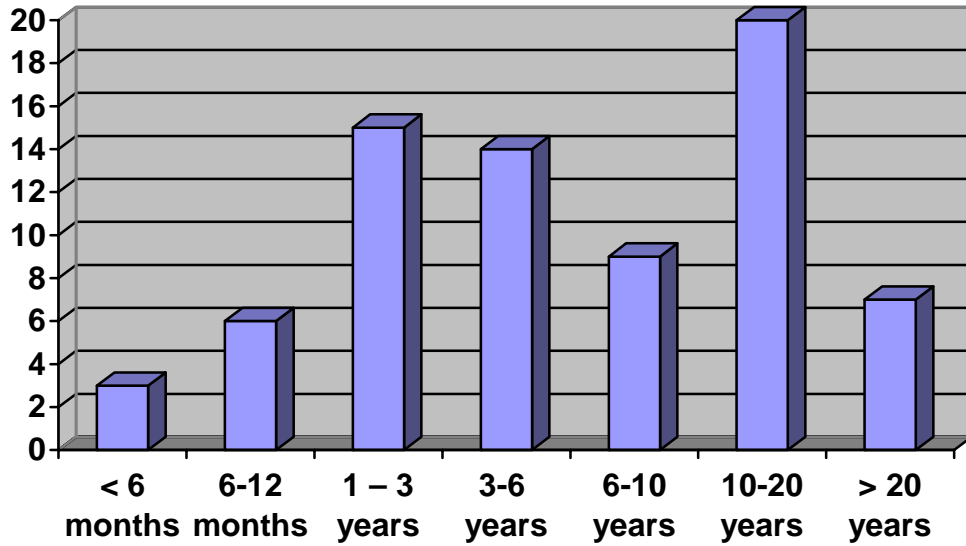


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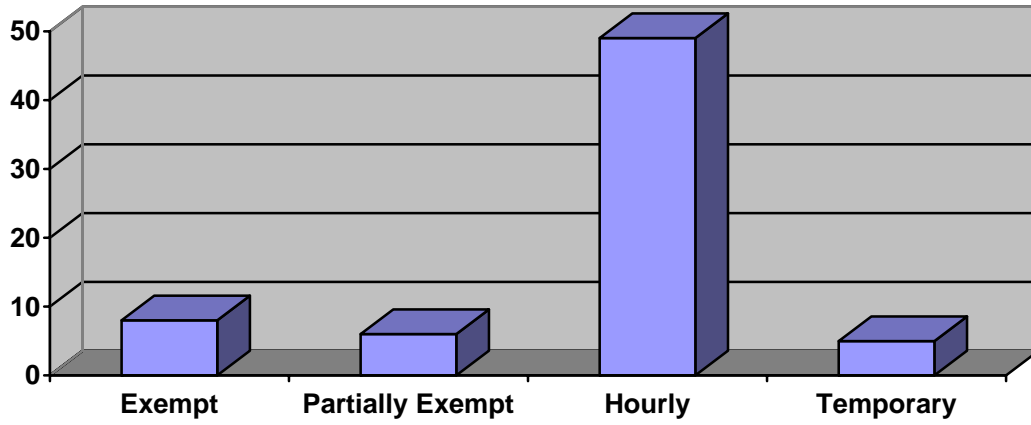
Topic 1

< How long have you worked for
the City? >



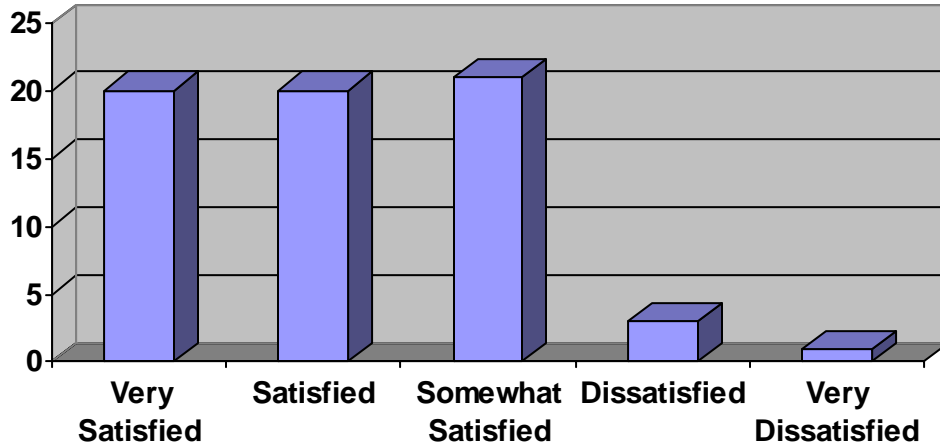
< 6 months	6-12 months	1 – 3 years	3-6 years	6-10 years	10-20 years	> 20 years
3	6	15	14	9	20	7

Topic 2
< My position at the City is:>



Exempt	Partially Exempt	Hourly	Temporary
8	6	49	5

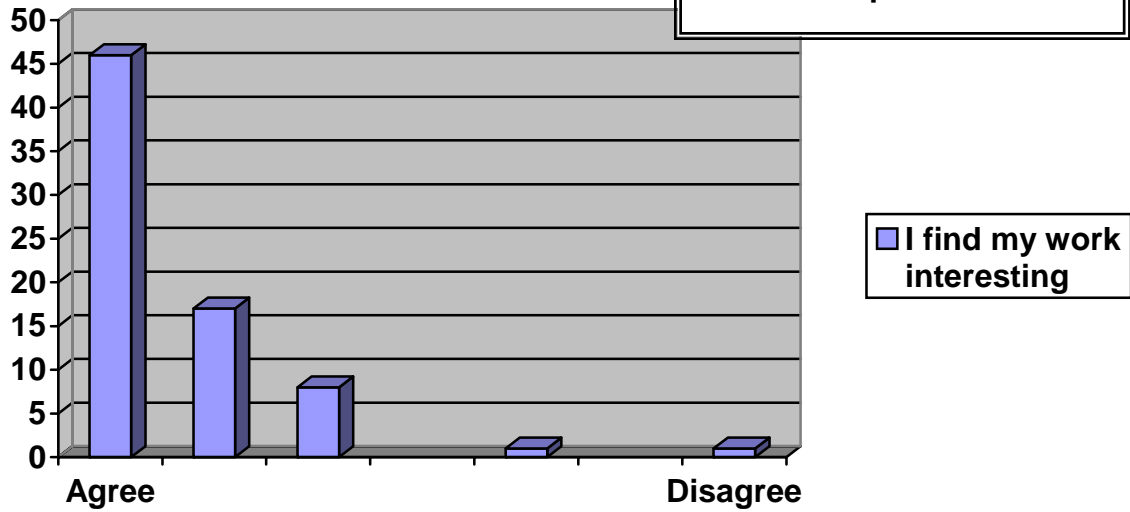
Topic 3
< Overall, how satisfied are you
with your position at the City? >



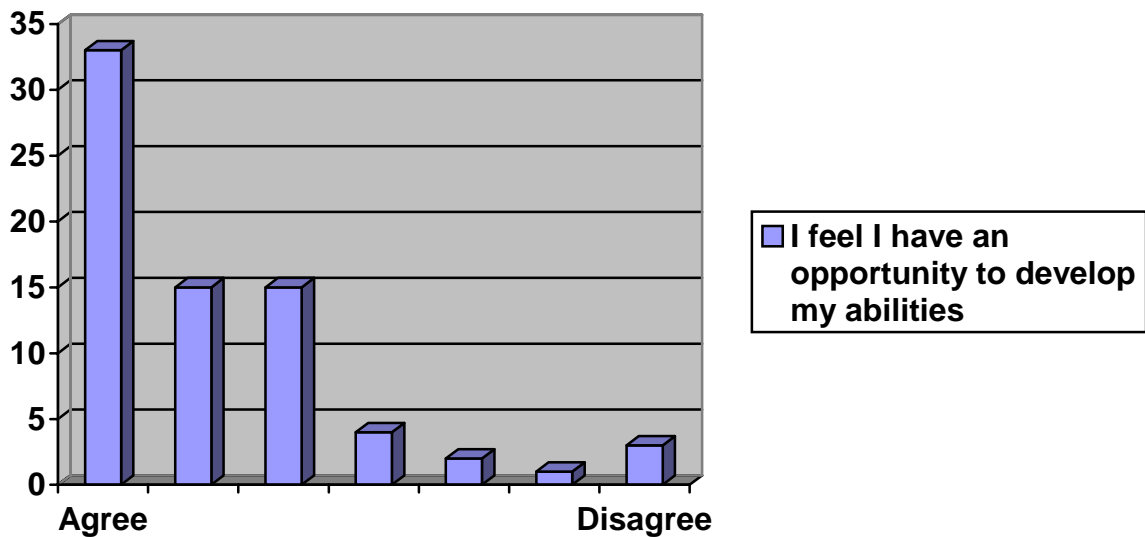
Very Satisfied	Satisfied	Somewhat Satisfied	Dissatisfied	Very Dissatisfied
20	20	21	3	1

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Topic 4
< Challenge >
six questions

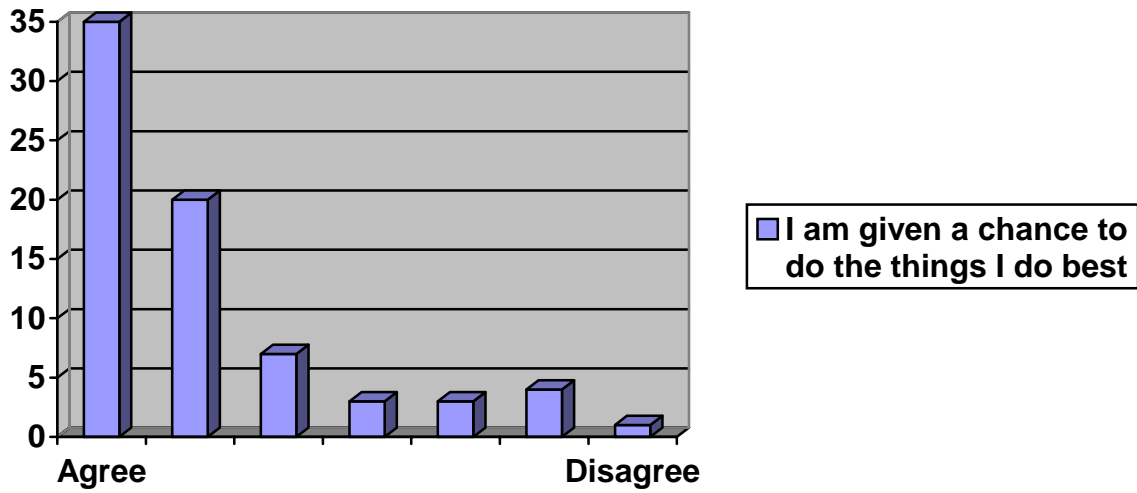


	Agree			Neutral			Disagree
I find my work interesting	46	17	8		1		1

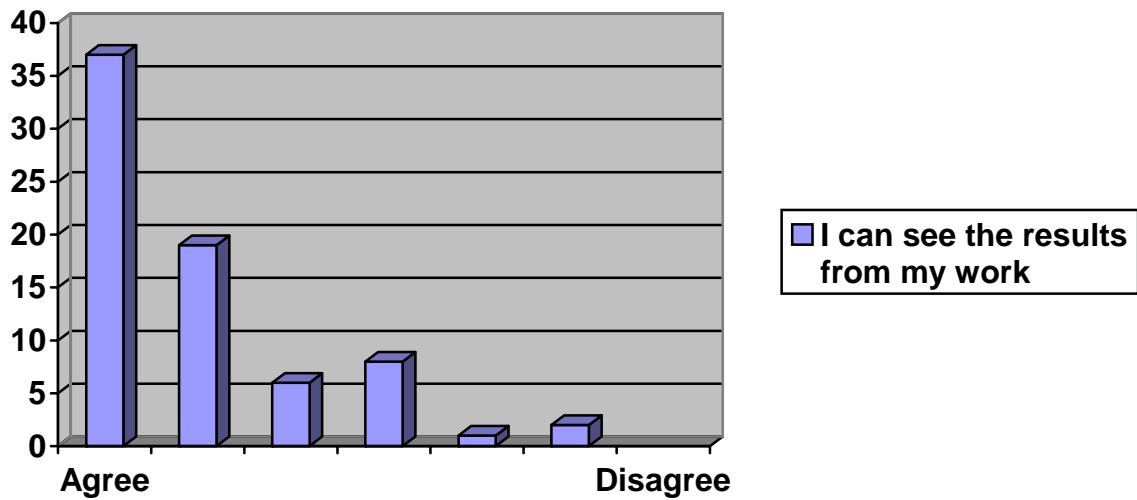


	Agree			Neutral			Disagree
I feel I have an opportunity to develop my abilities	33	15	15	4	1	2	3

Survey Tally
November 2004

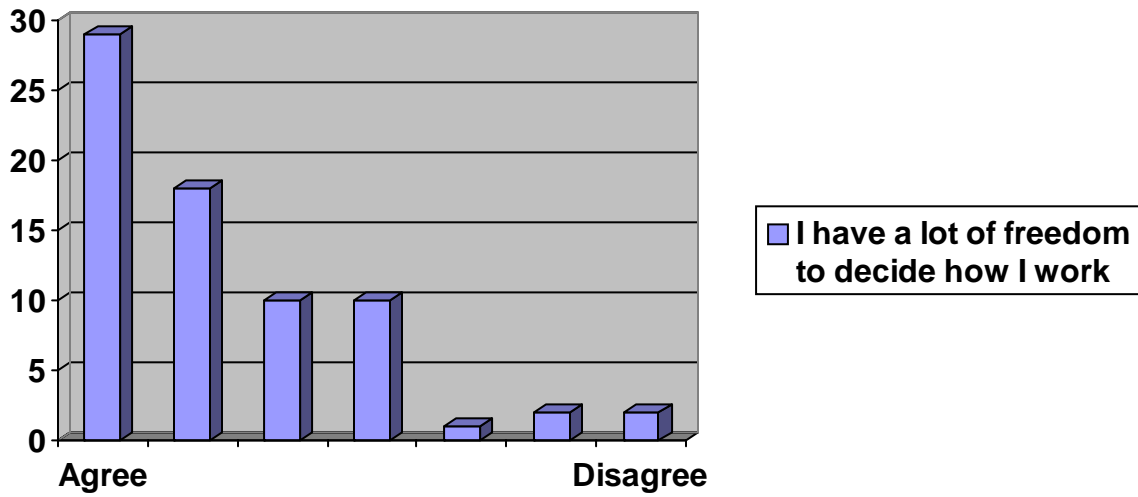


	Agree			Neutral			Disagree
I am given a chance to do the things I do best	35	20	7	3	3	4	1

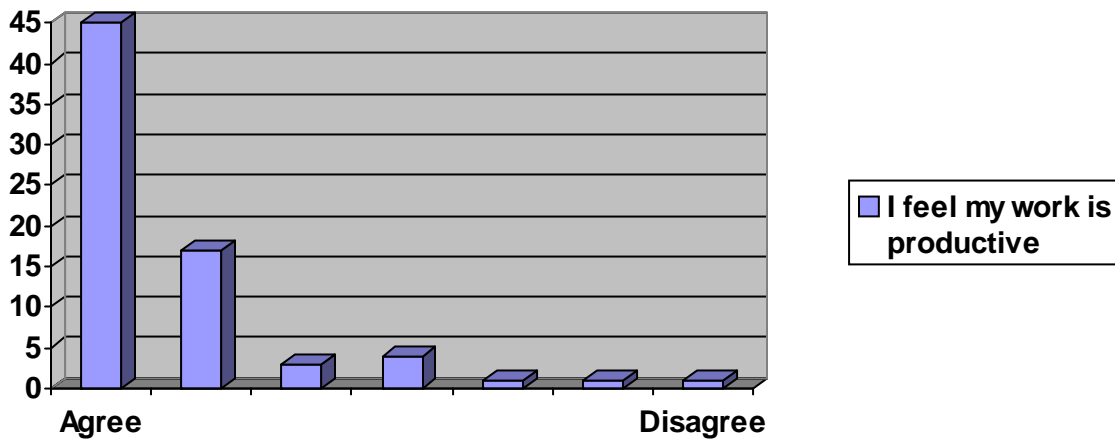


	Agree			Neutral			Disagree
I can see the results from my work	37	19	6	8	1	2	

Survey Tally
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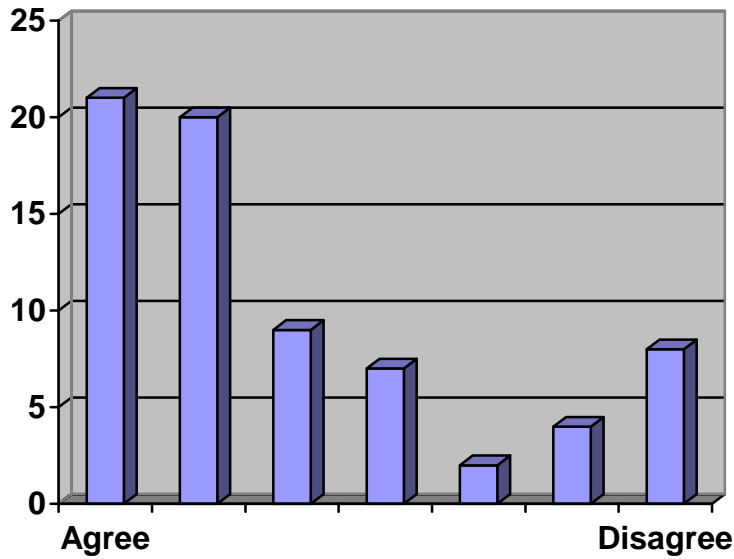


	Agree			Neutral			Disagree
I have a lot of freedom to decide how I work	29	18	10	10	1	2	2



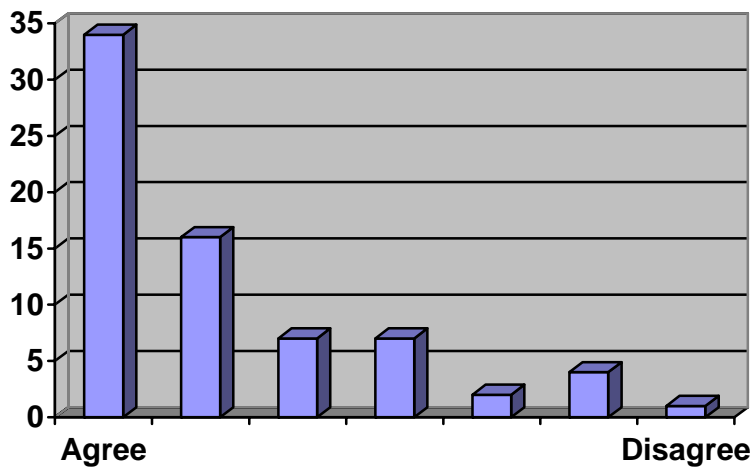
	Agree			Neutral			Disagree
I feel my work is productive	45	17	3	4	1	1	1

Topic 5
< Comfort >
four questions



■ I am given enough time to get my job done

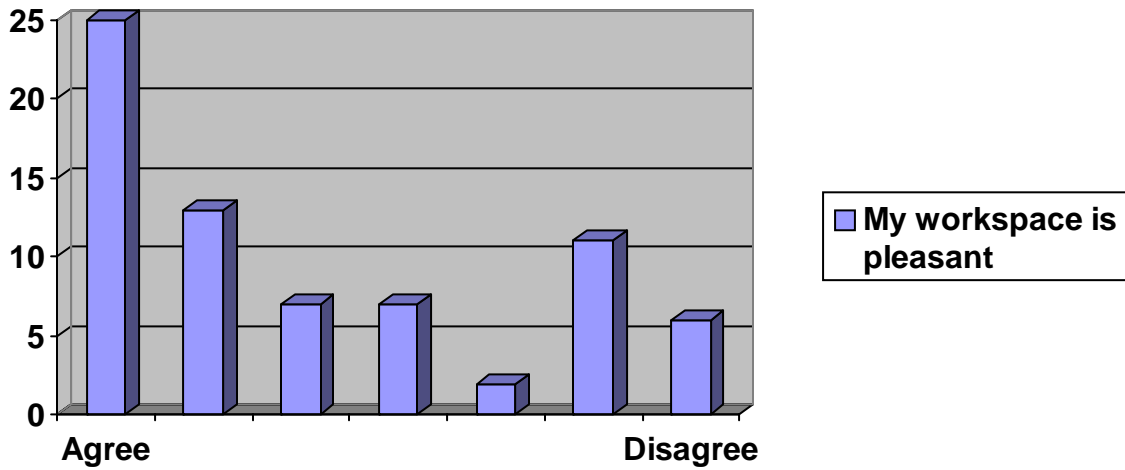
	Agree			Neutral			Disagree
I am given enough time to get my job done	21	20	9	7	2	4	8



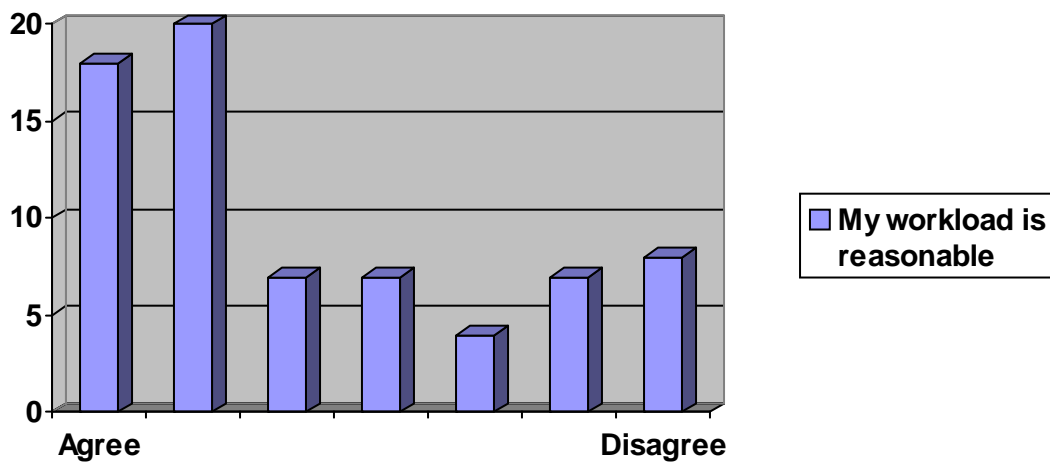
■ My hours are good

	Agree			Neutral			Disagree
My hours are good	34	16	7	7	2	4	1

Survey Tally
November 2004

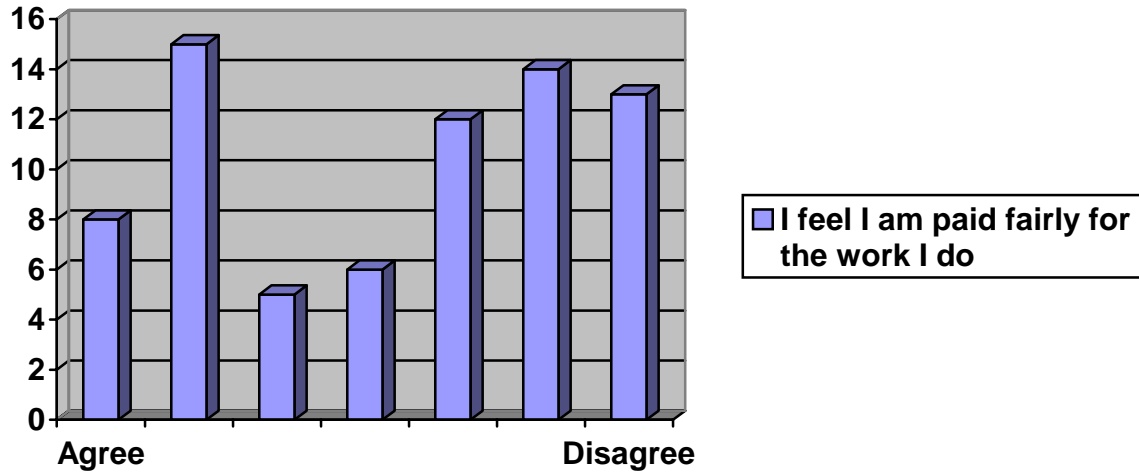


	Agree			Neutral			Disagree
My workspace is pleasant	25	13	7	7	2	11	6

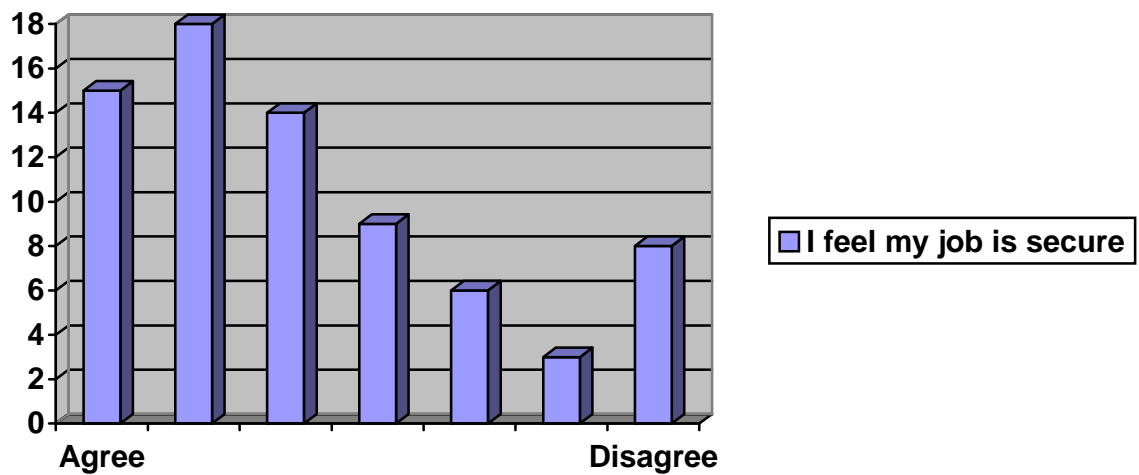


	Agree			Neutral			Disagree
My workload is reasonable	18	20	7	7	4	7	8

Topic 6
< Financial rewards >
eight questions

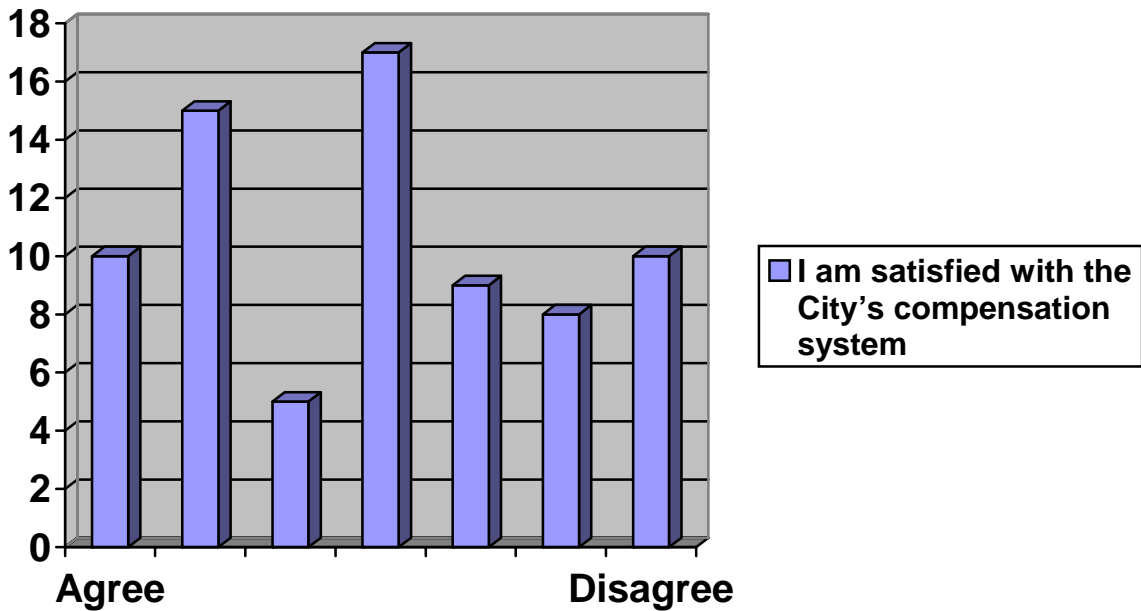


	Agree			Neutral			Disagree
I feel I am paid fairly for the work I do	8	15	5	6	12	14	13

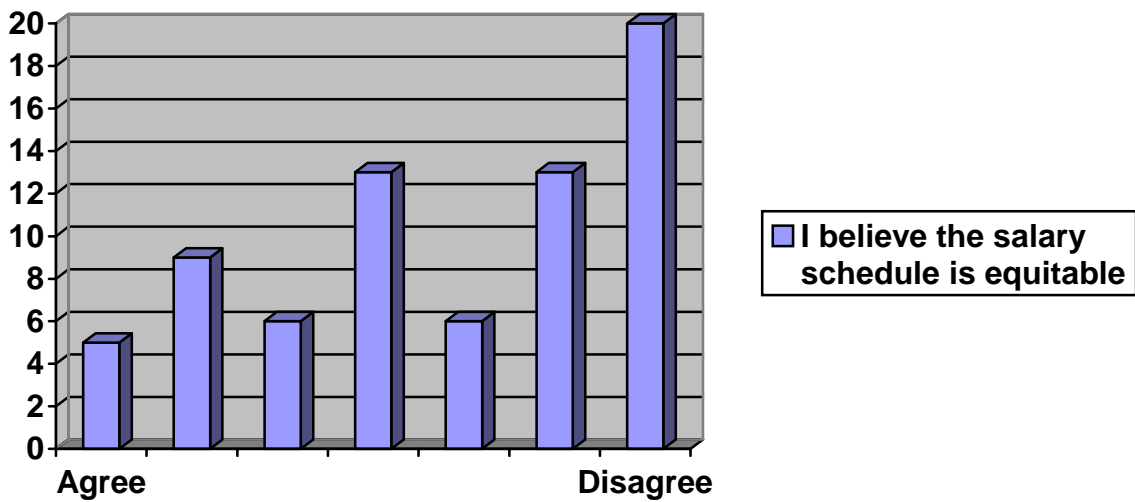


	Agree			Neutral			Disagree
I feel my job is secure	15	18	14	9	6	3	8

**Survey Tally
November 2004**

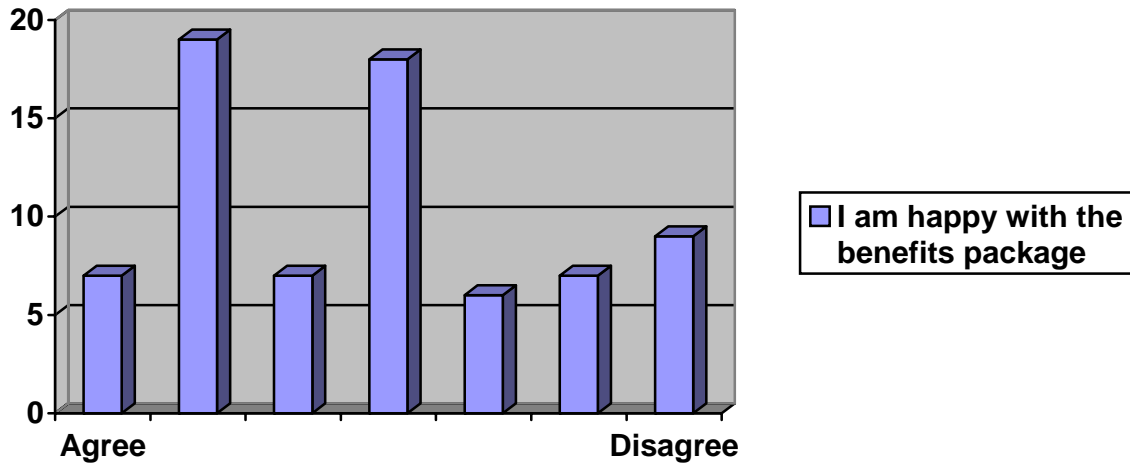


	Agree			Neutral			Disagree
I am satisfied with the City's compensation system	10	15	5	17	9	8	10

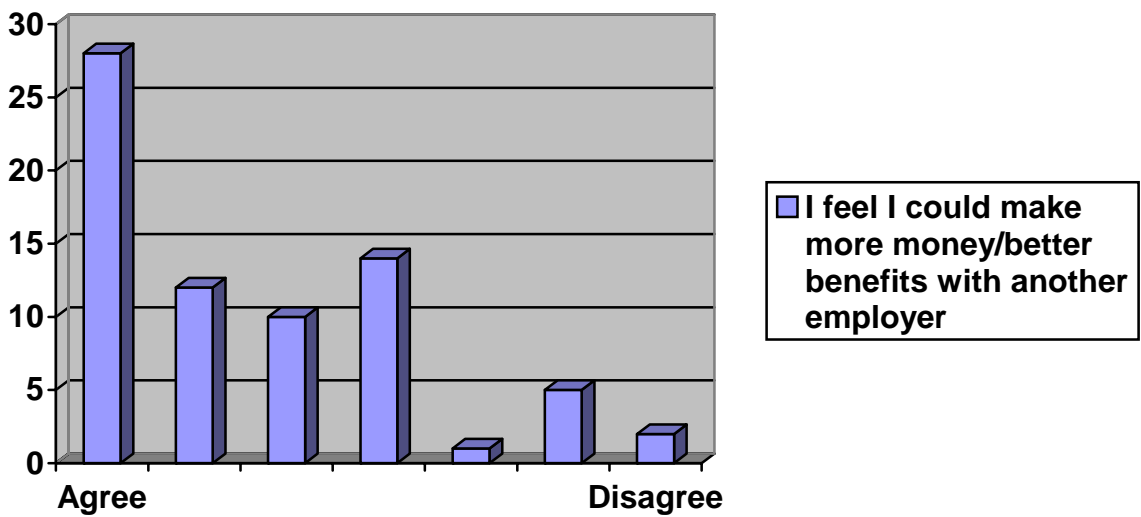


	Agree			Neutral			Disagree
I believe the salary schedule is equitable	5	9	6	13	6	13	20

Survey Tally
November 2004

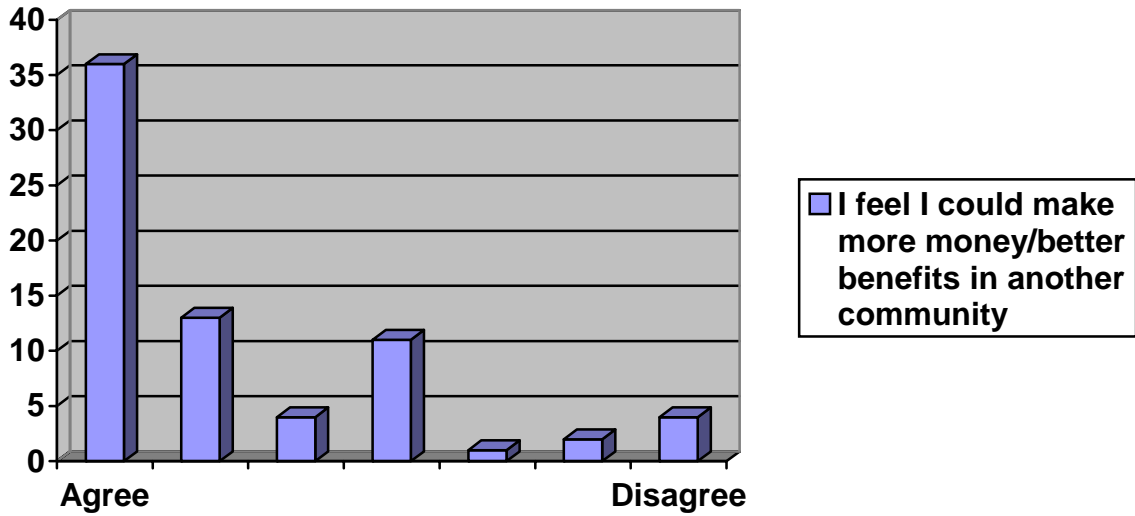


	Agree			Neutral			Disagree
I am happy with the benefits package	7	19	7	18	6	7	9

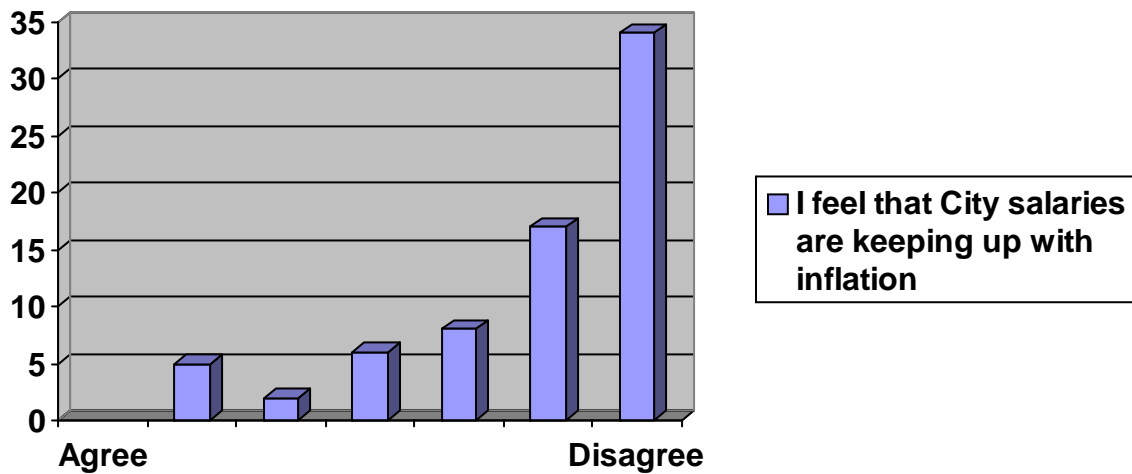


	Agree			Neutral			Disagree
I feel I could make more money/better benefits with another employer	28	12	10	14	1	5	2

Survey Tally
November 2004

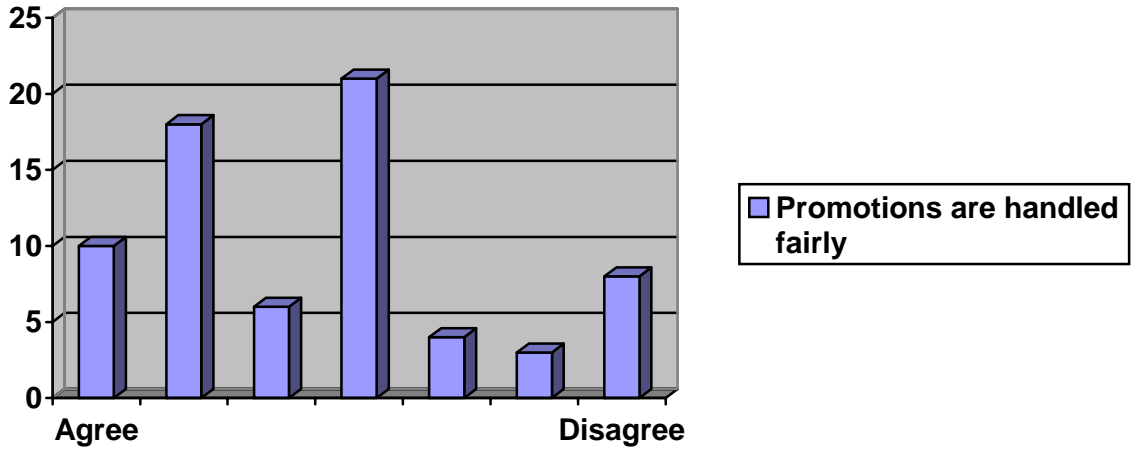


	Agree			Neutral			Disagree
I feel I could make more money/better benefits in another community	36	13	4	11	1	2	4

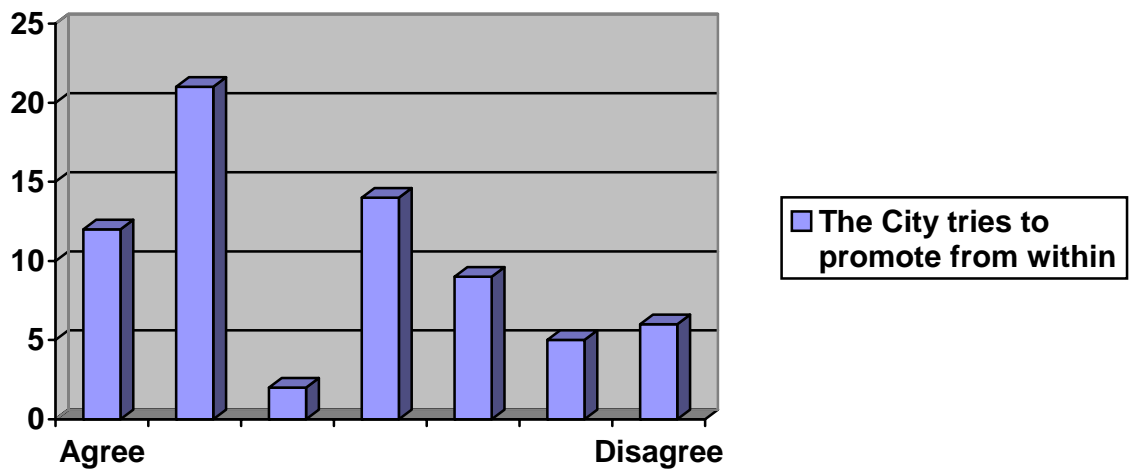


	Agree			Neutral			Disagree
I feel that City salaries are keeping up with inflation		5	2	6	8	17	34

**Topic 7
< Promotions >
four questions**

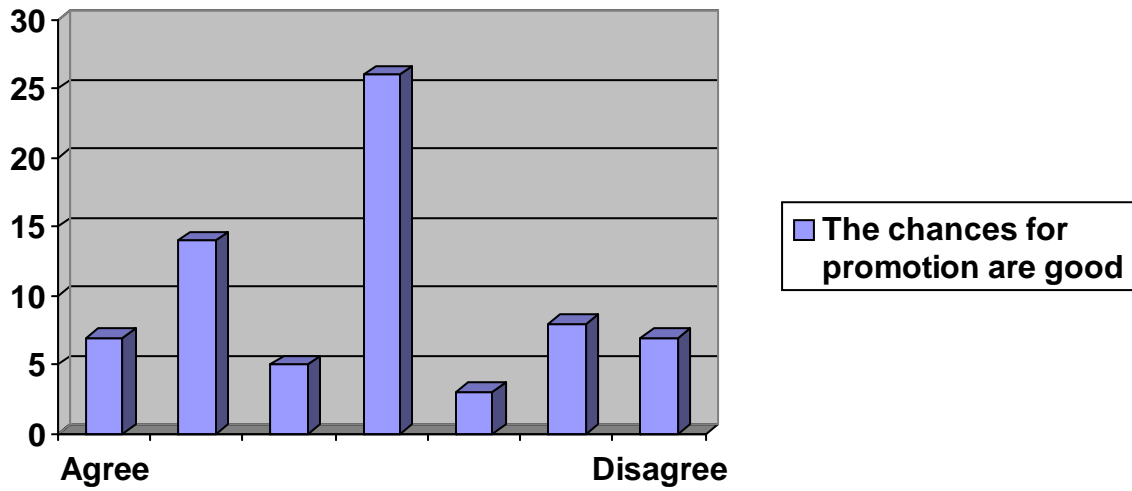


	Agree			Neutral			Disagree
Promotions are handled fairly	10	18	6	21	4	3	8

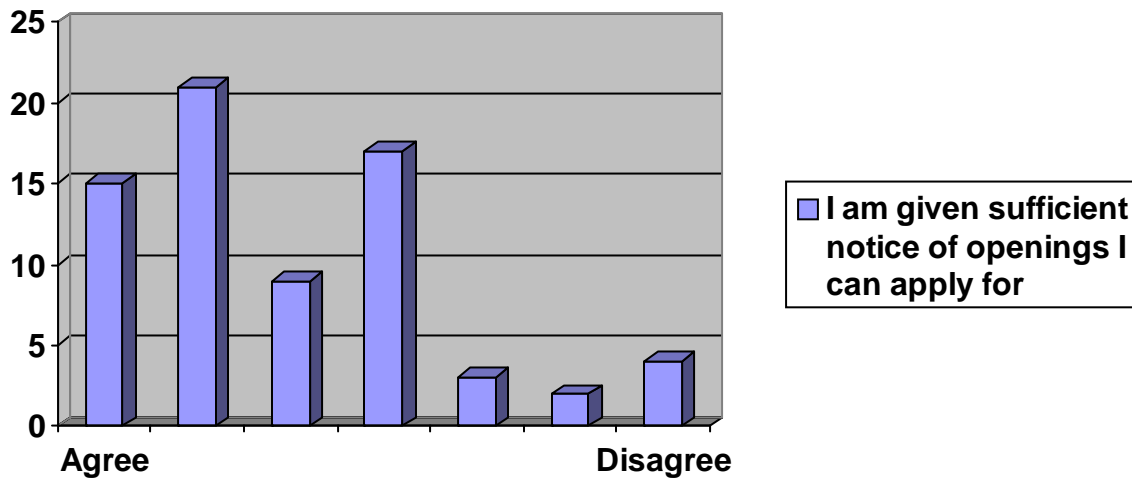


	Agree			Neutral			Disagree
The City tries to promote from within	12	21	2	14	9	5	6

Survey Tally
November 2004

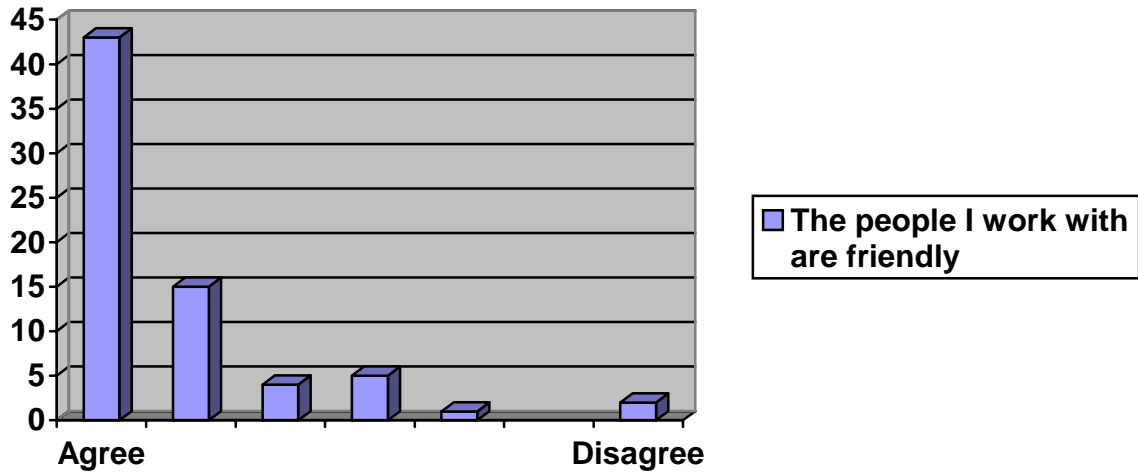


	Agree			Neutral			Disagree
The chances for promotion are good	7	14	5	26	3	8	7

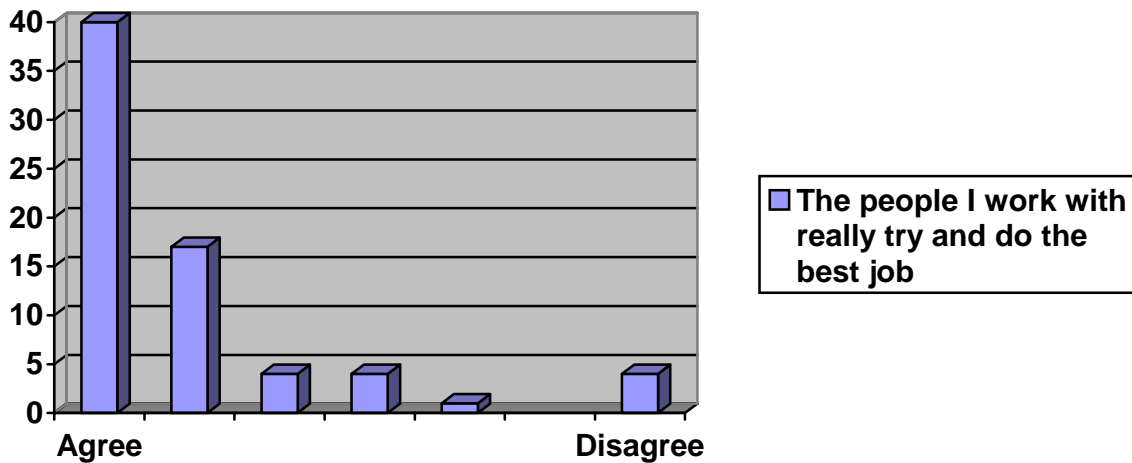


	Agree			Neutral			Disagree
I am given sufficient notice of openings I can apply for	15	21	9	17	3	2	4

Topic 8
< Relationship with coworkers >
four questions

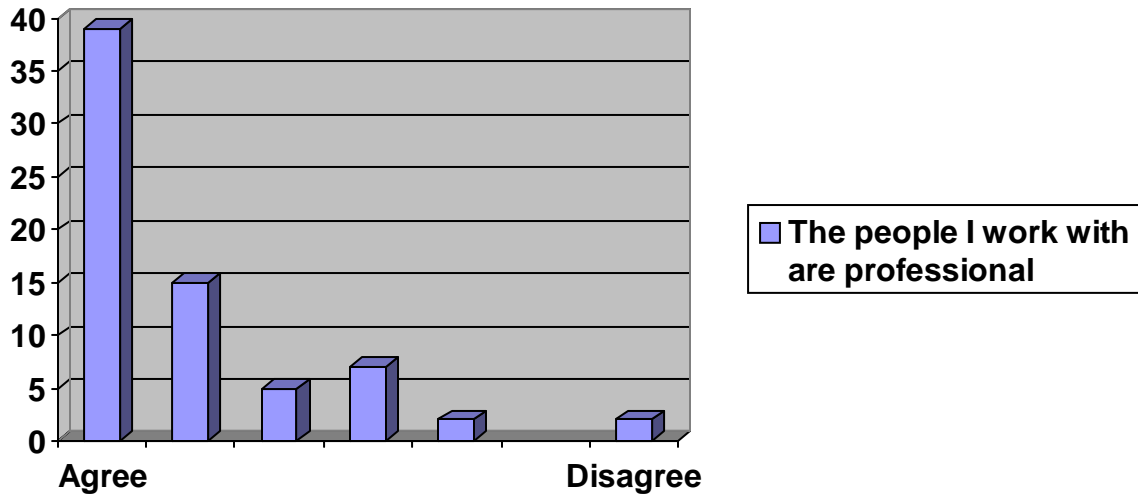


	Agree			Neutral			Disagree
The people I work with are friendly	43	15	4	5	1		2

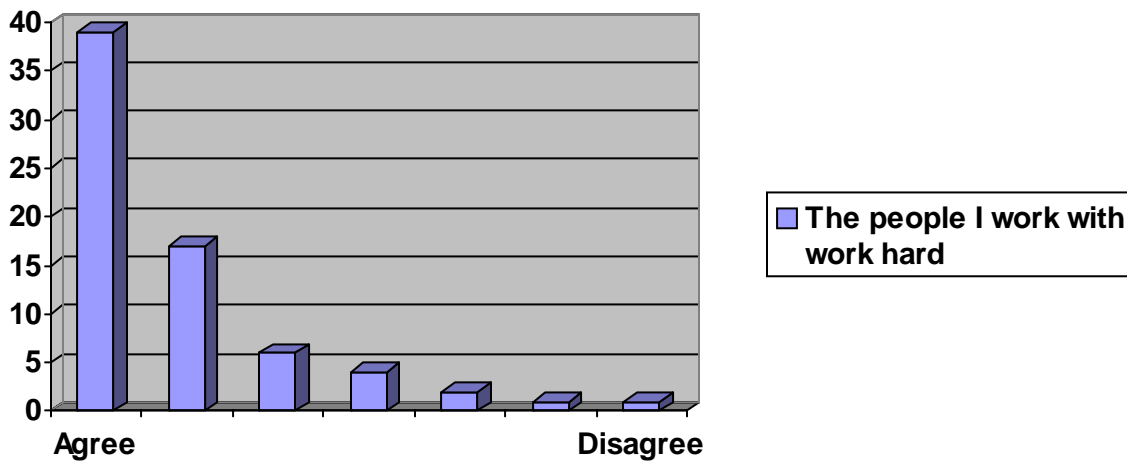


	Agree			Neutral			Disagree
The people I work with really try and do the best job	40	17	4	4	1		4

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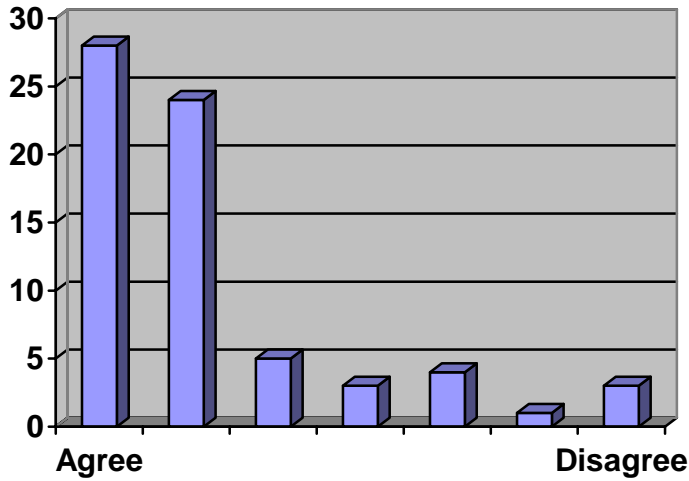


	Agree			Neutral			Disagree
The people I work with are professional	39	15	5	7	2		2



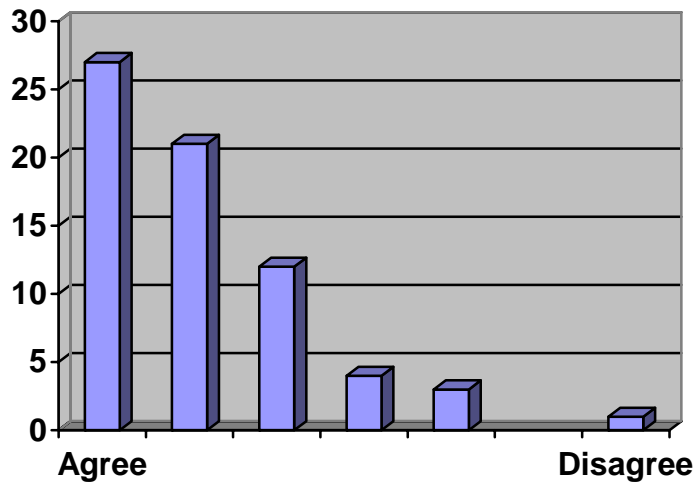
	Agree			Neutral			Disagree
The people I work with work hard	39	17	6	4	2	1	1

**Topic 9
< Resources >
four questions**



I have enough authority to do my job

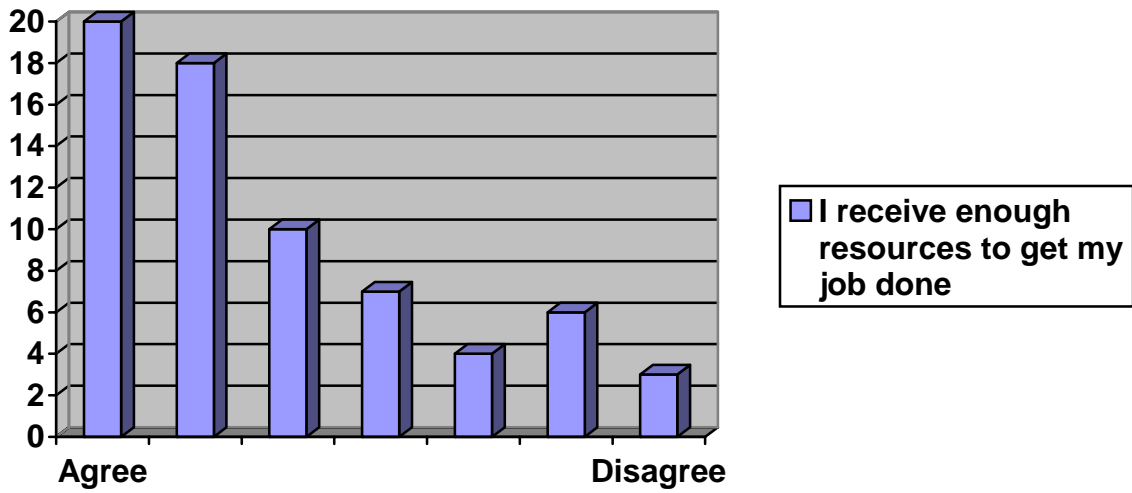
	Agree			Neutral			Disagree
I have enough authority to do my job	28	24	5	3	4	1	3



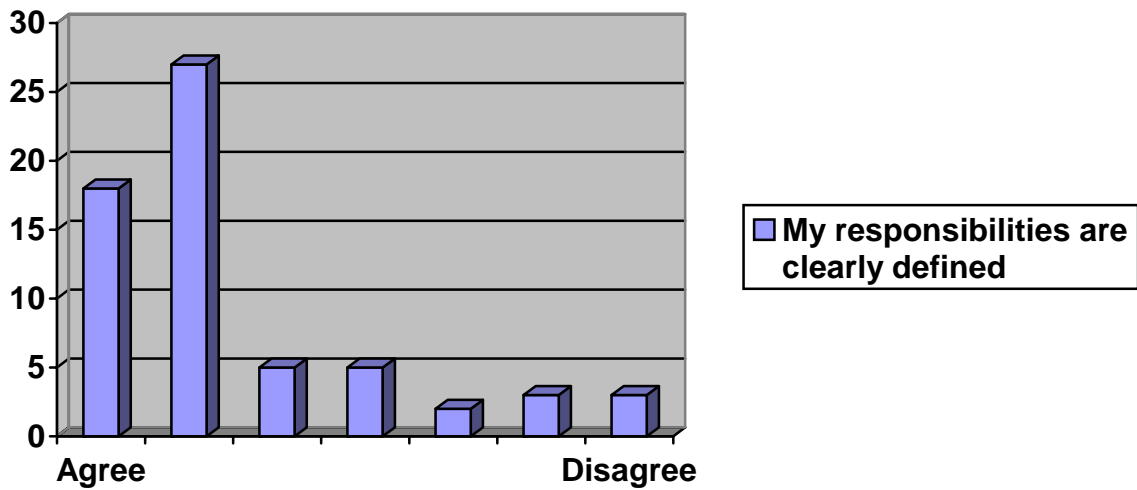
I am given enough information to get my job done

	Agree			Neutral			Disagree
I am given enough information to get my job done	27	21	12	4	3		1

Survey Tally
November 2004

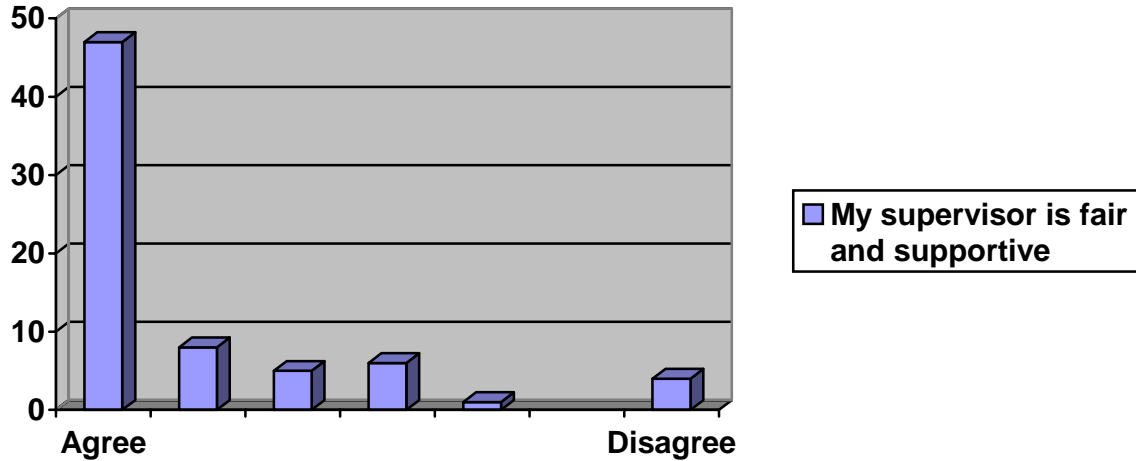


	Agree			Neutral			Disagree
I receive enough resources to get my job done	20	18	10	7	4	6	3

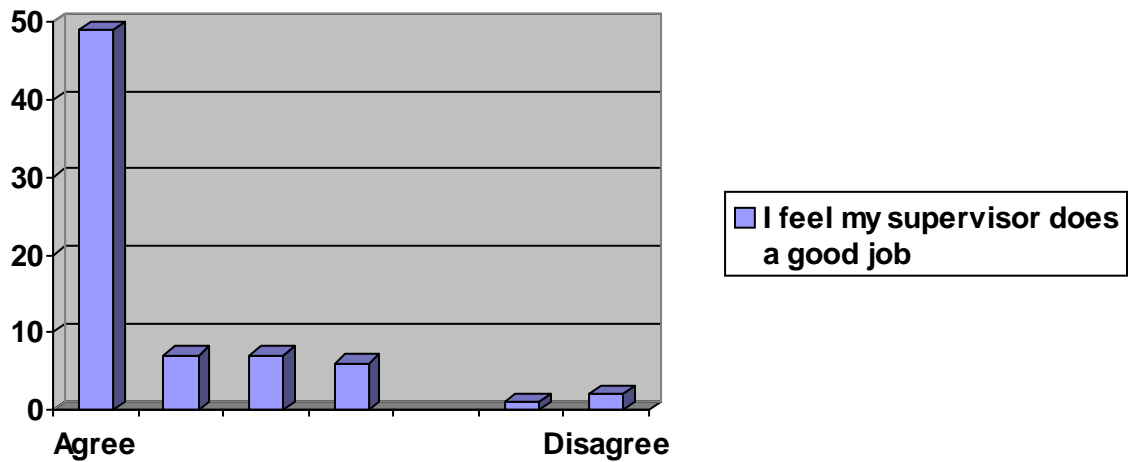


	Agree			Neutral			Disagree
My responsibilities are clearly defined	18	27	5	5	2	3	3

Topic 10
< Supervision >
three questions

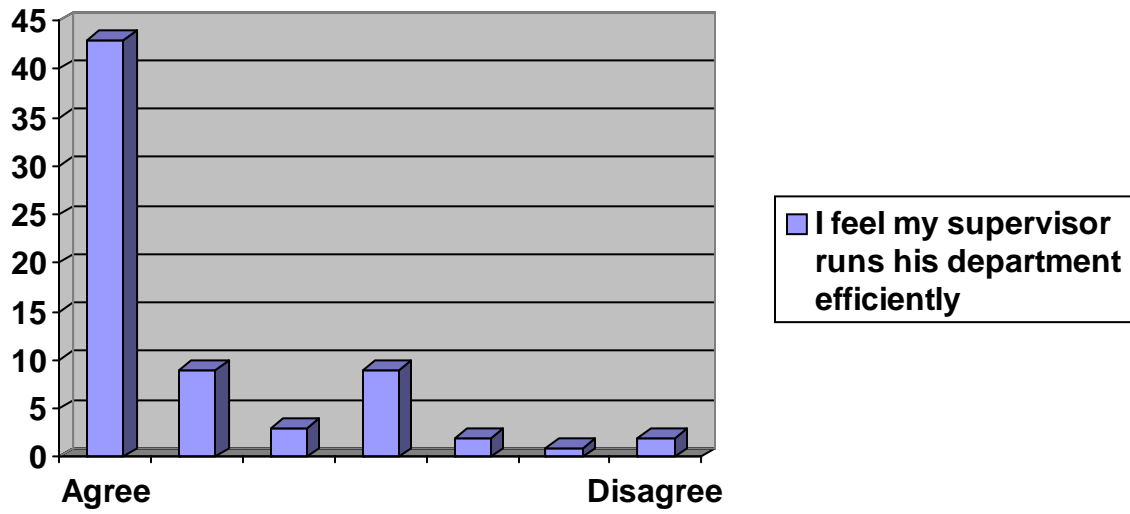


	Agree			Neutral			Disagree
My supervisor is fair and supportive	47	8	5	6	1		4



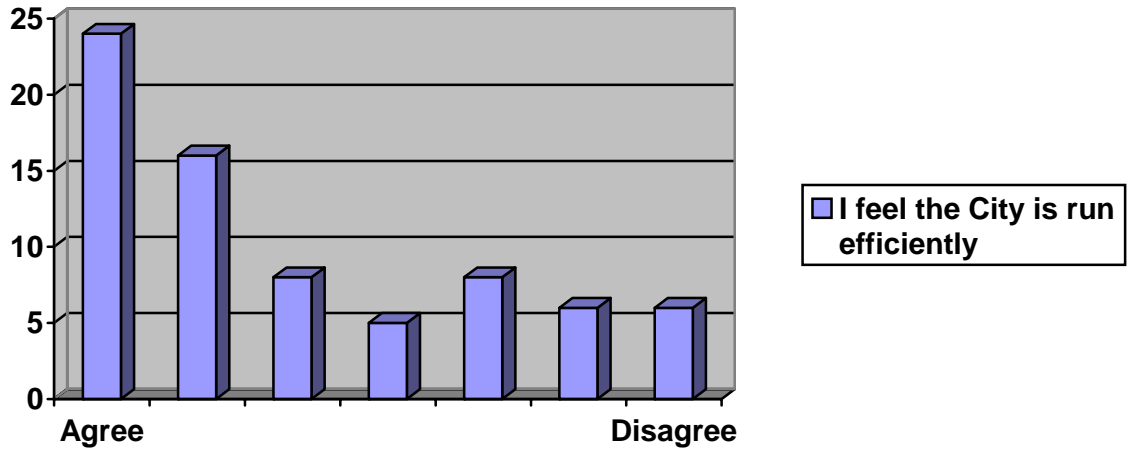
	Agree			Neutral			Disagree
I feel my supervisor does a good job	49	7	7	6	1		2

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November 2004

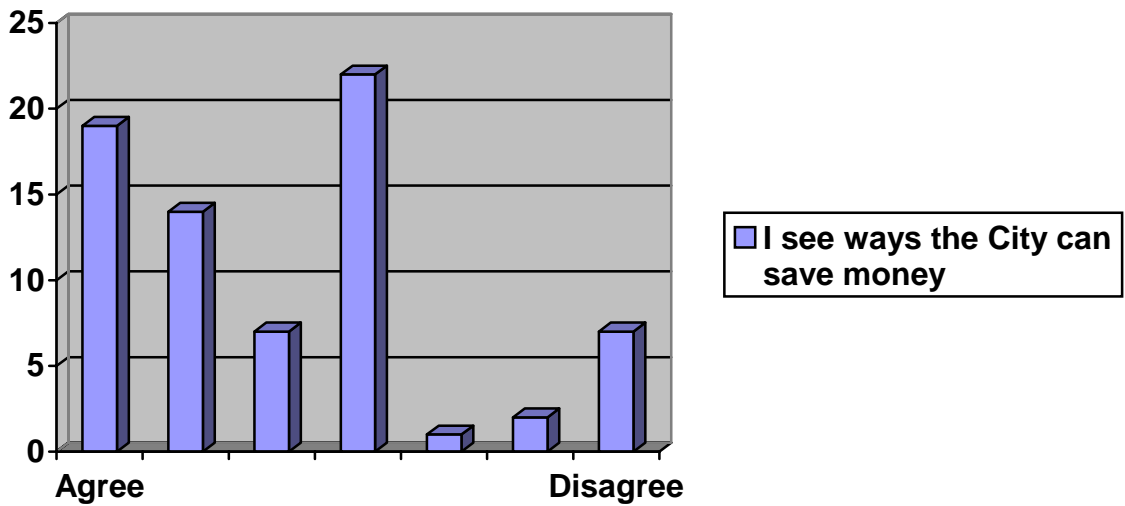


	Agree			Neutral			Disagree
I feel my supervisor runs his department efficiently	43	9	3	9	2	1	2

Topic 11
< Fiscal >
five questions

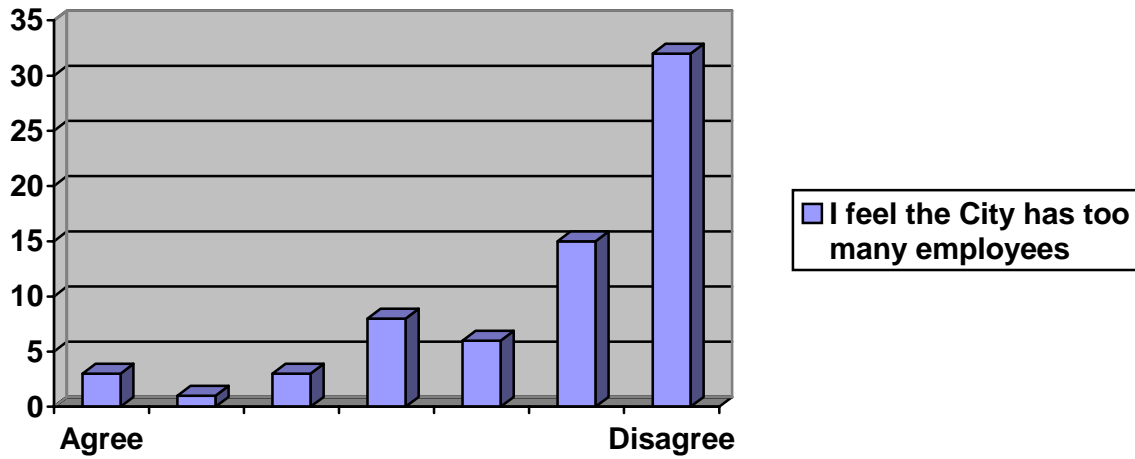


	Agree			Neutral			Disagree
I feel the City is run efficiently	24	16	8	5	8	6	6

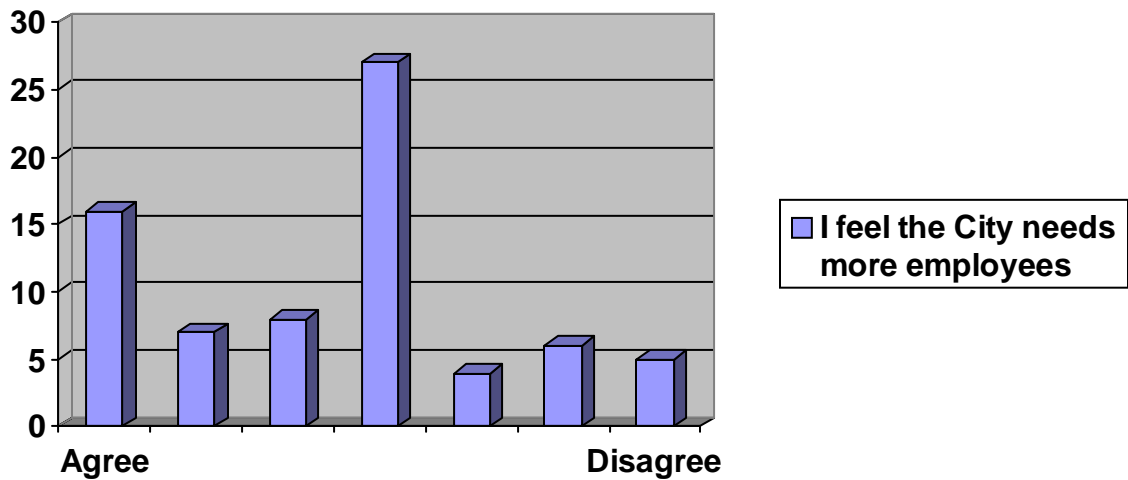


	Agree			Neutral			Disagree
I see ways the City can save money	19	14	7	22	1	2	7

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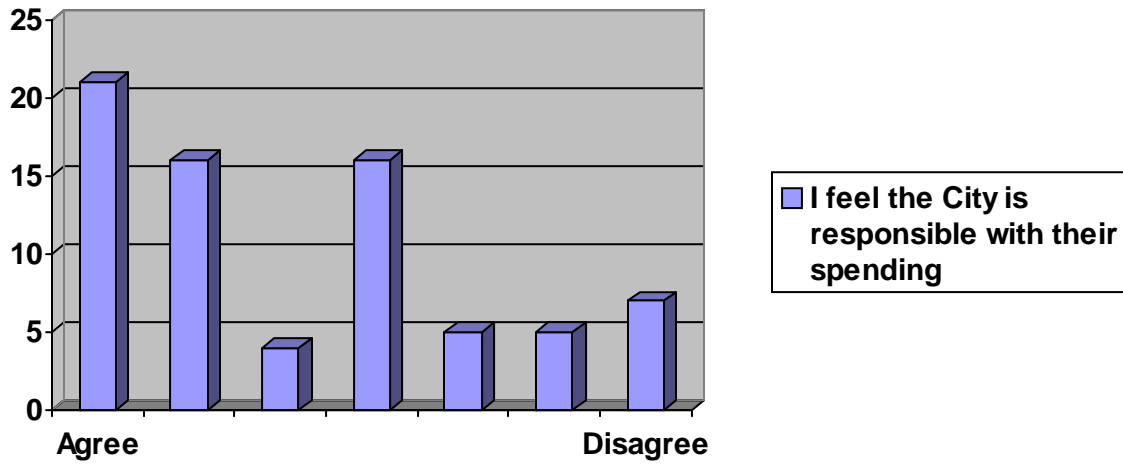


	Agree			Neutral			Disagree
I feel the City has too many employees	3	1	3	8	6	15	32



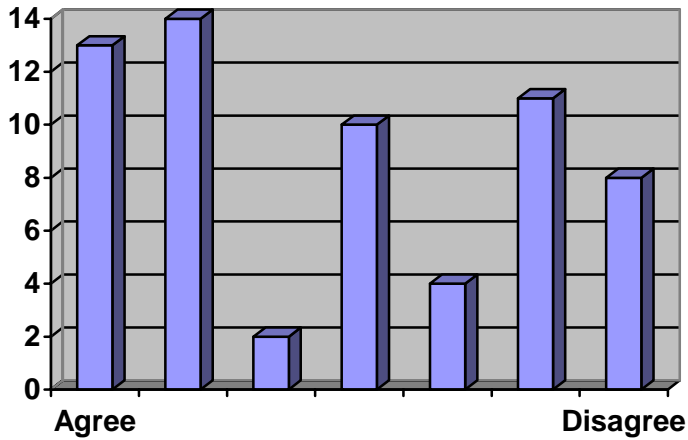
	Agree			Neutral			Disagree
I feel the City needs more employees	16	7	8	27	4	6	5

**Survey Tally
November 2004**



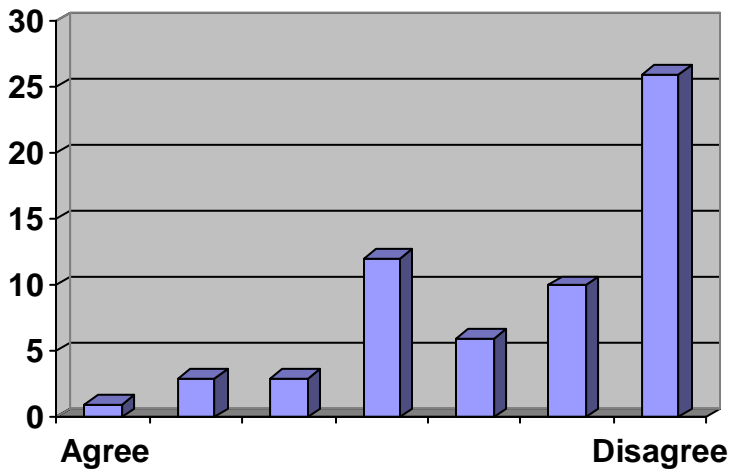
	Agree			Neutral			Disagree
I feel the City is responsible with their spending	21	16	4	16	5	5	7

Topic 12
< Value >
two questions



■ I feel the citizens and Assembly value a stable work force

	Agree			Neutral			Disagree
I feel the citizens and Assembly value a stable work force	13	14	2	10	4	11	8



■ I feel the Assembly values employee recommendations

	Agree			Neutral			Disagree
I feel the Assembly values employee recommendations	1	3	3	12	6	10	26