6%	62	14.5%	209	48.8%	118	27.6%	15	3.5%	428

I have noticed improvement in teamwork across Town departments

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	16	3.7%	62	14.5%	217	50.7%	119	27.8%	14	3.3%	428

I have noticed improvement in teamwork within my department

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	23	5.4%	56	13.1%	170	39.7%	153	35.7%	26	6.1%	428

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

	Strongly Disagree	%	Disagree	%	Neutral	%	Agree	%	Strongly Agree	%	Grand Total
Grand Total	45	10.5%	56	13.1%	183	42.9%	108	25.3%	35	8.2%	427