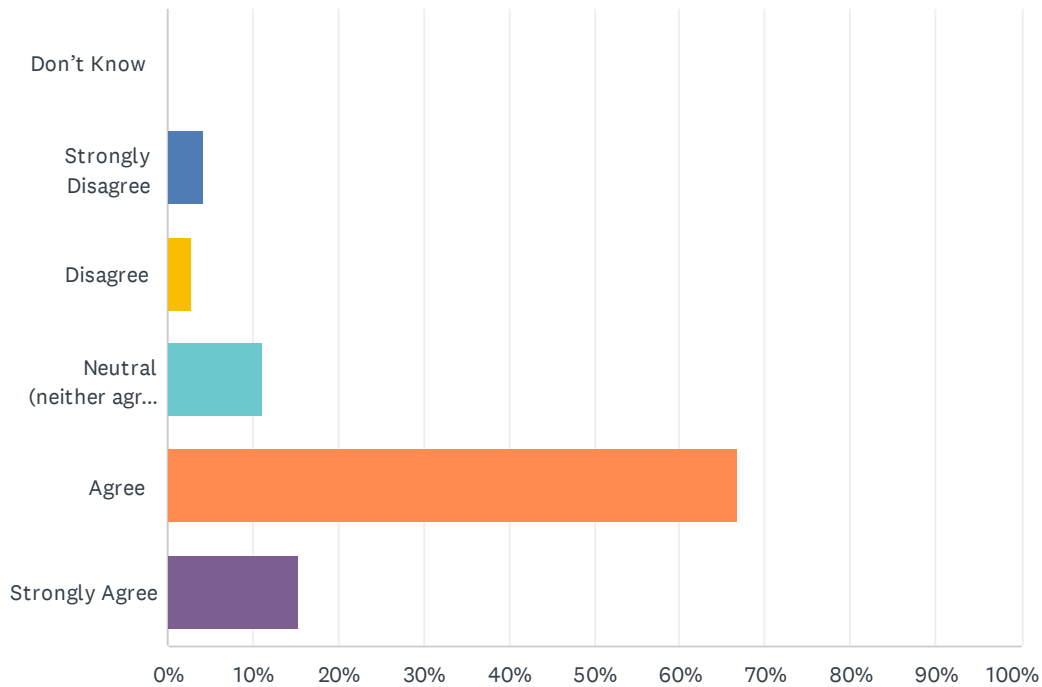


Q2 Staff's leadership are effective in promoting the organization's mission.

Answered: 72 Skipped: 1

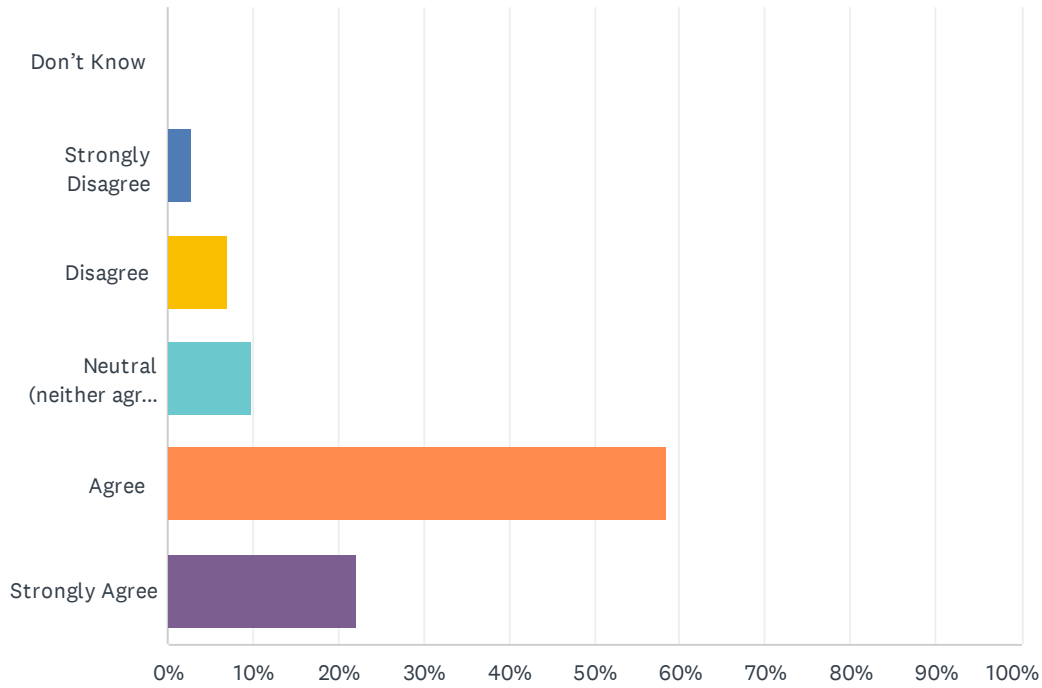


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	4.17%	3
Disagree	2.78%	2
Neutral (neither agree nor disagree)	11.11%	8
Agree	66.67%	48
Strongly Agree	15.28%	11
TOTAL		72

Q3 Core Values Ethics and Integrity Fiscal Responsibility Cooperation and Teamwork Open and Honest Communications Excellence and Quality in the Delivery of Services Treating People with Respect and Fairness Adaptability and Continuous Learning Staff's leadership are effective in promoting the organization's core values.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

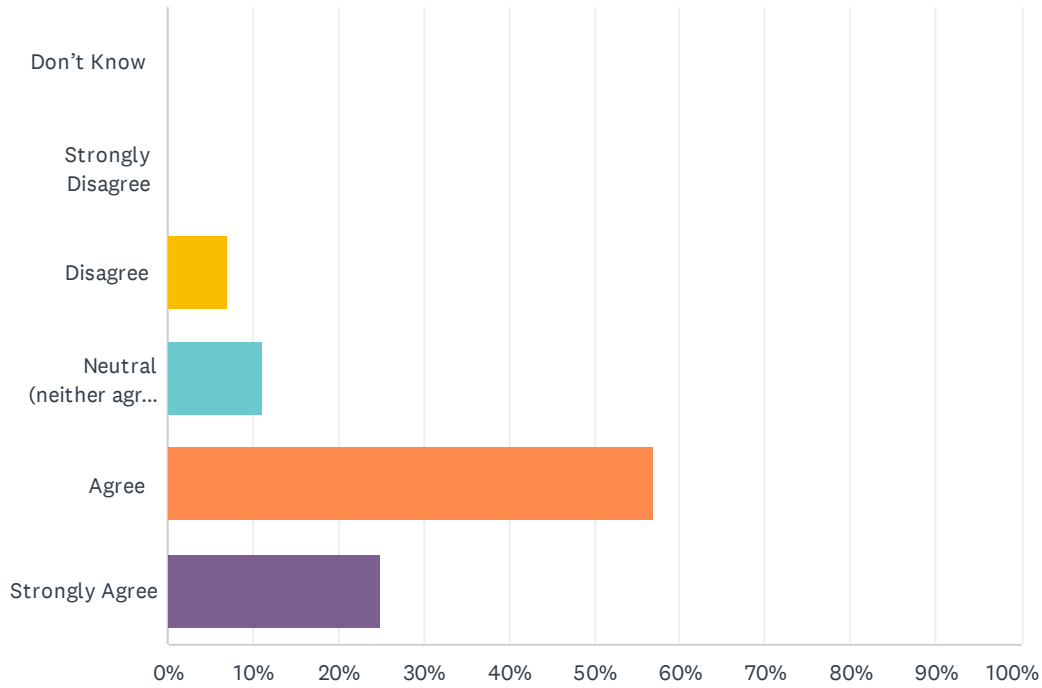


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	2.78%	2
Disagree	6.94%	5
Neutral (neither agree nor disagree)	9.72%	7
Agree	58.33%	42
Strongly Agree	22.22%	16
TOTAL		72

Q4 The staff's leadership creates a work environment that helps me do my job.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

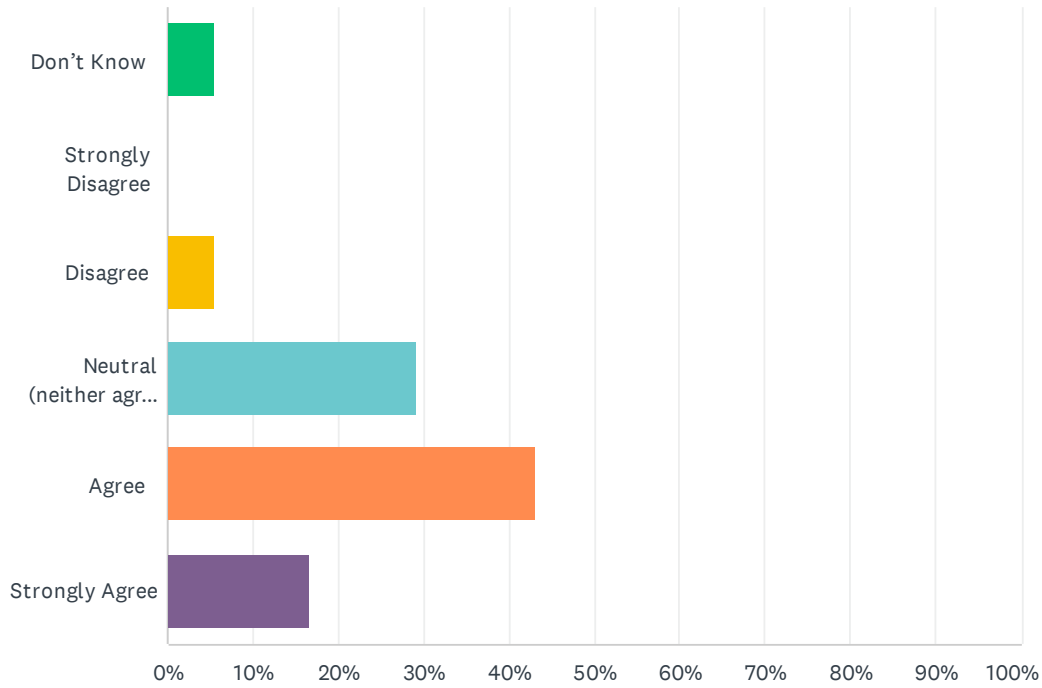


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	6.94%	5
Neutral (neither agree nor disagree)	11.11%	8
Agree	56.94%	41
Strongly Agree	25.00%	18
TOTAL		72

Q5 The City Administrator shares relevant information about the organization.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

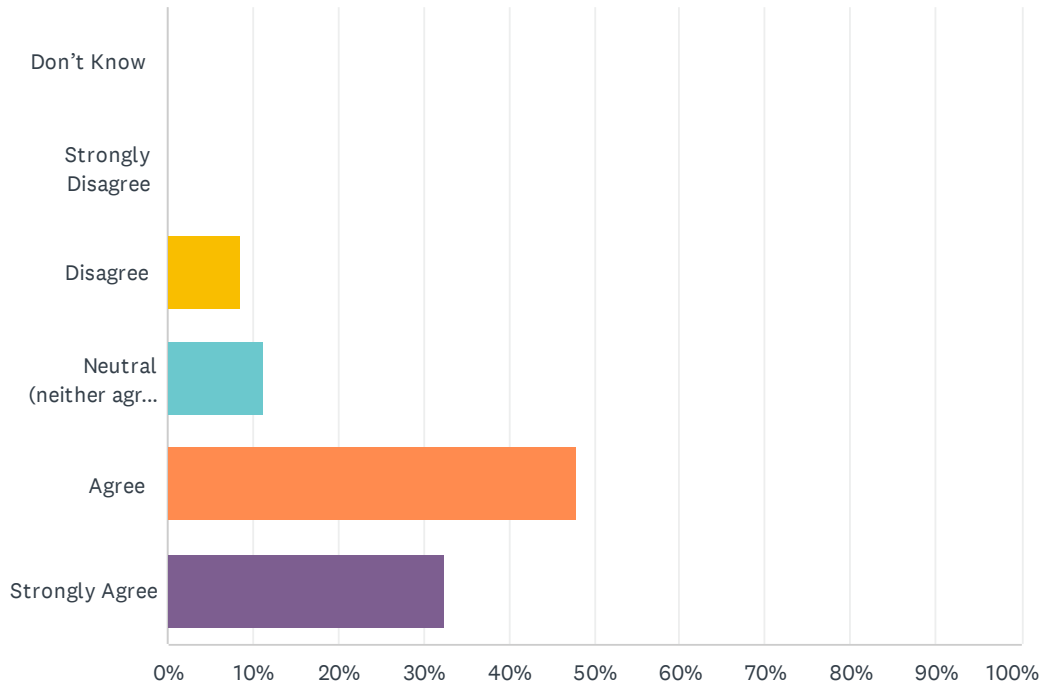


ANSWER CHOICES	RESPONSES	
Don't Know	5.56%	4
Strongly Disagree	0.00%	0
Disagree	5.56%	4
Neutral (neither agree nor disagree)	29.17%	21
Agree	43.06%	31
Strongly Agree	16.67%	12
TOTAL		72

Q6 My Department Head shares relevant information about my department.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey

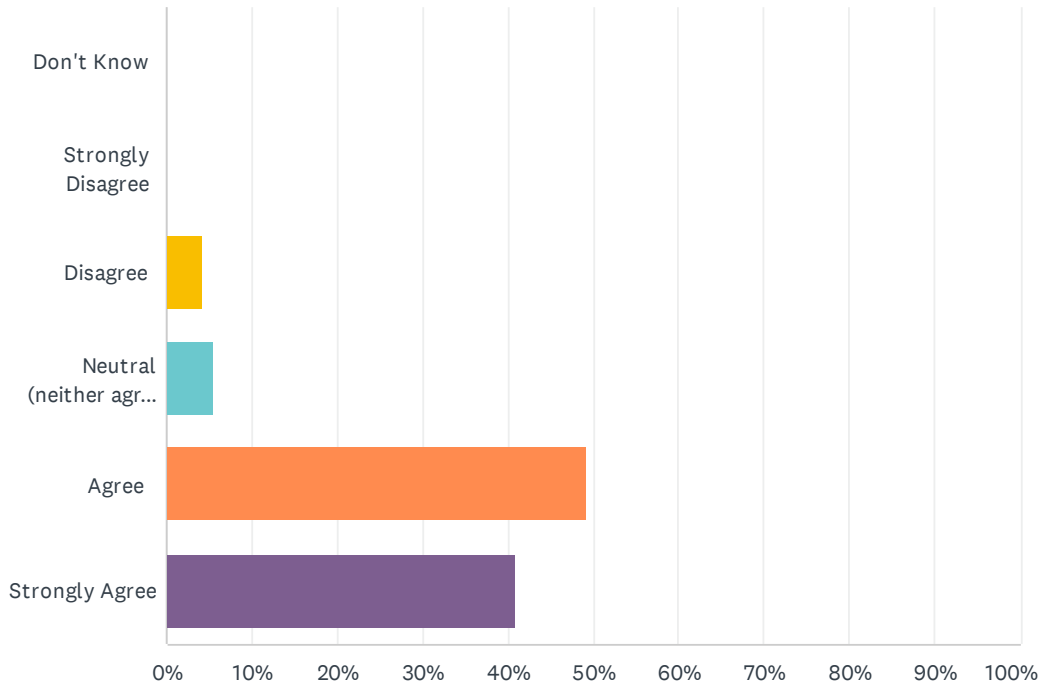


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	8.45%	6
Neutral (neither agree nor disagree)	11.27%	8
Agree	47.89%	34
Strongly Agree	32.39%	23
TOTAL		71

Q7 My Supervisor/Manager shares relevant information about my department.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey

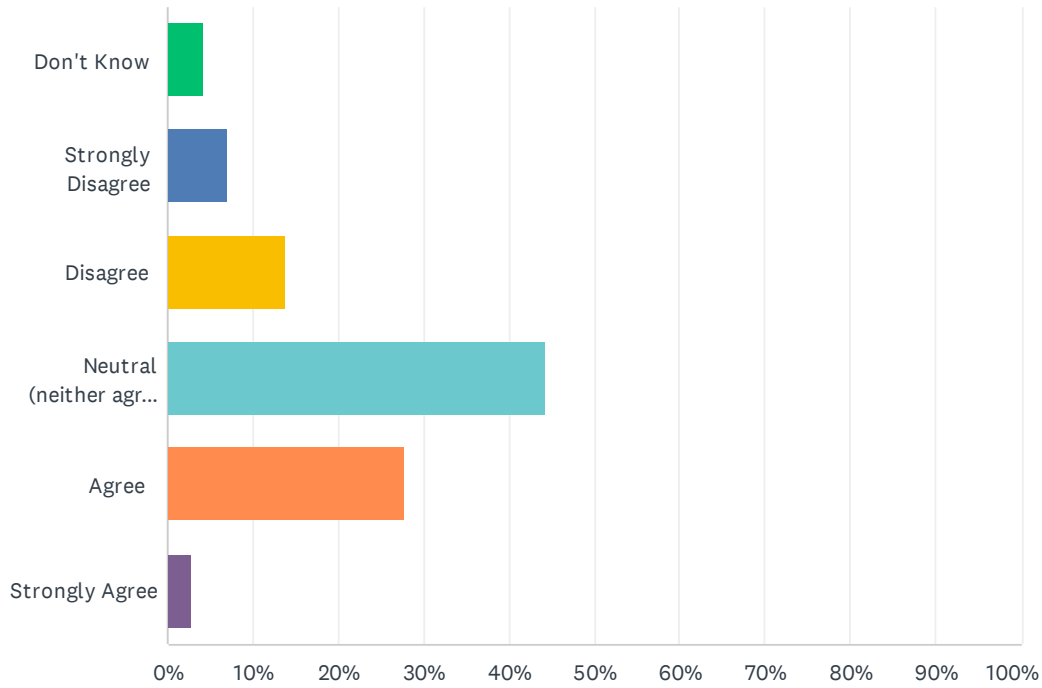


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	4.23%	3
Neutral (neither agree nor disagree)	5.63%	4
Agree	49.30%	35
Strongly Agree	40.85%	29
TOTAL		71

Q8 The City Council sets policies and provides resources that allow me to succeed at my job.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

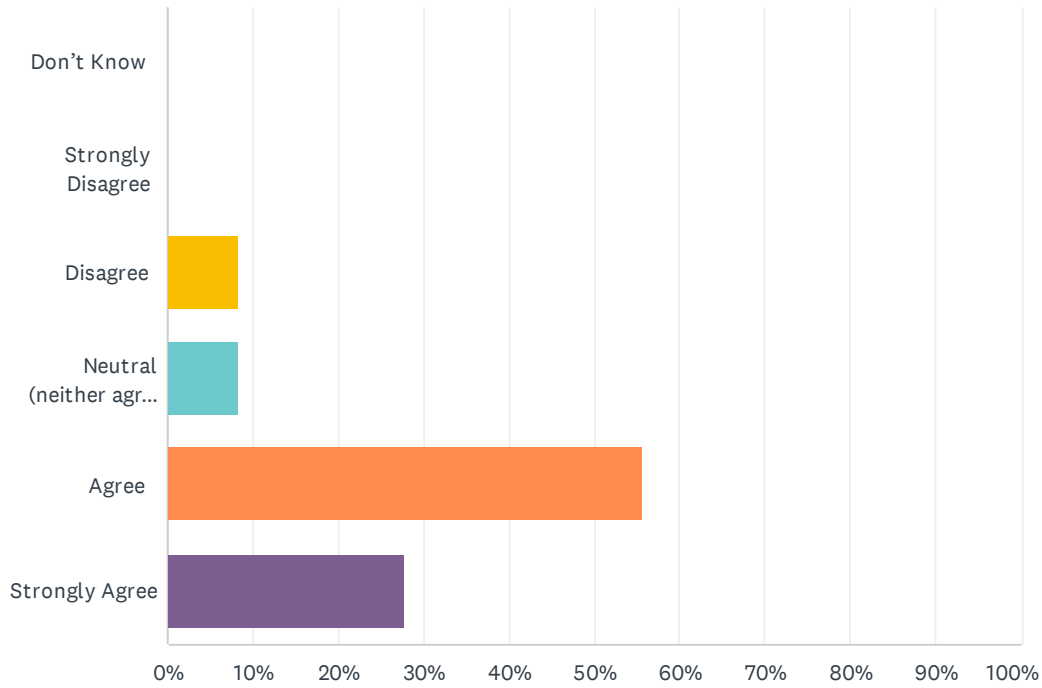


ANSWER CHOICES	RESPONSES	
Don't Know	4.17%	3
Strongly Disagree	6.94%	5
Disagree	13.89%	10
Neutral (neither agree nor disagree)	44.44%	32
Agree	27.78%	20
Strongly Agree	2.78%	2
TOTAL		72

Q9 My Supervisor/Manager gives me feedback on the quality and effectiveness of my work.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

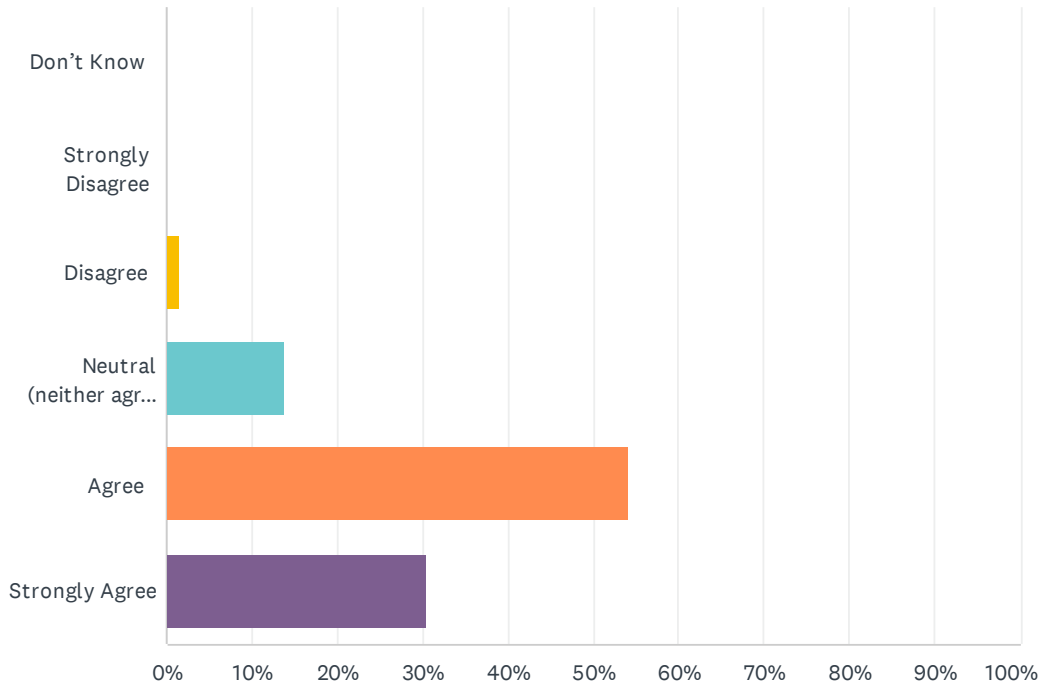


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	8.33%	6
Neutral (neither agree nor disagree)	8.33%	6
Agree	55.56%	40
Strongly Agree	27.78%	20
TOTAL		72

Q10 I am given the latitude to use information to make changes that will improve my work.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

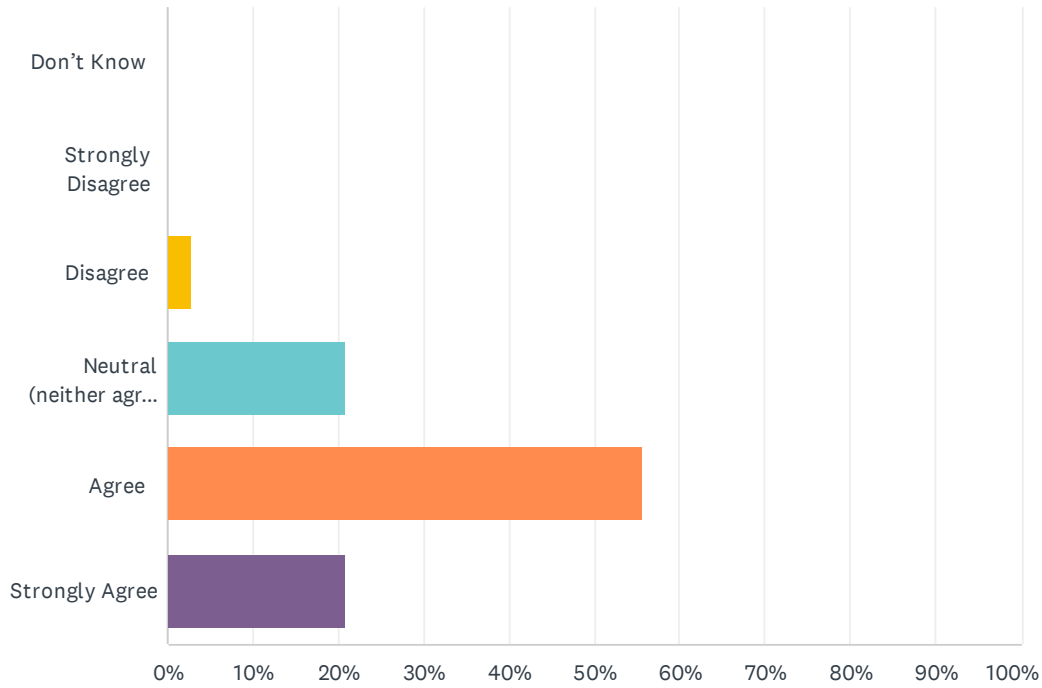


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	1.39%	1
Neutral (neither agree nor disagree)	13.89%	10
Agree	54.17%	39
Strongly Agree	30.56%	22
TOTAL		72

Q11 I understand how my work fits with the City's strategic goals.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

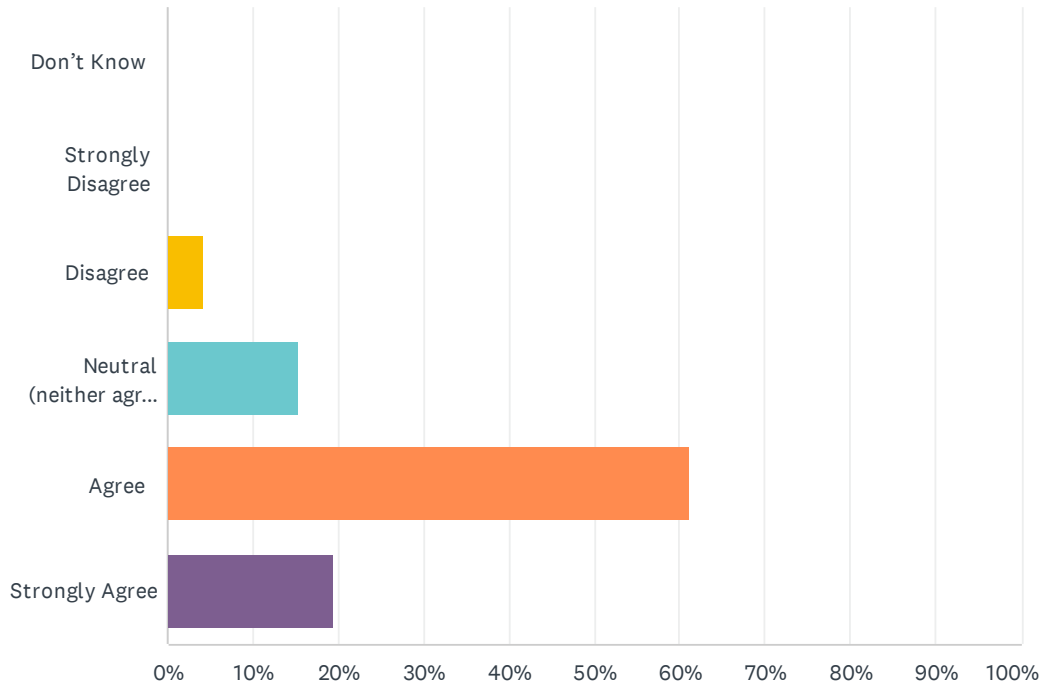


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	2.78%	2
Neutral (neither agree nor disagree)	20.83%	15
Agree	55.56%	40
Strongly Agree	20.83%	15
TOTAL		72

Q12 I have the information I need to do my work effectively.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

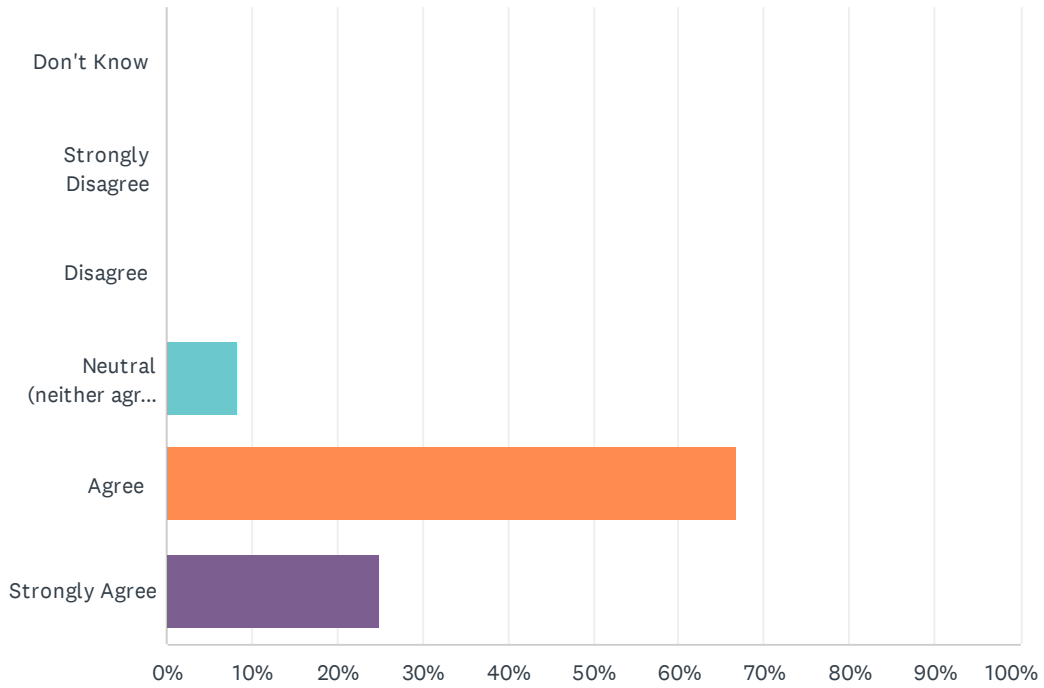


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	4.17%	3
Neutral (neither agree nor disagree)	15.28%	11
Agree	61.11%	44
Strongly Agree	19.44%	14
TOTAL		72

Q13 I have been equipped with the knowledge of how to prioritize my job duties.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

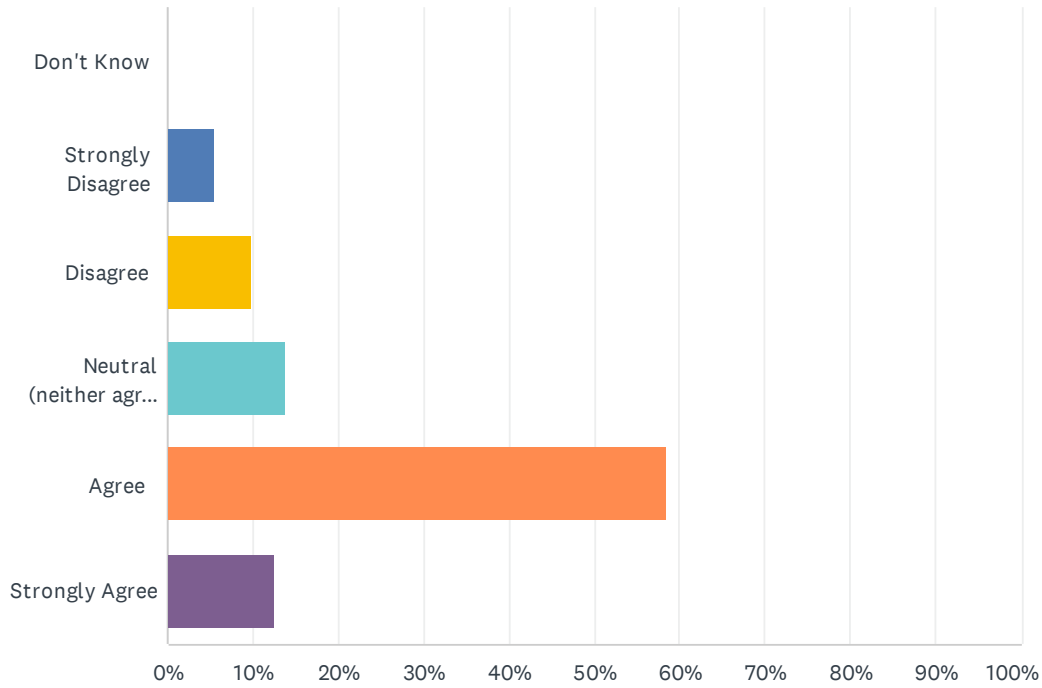


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral (neither agree nor disagree)	8.33%	6
Agree	66.67%	48
Strongly Agree	25.00%	18
TOTAL		72

Q14 I have the resources to meet my customers needs.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey



ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	5.56%	4
Disagree	9.72%	7
Neutral (neither agree nor disagree)	13.89%	10
Agree	58.33%	42
Strongly Agree	12.50%	9
TOTAL		72

Q15 I feel the organization is doing well at...

Answered: 37 Skipped: 36

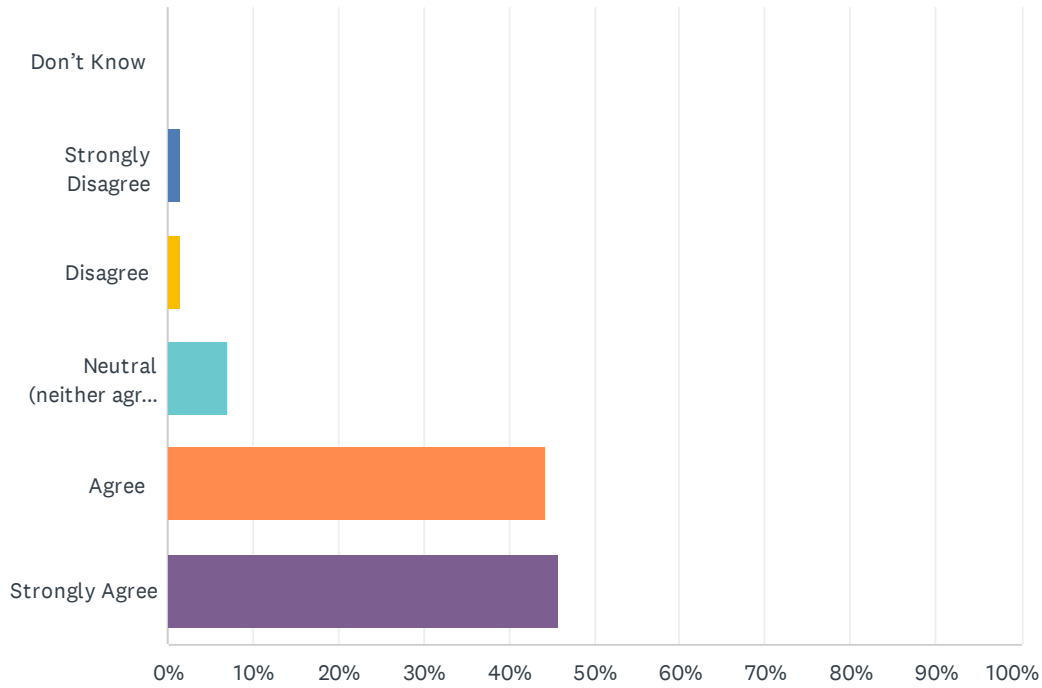
Q16 I feel the organization could do an even better job if it...

Answered: 39 Skipped: 34

Q17 The employees I work with cooperate and work as a team.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

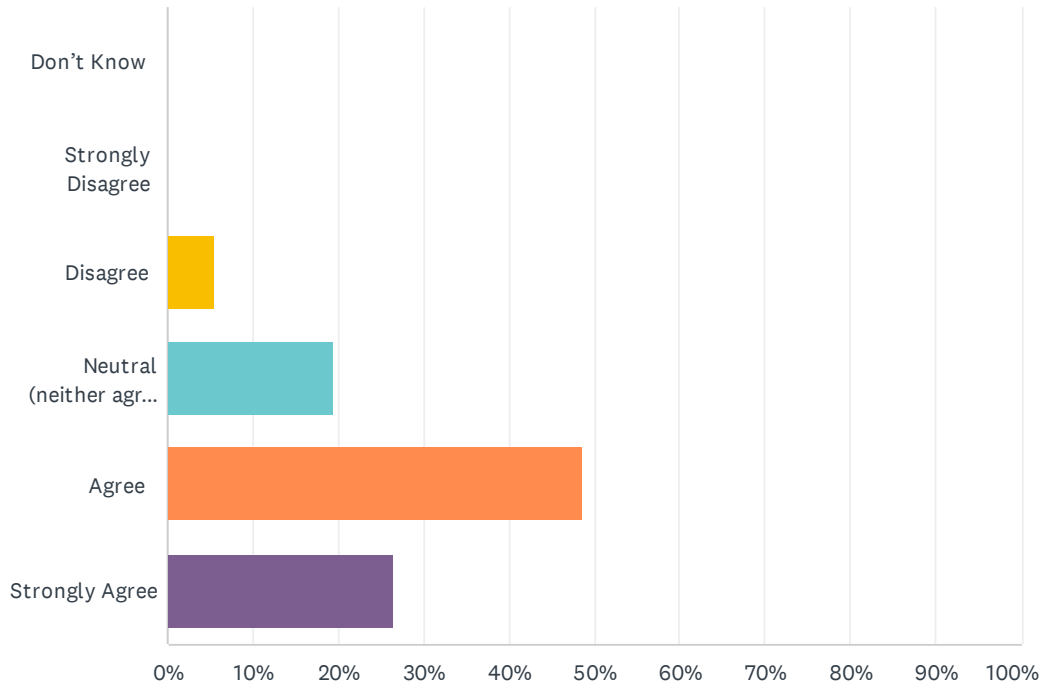


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly Disagree	1.39% 1
Disagree	1.39% 1
Neutral (neither agree nor disagree)	6.94% 5
Agree	44.44% 32
Strongly Agree	45.83% 33
TOTAL	72

Q18 My Supervisor/Manager encourages me to develop my job skills so I can advance in my career.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

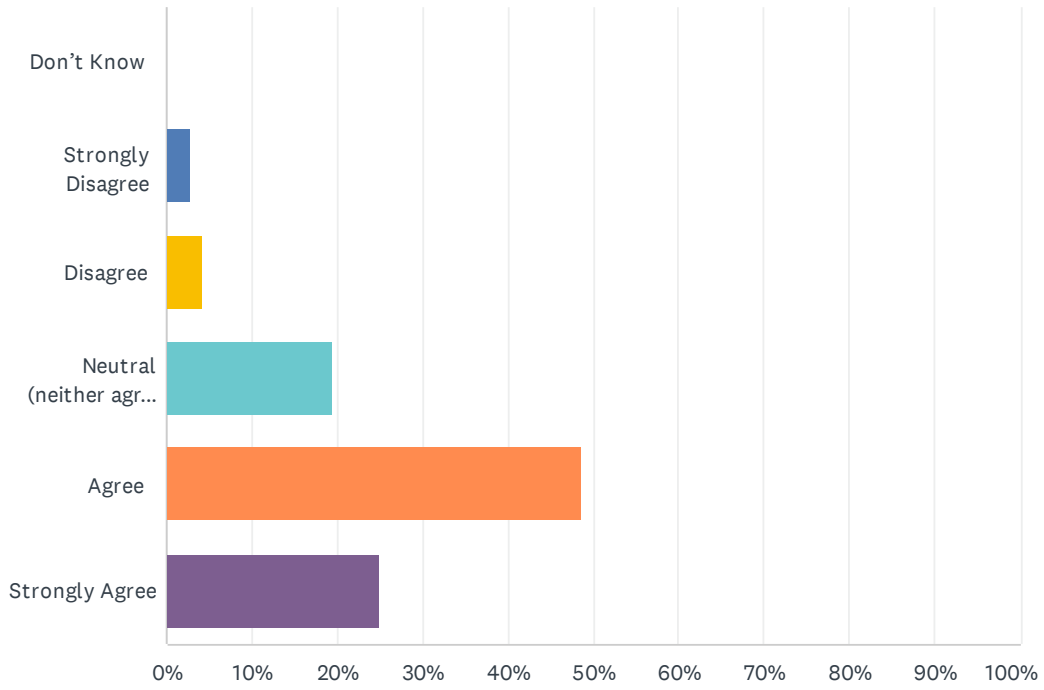


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	5.56%	4
Neutral (neither agree nor disagree)	19.44%	14
Agree	48.61%	35
Strongly Agree	26.39%	19
TOTAL		72

Q19 I am recognized for my work.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

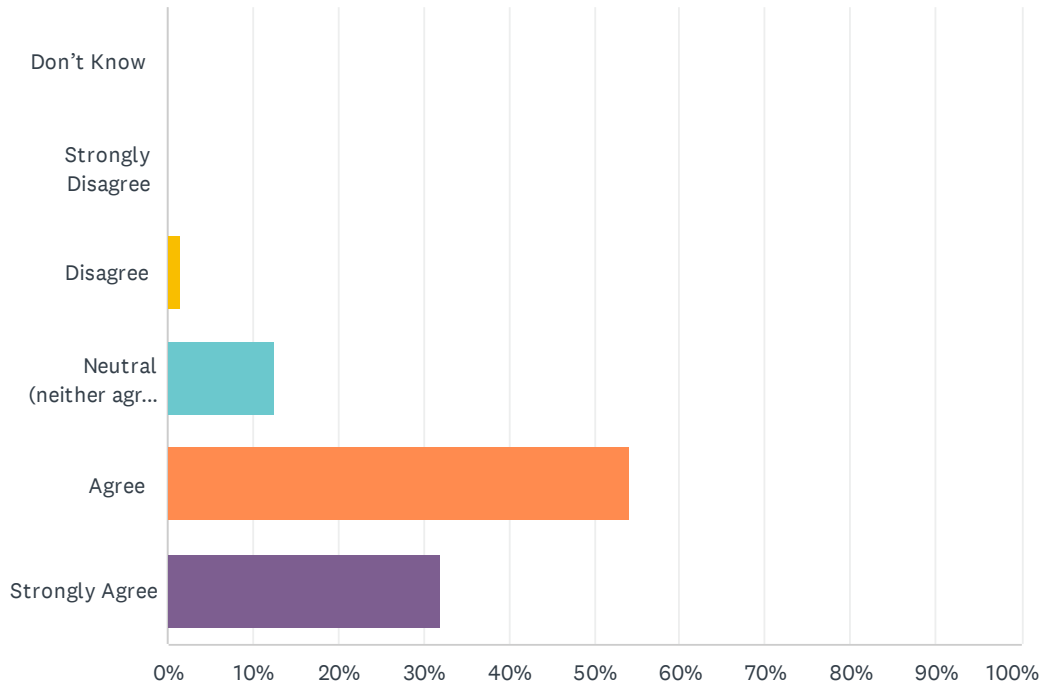


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	2.78%	2
Disagree	4.17%	3
Neutral (neither agree nor disagree)	19.44%	14
Agree	48.61%	35
Strongly Agree	25.00%	18
TOTAL		72

Q20 I have a physically safe workplace for the job that I do.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

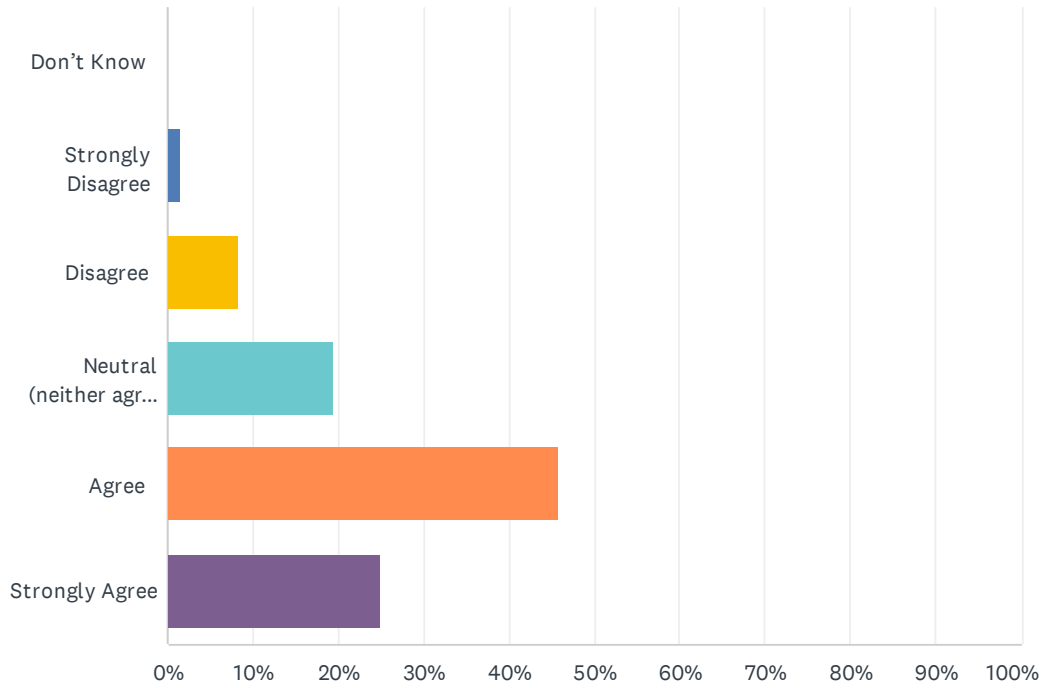


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	1.39%	1
Neutral (neither agree nor disagree)	12.50%	9
Agree	54.17%	39
Strongly Agree	31.94%	23
TOTAL		72

Q21 I have an ergonomically correct workspace for the job that I do.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

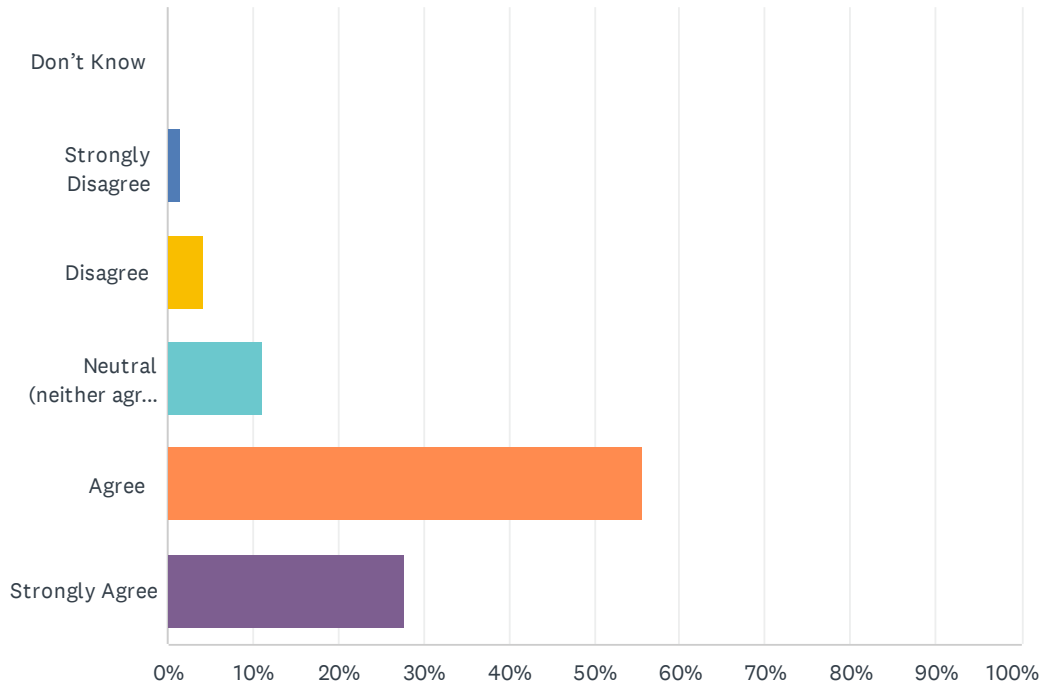


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	1.39%	1
Disagree	8.33%	6
Neutral (neither agree nor disagree)	19.44%	14
Agree	45.83%	33
Strongly Agree	25.00%	18
TOTAL		72

Q22 I have an emotionally safe workplace, as would be expected based on my line of work.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

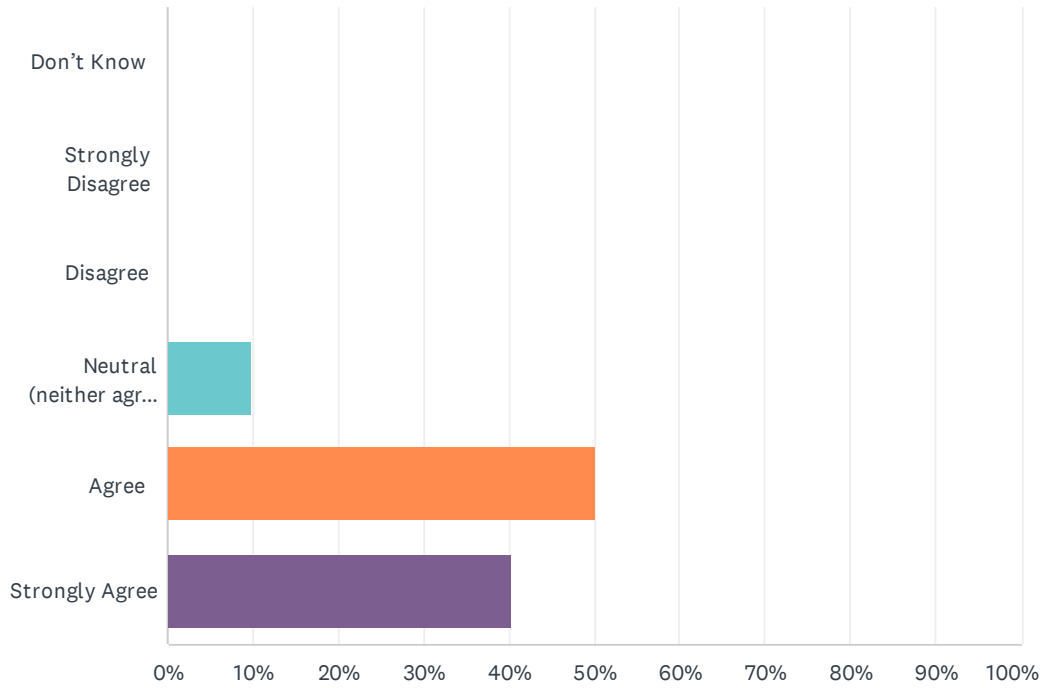


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	1.39%	1
Disagree	4.17%	3
Neutral (neither agree nor disagree)	11.11%	8
Agree	55.56%	40
Strongly Agree	27.78%	20
TOTAL		72

Q23 My Supervisor / Manager cares about my wellbeing.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

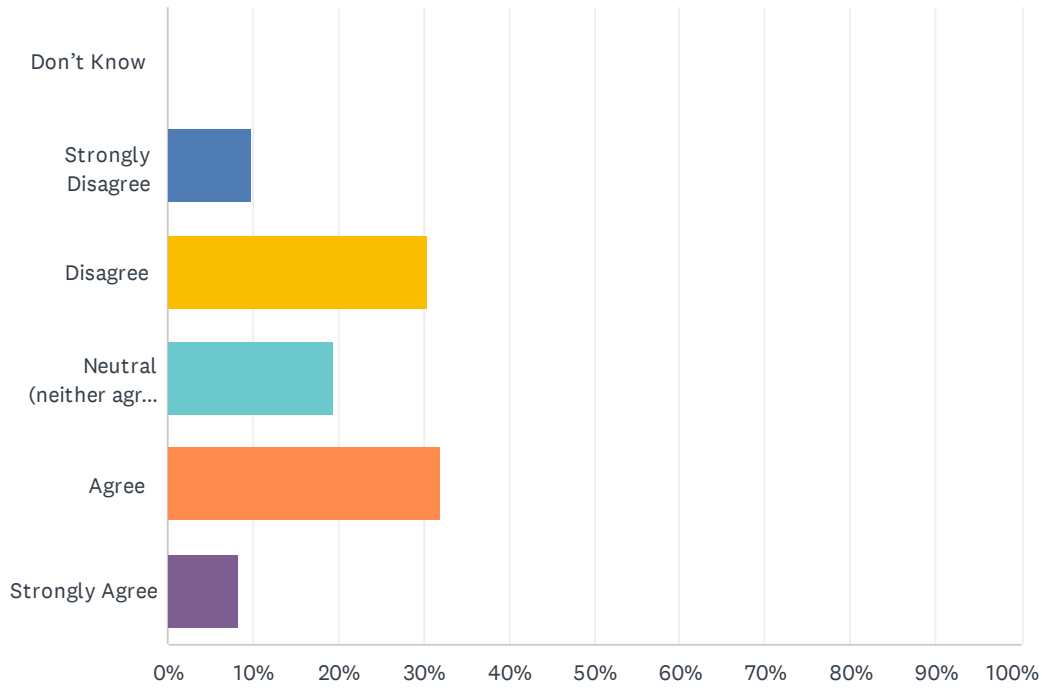


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral (neither agree nor disagree)	9.72%	7
Agree	50.00%	36
Strongly Agree	40.28%	29
TOTAL		72

Q24 I am compensated appropriately for my work.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

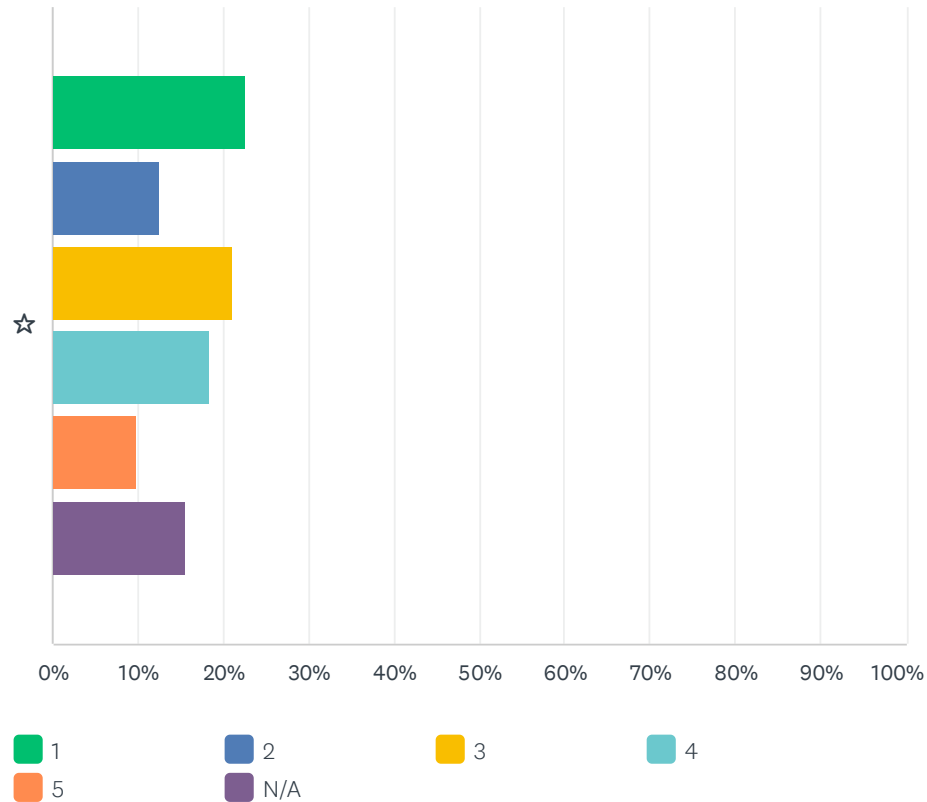


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	9.72%	7
Disagree	30.56%	22
Neutral (neither agree nor disagree)	19.44%	14
Agree	31.94%	23
Strongly Agree	8.33%	6
TOTAL		72

Q25 Rate the quality of our health insurance, with five being the highest score and one being the lowest score.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey

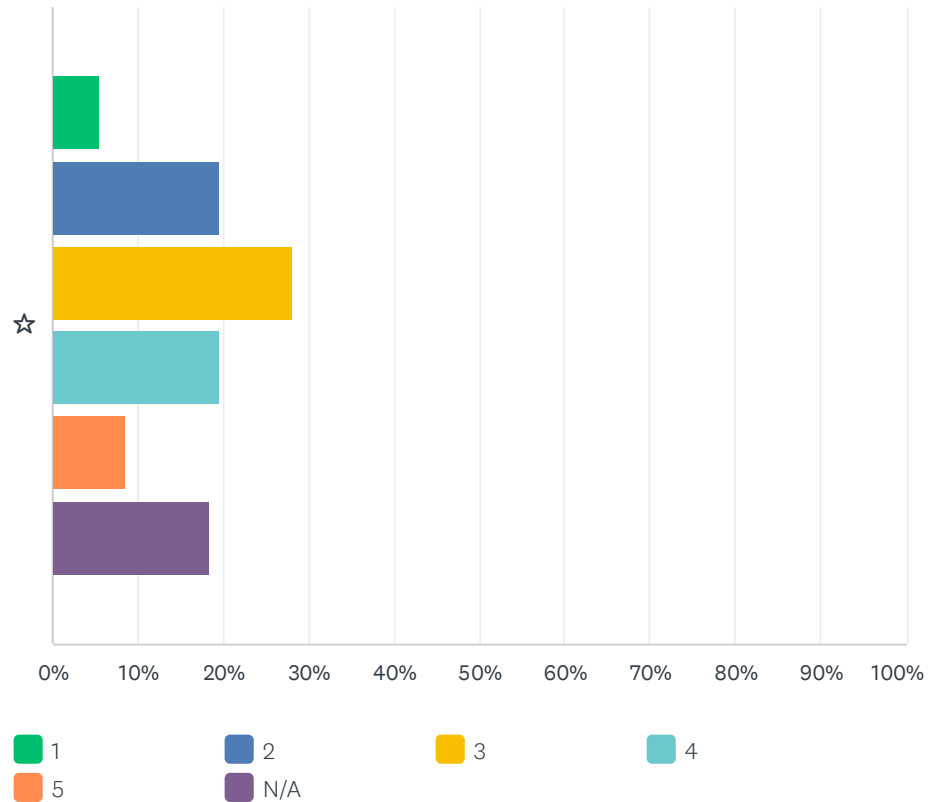


	1	2	3	4	5	N/A	TOTAL	WEIGHTED AVERAGE
☆	22.54%	12.68%	21.13%	18.31%	9.86%	15.49%	71	2.77
	16	9	15	13	7	11		

Q26 Rate the quality of our dental insurance, with five being the highest score and one being the lowest score.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey

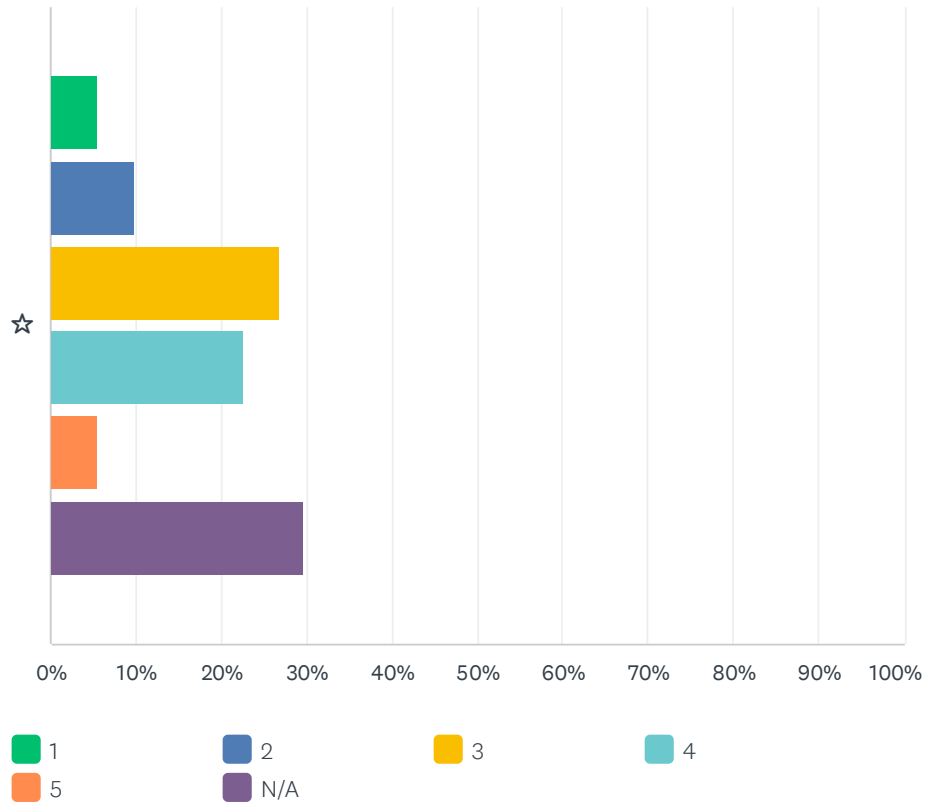


	1	2	3	4	5	N/A	TOTAL	WEIGHTED AVERAGE
☆	5.63%	19.72%	28.17%	19.72%	8.45%	18.31%	71	3.07
	4	14	20	14	6	13		

Q27 Rate the quality of our life insurance, with five being the highest score and one being the lowest score.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey

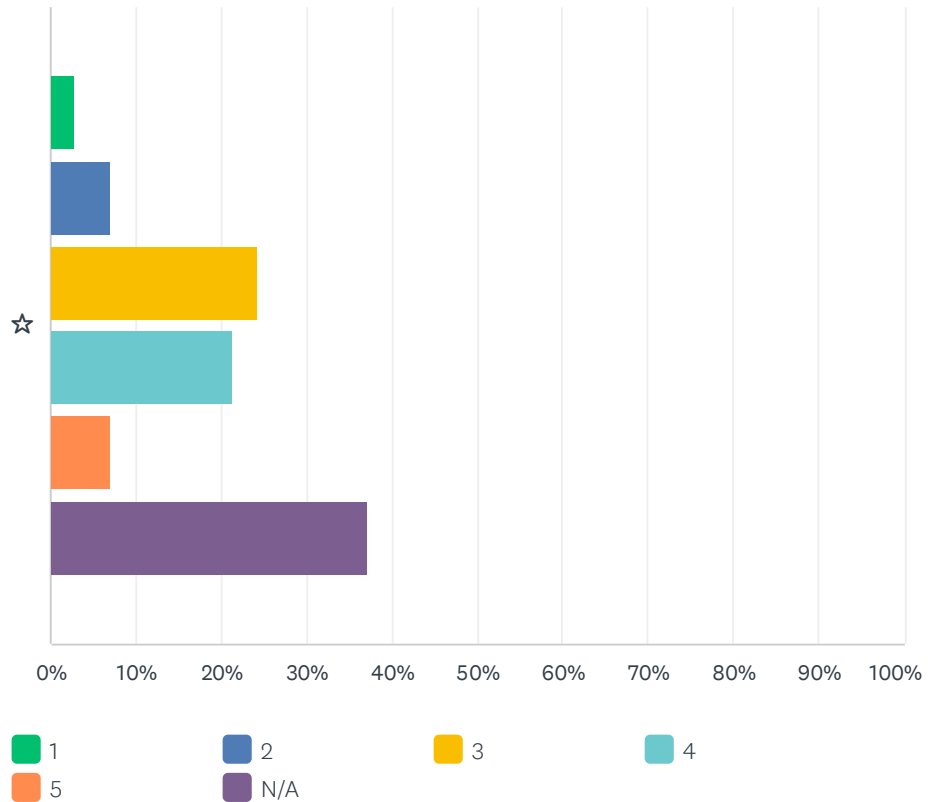


	1	2	3	4	5	N/A	TOTAL	WEIGHTED AVERAGE
☆	5.63%	9.86%	26.76%	22.54%	5.63%	29.58%	71	3.18
	4	7	19	16	4	21		

Q28 Rate the quality of our long term disability insurance, with five being the highest score and one being the lowest score.

Answered: 70 Skipped: 3

City of Ramsey -- 2023 Employee Survey

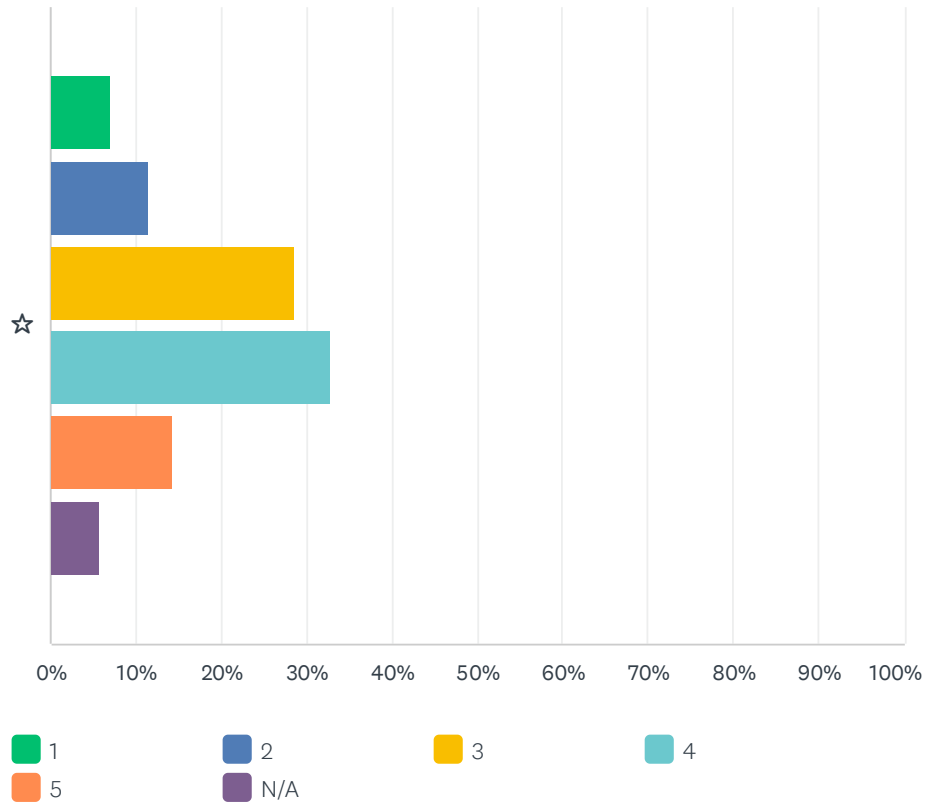


	1	2	3	4	5	N/A	TOTAL	WEIGHTED AVERAGE
☆	2.86%	7.14%	24.29%	21.43%	7.14%	37.14%	70	3.36
	2	5	17	15	5	26		

Q29 Rate the quality of our vacation leave benefit, with five being the highest score and one being the lowest score.

Answered: 70 Skipped: 3

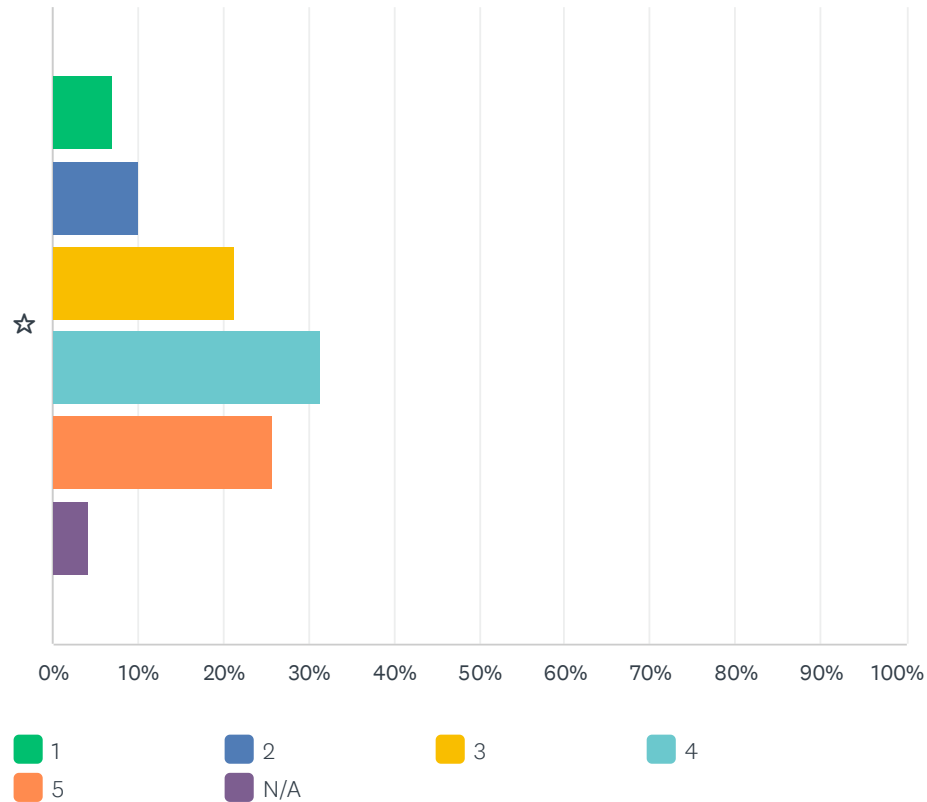
City of Ramsey -- 2023 Employee Survey



	1	2	3	4	5	N/A	TOTAL	WEIGHTED AVERAGE
☆	7.14%	11.43%	28.57%	32.86%	14.29%	5.71%	70	3.38
	5	8	20	23	10	4		

Q30 Rate the quality of our sick leave benefit, with five being the highest score and one being the lowest score.

Answered: 70 Skipped: 3



	1	2	3	4	5	N/A	TOTAL	WEIGHTED AVERAGE
☆	7.14% 5	10.00% 7	21.43% 15	31.43% 22	25.71% 18	4.29% 3	70	3.61

Q31 What organization benefit(s) would you like to see added?

Answered: 35 Skipped: 38

Q32 What is the best thing about working for the City of Ramsey?

Answered: 48 Skipped: 25

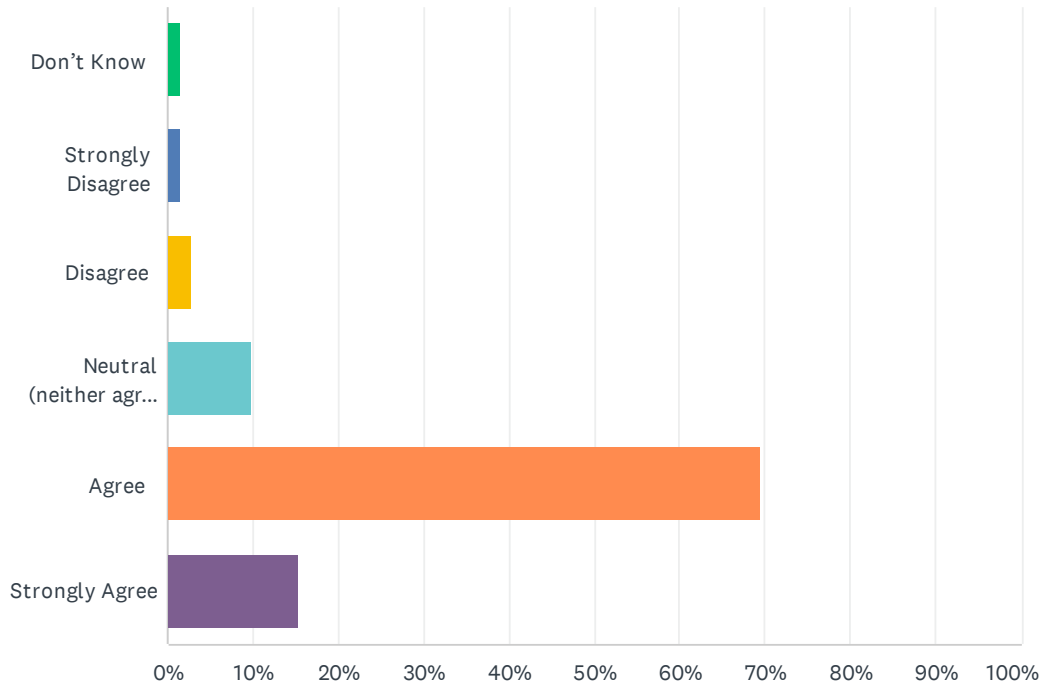
Q33 What do you like least about working for the City of Ramsey?

Answered: 45 Skipped: 28

Q34 I have the resources (tools, equipment and training) that I need to do my work.

Answered: 72 Skipped: 1

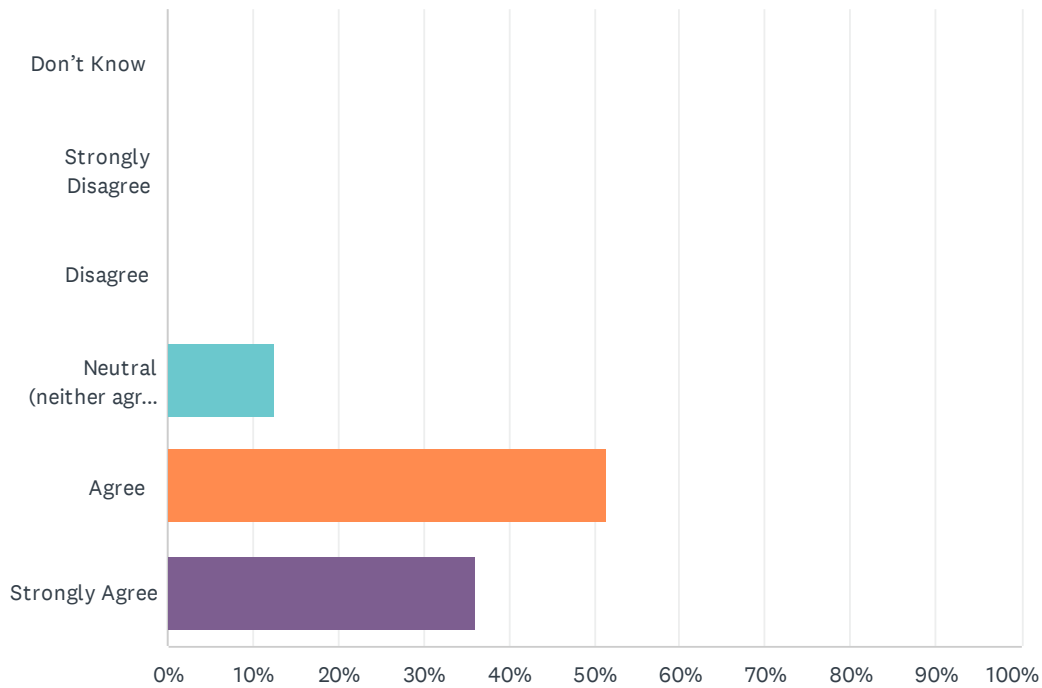
City of Ramsey -- 2023 Employee Survey



ANSWER CHOICES	RESPONSES	
Don't Know	1.39%	1
Strongly Disagree	1.39%	1
Disagree	2.78%	2
Neutral (neither agree nor disagree)	9.72%	7
Agree	69.44%	50
Strongly Agree	15.28%	11
TOTAL		72

Q35 My Supervisor / Manager is not a micro-manager and trusts that I will do my best work.

Answered: 72 Skipped: 1

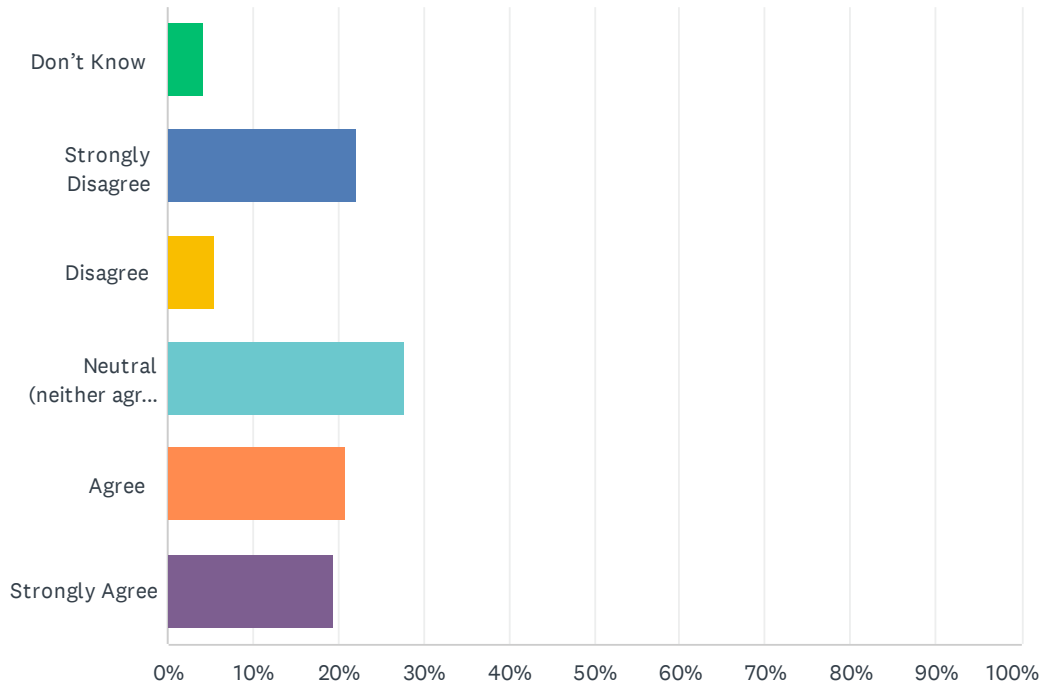


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neutral (neither agree nor disagree)	12.50%	9
Agree	51.39%	37
Strongly Agree	36.11%	26
TOTAL		72

Q36 For the organization or other office employees: It is important to me to have the option to participate in the city's remote work policy. For reference, the remote work policy is currently being updated, but generally allows employees the opportunity to work off-site for 1-2 days per week, within certain parameters, with approval.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

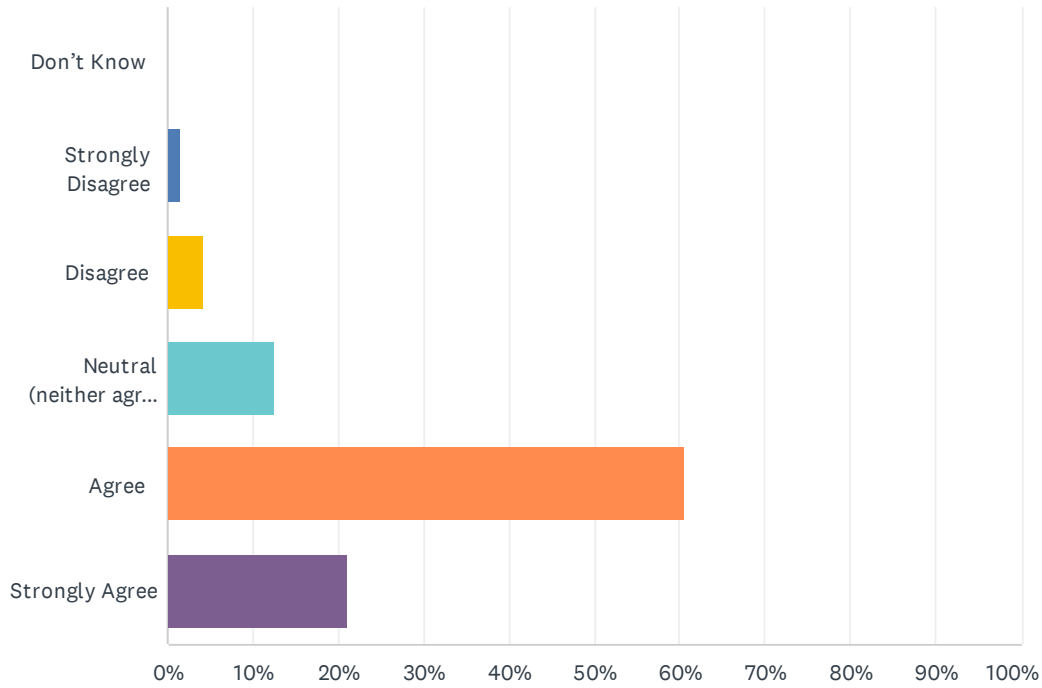


ANSWER CHOICES	RESPONSES	
Don't Know	4.17%	3
Strongly Disagree	22.22%	16
Disagree	5.56%	4
Neutral (neither agree nor disagree)	27.78%	20
Agree	20.83%	15
Strongly Agree	19.44%	14
TOTAL		72

Q37 I am prepared, or know how to obtain the resources, to handle emergencies that may occur in my department.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey

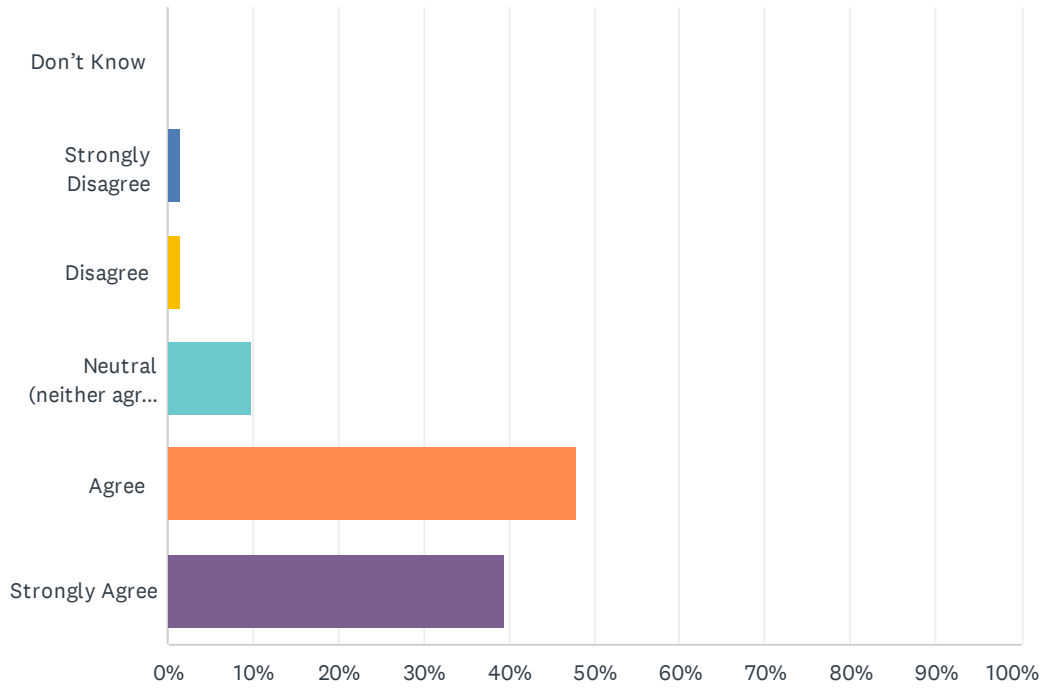


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	1.41%	1
Disagree	4.23%	3
Neutral (neither agree nor disagree)	12.68%	9
Agree	60.56%	43
Strongly Agree	21.13%	15
TOTAL		71

Q38 My Supervisor / Manager is a good listener and responds constructively.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey

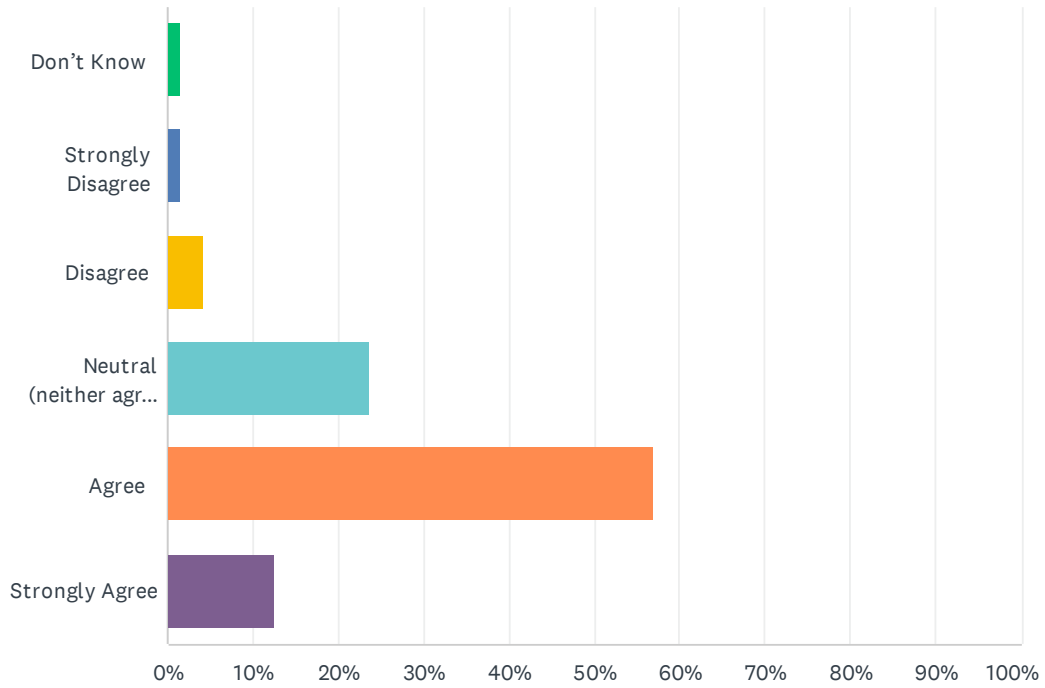


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly Disagree	1.41% 1
Disagree	1.41% 1
Neutral (neither agree nor disagree)	9.86% 7
Agree	47.89% 34
Strongly Agree	39.44% 28
TOTAL	71

Q39 The meetings that I attend are productive.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

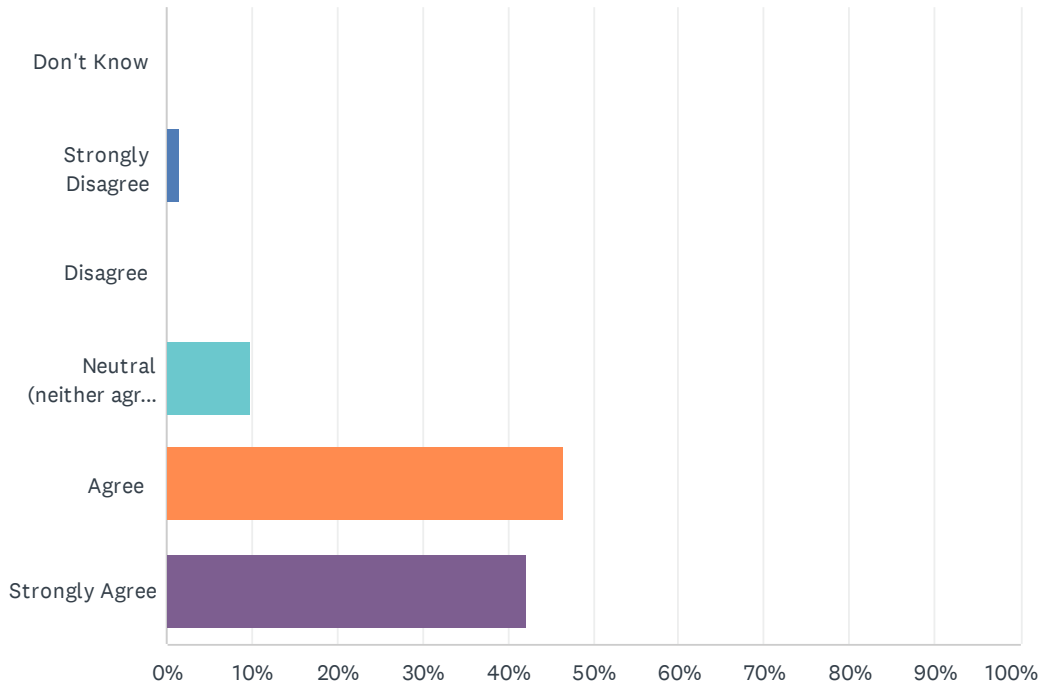


ANSWER CHOICES	RESPONSES	
Don't Know	1.39%	1
Strongly Disagree	1.39%	1
Disagree	4.17%	3
Neutral (neither agree nor disagree)	23.61%	17
Agree	56.94%	41
Strongly Agree	12.50%	9
TOTAL		72

Q40 I feel comfortable asking for additional information or clarification.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey

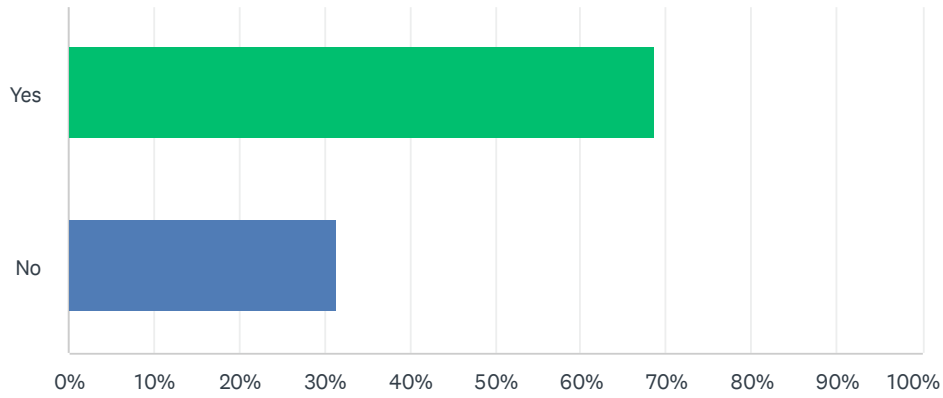


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	1.41%	1
Disagree	0.00%	0
Neutral (neither agree nor disagree)	9.86%	7
Agree	46.48%	33
Strongly Agree	42.25%	30
TOTAL		71

Q41 I would like the Weekly Update to continue.

Answered: 64 Skipped: 9

City of Ramsey -- 2023 Employee Survey



ANSWER CHOICES	RESPONSES	
Yes	68.75%	44
No	31.25%	20
TOTAL		64

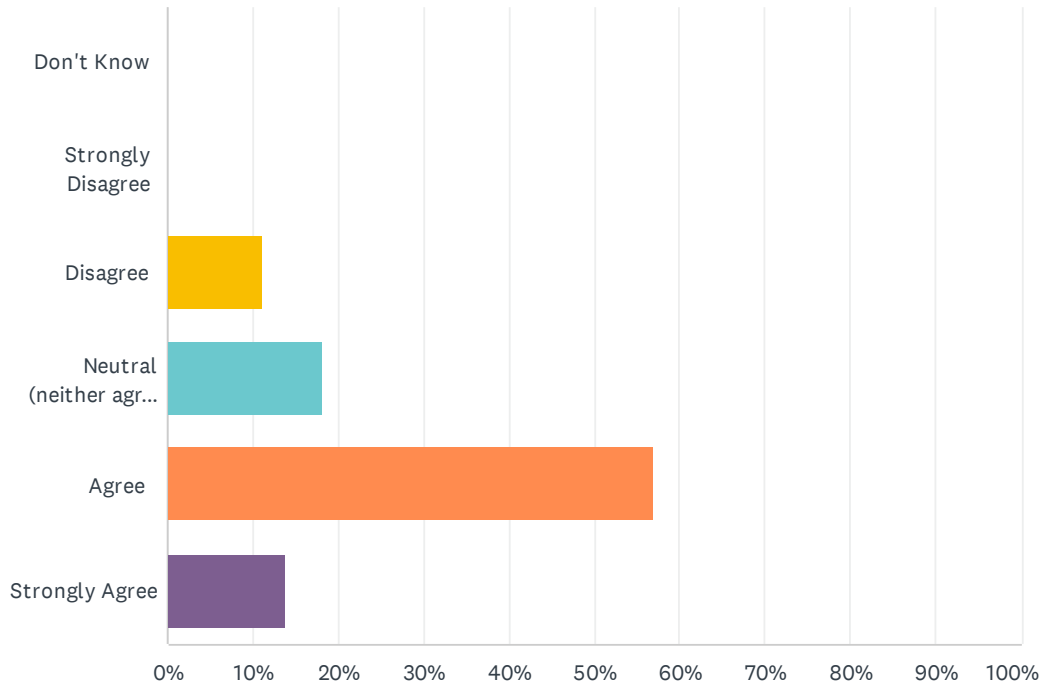
Q42 What is your preferred method of communication (face-to-face, email, other)?

Answered: 57 Skipped: 16

Q43 I have time to successfully complete my assigned job duties.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

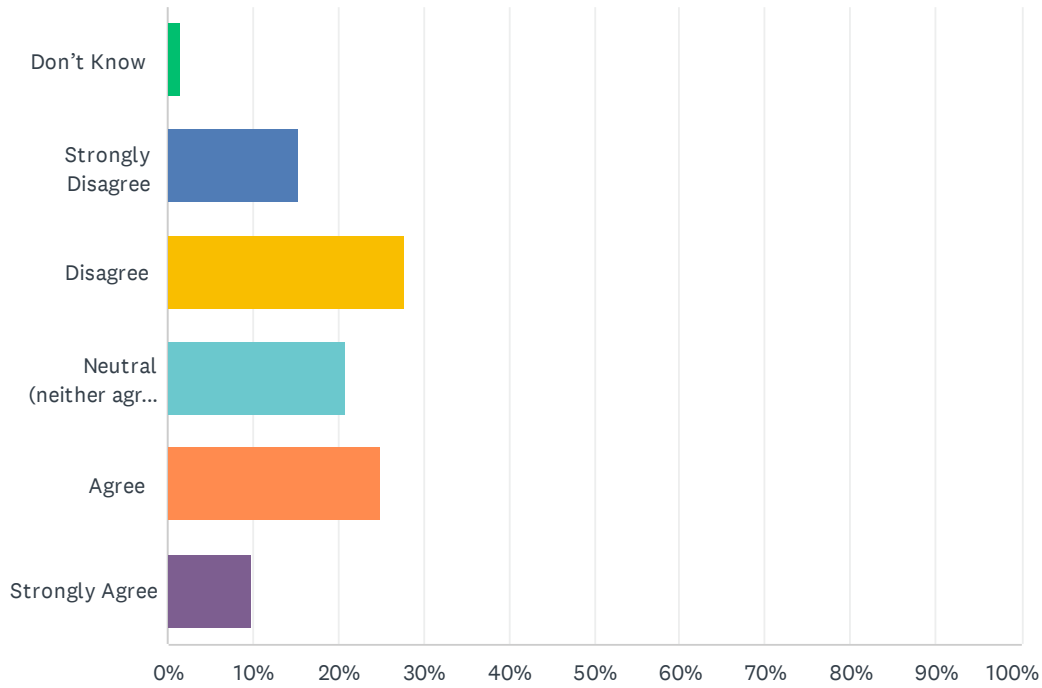


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	11.11%	8
Neutral (neither agree nor disagree)	18.06%	13
Agree	56.94%	41
Strongly Agree	13.89%	10
TOTAL		72

Q44 My division or department has the staff capacity (number of employees) to do its work today.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

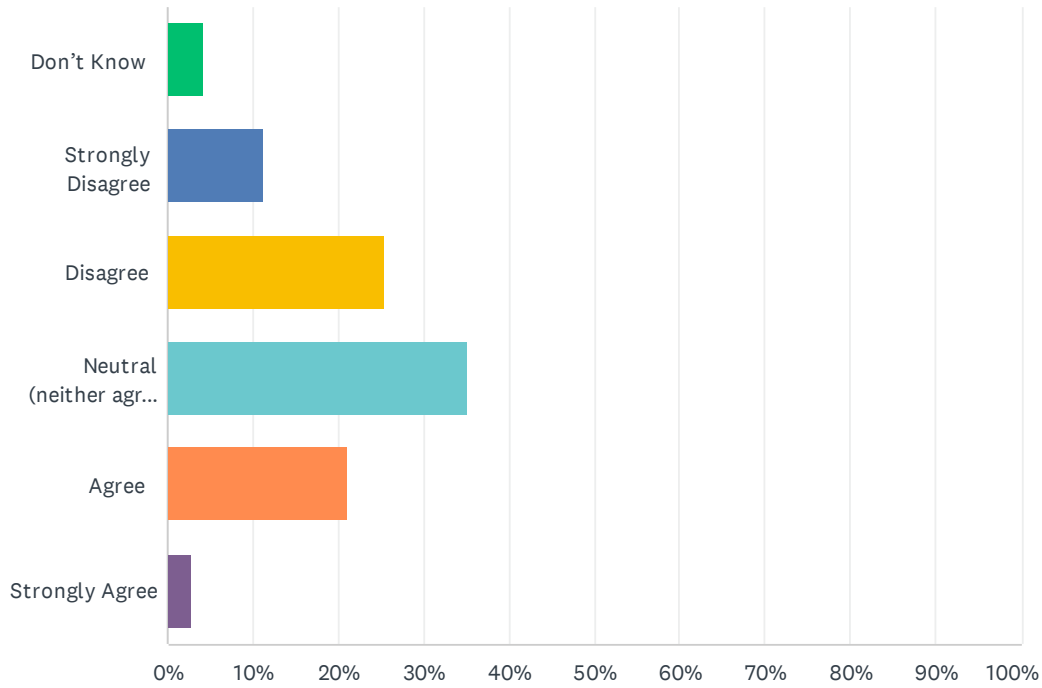


ANSWER CHOICES	RESPONSES	
Don't Know	1.39%	1
Strongly Disagree	15.28%	11
Disagree	27.78%	20
Neutral (neither agree nor disagree)	20.83%	15
Agree	25.00%	18
Strongly Agree	9.72%	7
TOTAL		72

Q45 The organization as a whole has the staff capacity (number of employees) to do its work today.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey

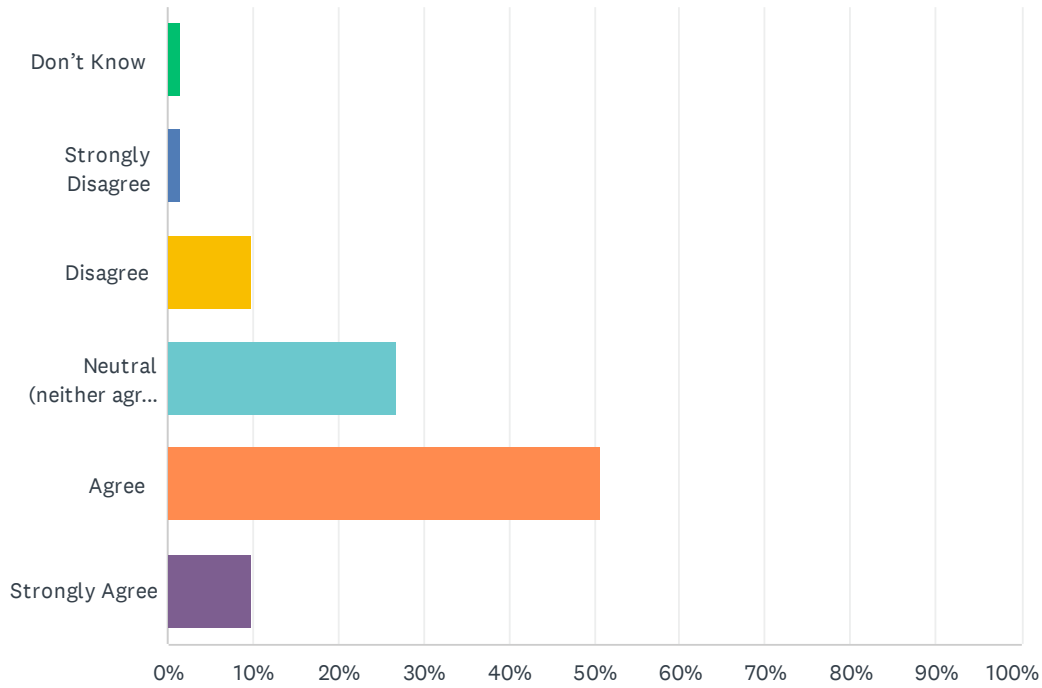


ANSWER CHOICES	RESPONSES
Don't Know	4.23% 3
Strongly Disagree	11.27% 8
Disagree	25.35% 18
Neutral (neither agree nor disagree)	35.21% 25
Agree	21.13% 15
Strongly Agree	2.82% 2
TOTAL	71

Q46 The organization has the right people and skills to do its work.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey



ANSWER CHOICES	RESPONSES
Don't Know	1.41% 1
Strongly Disagree	1.41% 1
Disagree	9.86% 7
Neutral (neither agree nor disagree)	26.76% 19
Agree	50.70% 36
Strongly Agree	9.86% 7
TOTAL	71

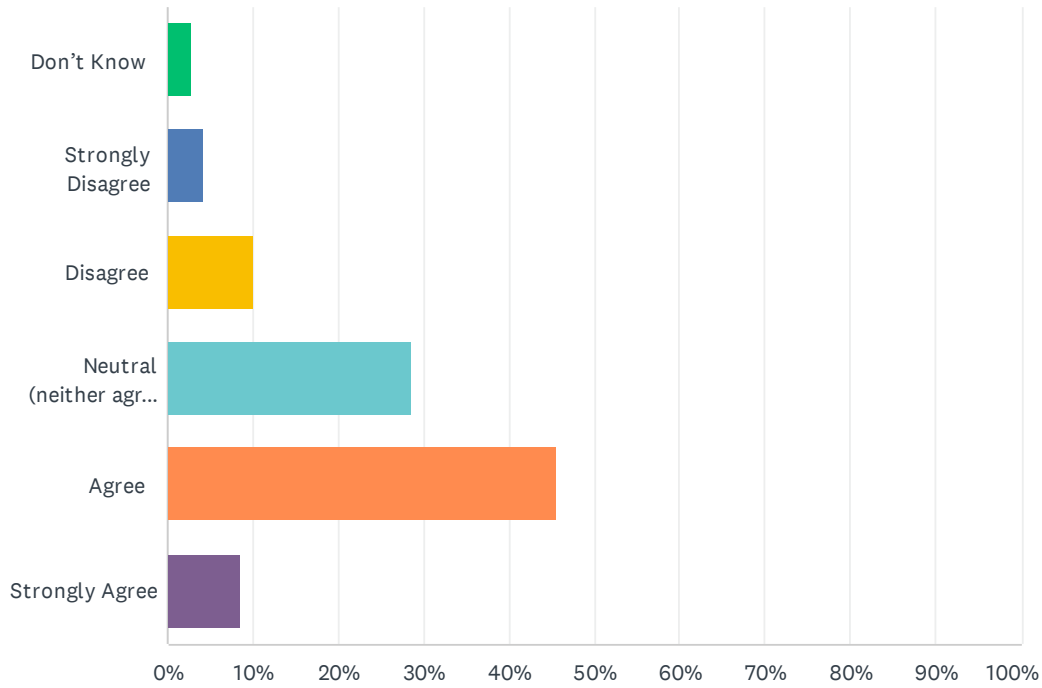
Q47 To achieve better results, I would improve...

Answered: 34 Skipped: 39

Q48 Staff's leadership removes barriers that get in the way of progress.

Answered: 70 Skipped: 3

City of Ramsey -- 2023 Employee Survey

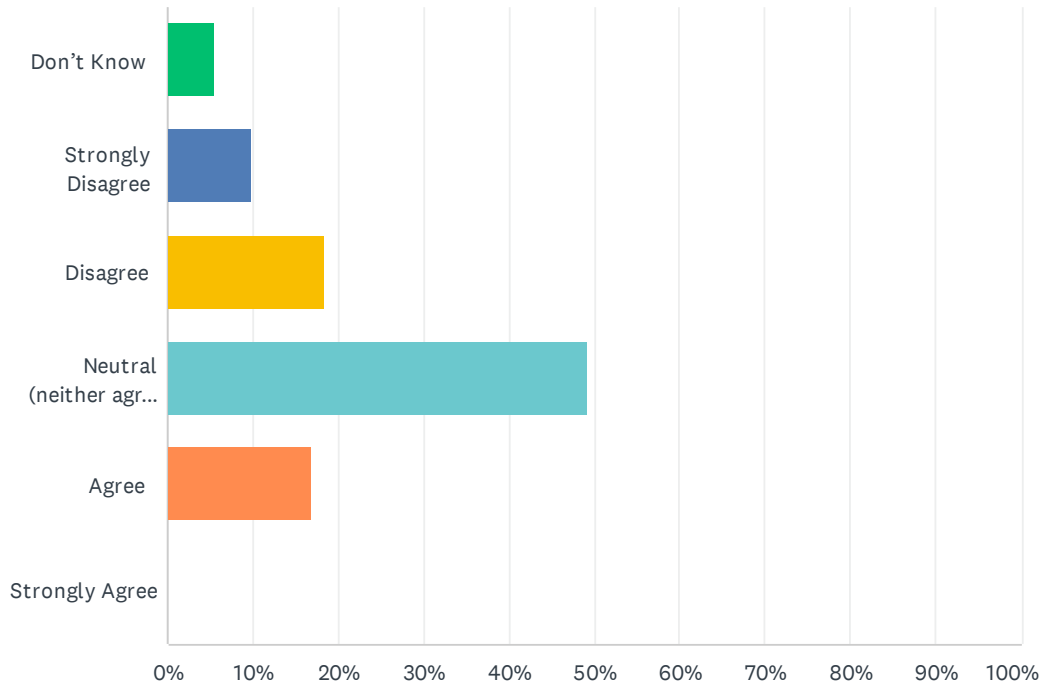


ANSWER CHOICES	RESPONSES	
Don't Know	2.86%	2
Strongly Disagree	4.29%	3
Disagree	10.00%	7
Neutral (neither agree nor disagree)	28.57%	20
Agree	45.71%	32
Strongly Agree	8.57%	6
TOTAL		70

Q49 The City Council removes barriers that get in the way of progress.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey

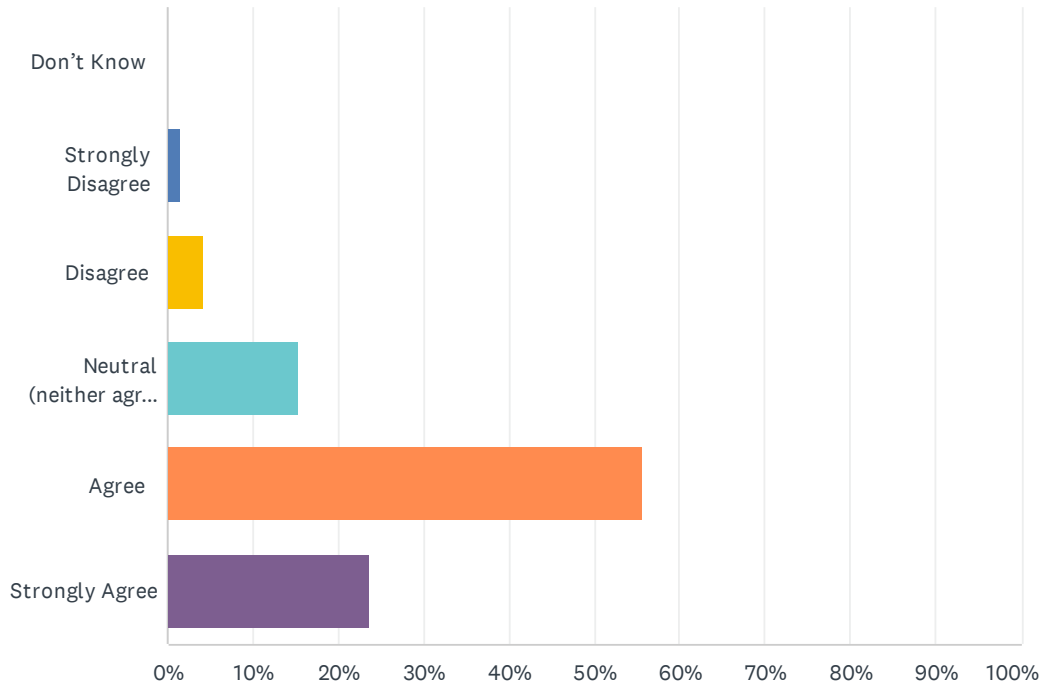


ANSWER CHOICES	RESPONSES	
Don't Know	5.63%	4
Strongly Disagree	9.86%	7
Disagree	18.31%	13
Neutral (neither agree nor disagree)	49.30%	35
Agree	16.90%	12
Strongly Agree	0.00%	0
TOTAL		71

Q50 Staff leadership practice high standards and ethics.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

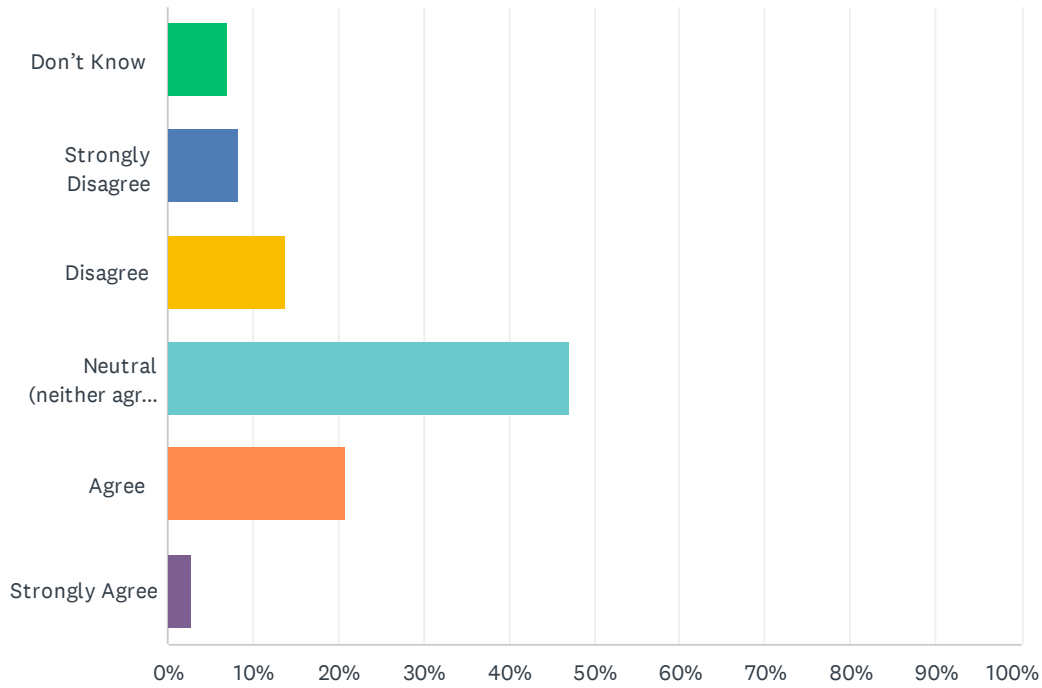


ANSWER CHOICES	RESPONSES
Don't Know	0.00% 0
Strongly Disagree	1.39% 1
Disagree	4.17% 3
Neutral (neither agree nor disagree)	15.28% 11
Agree	55.56% 40
Strongly Agree	23.61% 17
TOTAL	72

Q51 The City Council practices high standards and ethics.

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey

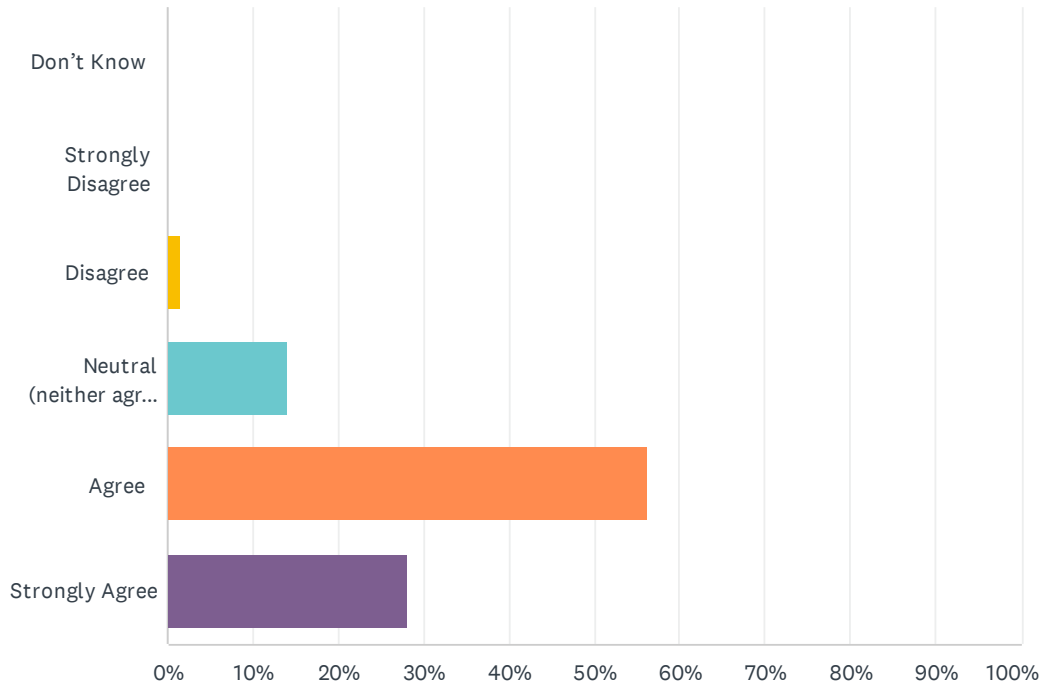


ANSWER CHOICES	RESPONSES
Don't Know	6.94% 5
Strongly Disagree	8.33% 6
Disagree	13.89% 10
Neutral (neither agree nor disagree)	47.22% 34
Agree	20.83% 15
Strongly Agree	2.78% 2
TOTAL	72

Q52 The organization is a good place to work.

Answered: 71 Skipped: 2

City of Ramsey -- 2023 Employee Survey

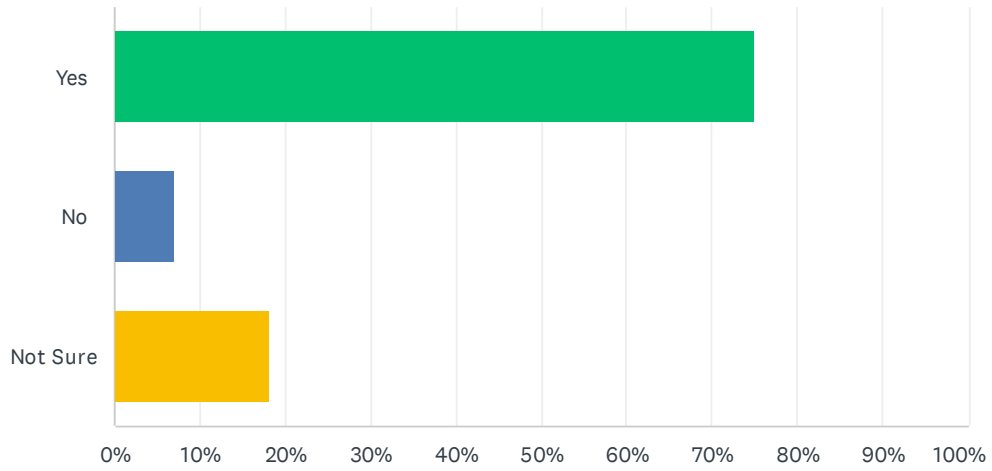


ANSWER CHOICES	RESPONSES	
Don't Know	0.00%	0
Strongly Disagree	0.00%	0
Disagree	1.41%	1
Neutral (neither agree nor disagree)	14.08%	10
Agree	56.34%	40
Strongly Agree	28.17%	20
TOTAL		71

Q53 Would you recommend the organization to others who are seeking employment?

Answered: 72 Skipped: 1

City of Ramsey -- 2023 Employee Survey



ANSWER CHOICES	RESPONSES	
Yes	75.00%	54
No	6.94%	5
Not Sure	18.06%	13
TOTAL		72