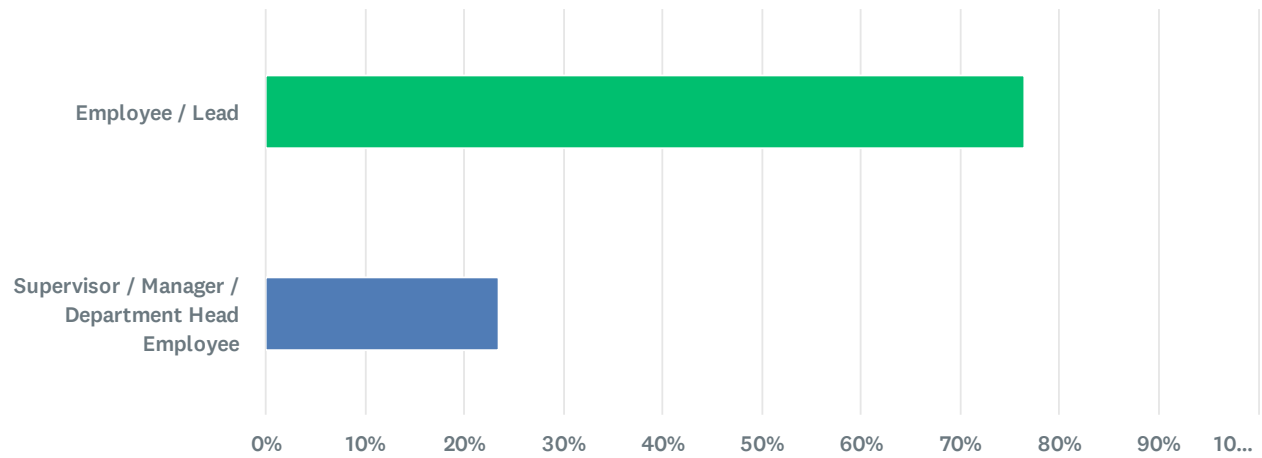


## Q1 I fall into the following group:

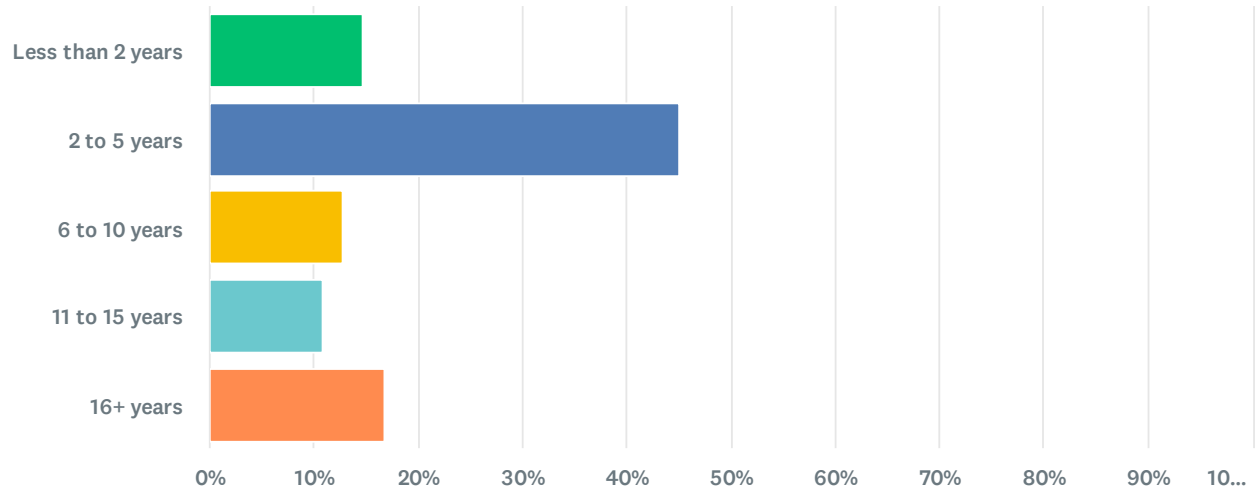
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
● Employee / Lead	76.47%	78
● Supervisor / Manager / Department Head Employee	23.53%	24
<b>Total</b>		<b>102</b>

## Q2 How long have you worked for the City of Ramsey?

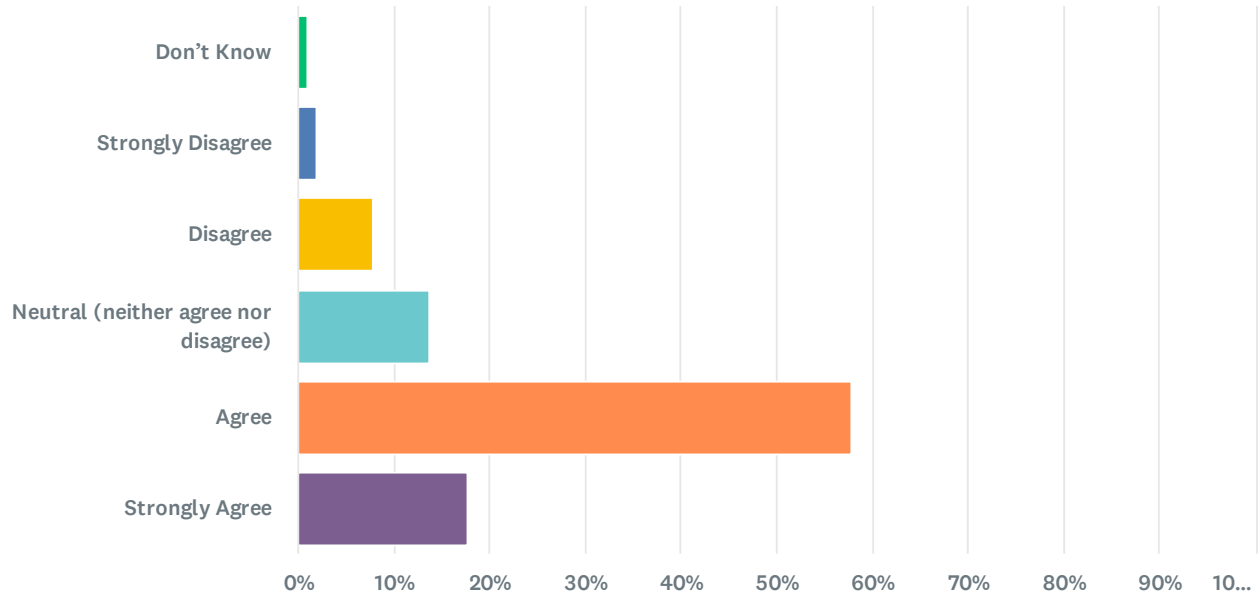
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
● Less than 2 years	14.71%	15
● 2 to 5 years	45.10%	46
● 6 to 10 years	12.75%	13
● 11 to 15 years	10.78%	11
● 16+ years	16.67%	17
<b>Total</b>		<b>102</b>

### Q3 My supervisor gives me feedback on the quality and effectiveness of my work.

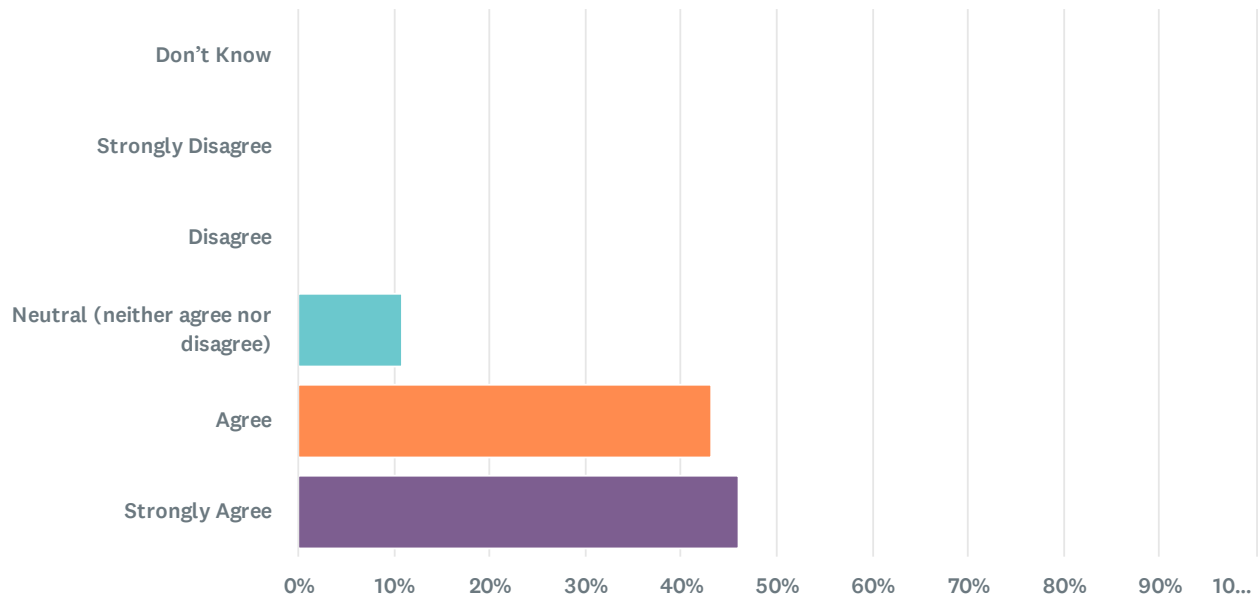
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	0.98%	1
<span style="color: blue;">●</span> Strongly Disagree	1.96%	2
<span style="color: yellow;">●</span> Disagree	7.84%	8
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	13.73%	14
<span style="color: orange;">●</span> Agree	57.84%	59
<span style="color: purple;">●</span> Strongly Agree	17.65%	18
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q4 My Supervisor cares about my wellbeing.

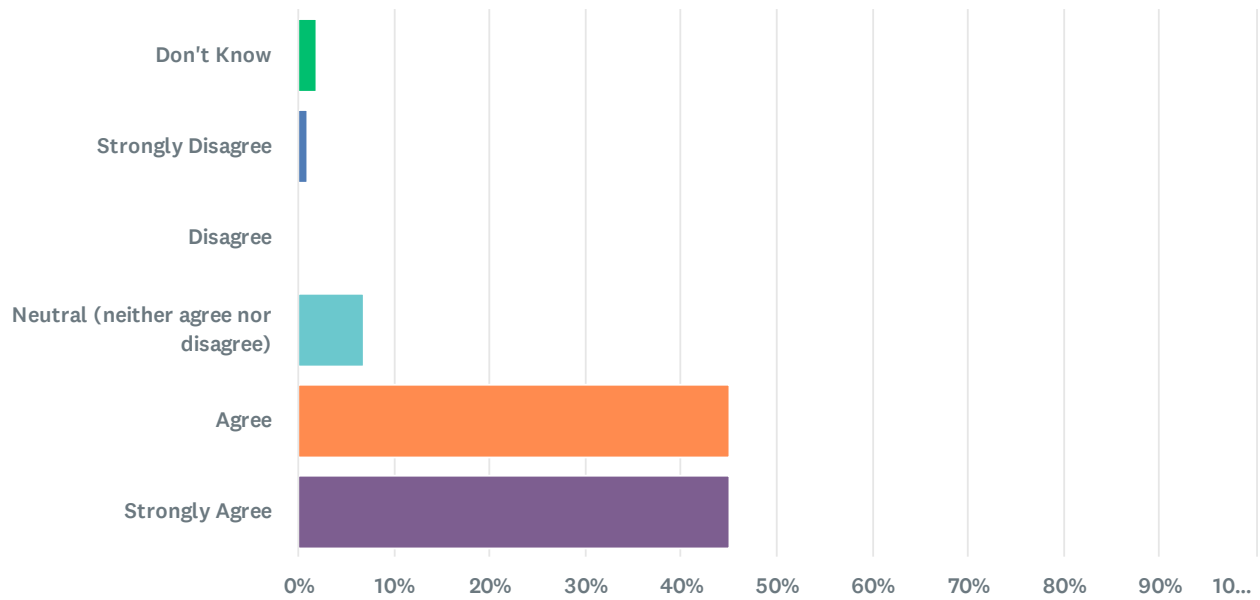
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	0%	0
<span style="color: blue;">●</span> Strongly Disagree	0%	0
<span style="color: yellow;">●</span> Disagree	0%	0
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	10.78%	11
<span style="color: orange;">●</span> Agree	43.14%	44
<span style="color: purple;">●</span> Strongly Agree	46.08%	47
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q5 My supervisor trusts that I do my best work.

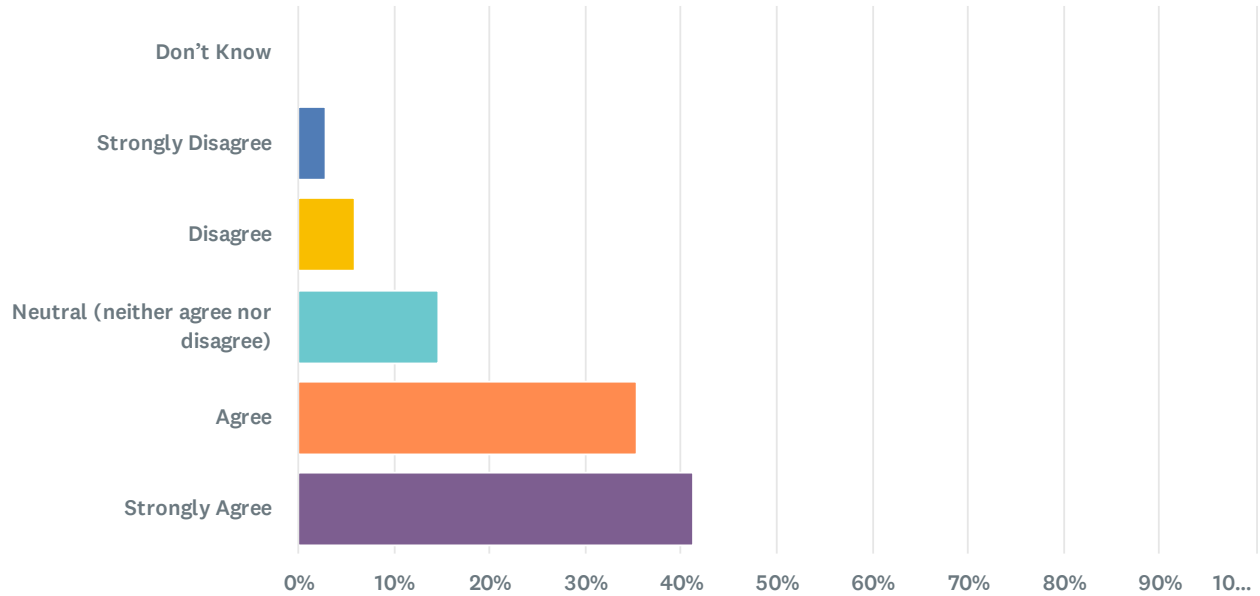
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	1.96%	2
<span style="color: blue;">●</span> Strongly Disagree	0.98%	1
<span style="color: yellow;">●</span> Disagree	0%	0
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	6.86%	7
<span style="color: orange;">●</span> Agree	45.10%	46
<span style="color: purple;">●</span> Strongly Agree	45.10%	46
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q6 The employees I work with in my department cooperate and work as a team.

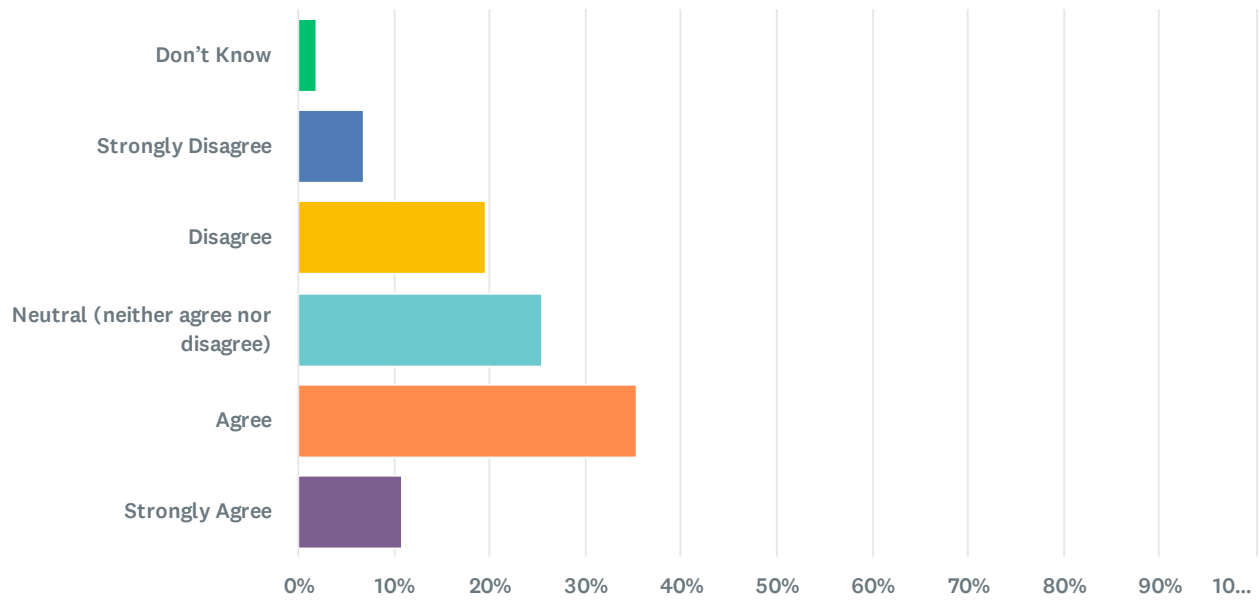
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	0%	0
<span style="color: blue;">●</span> Strongly Disagree	2.94%	3
<span style="color: yellow;">●</span> Disagree	5.88%	6
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	14.71%	15
<span style="color: orange;">●</span> Agree	35.29%	36
<span style="color: purple;">●</span> Strongly Agree	41.18%	42
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q7 Collaboration between departments is effective and efficient.

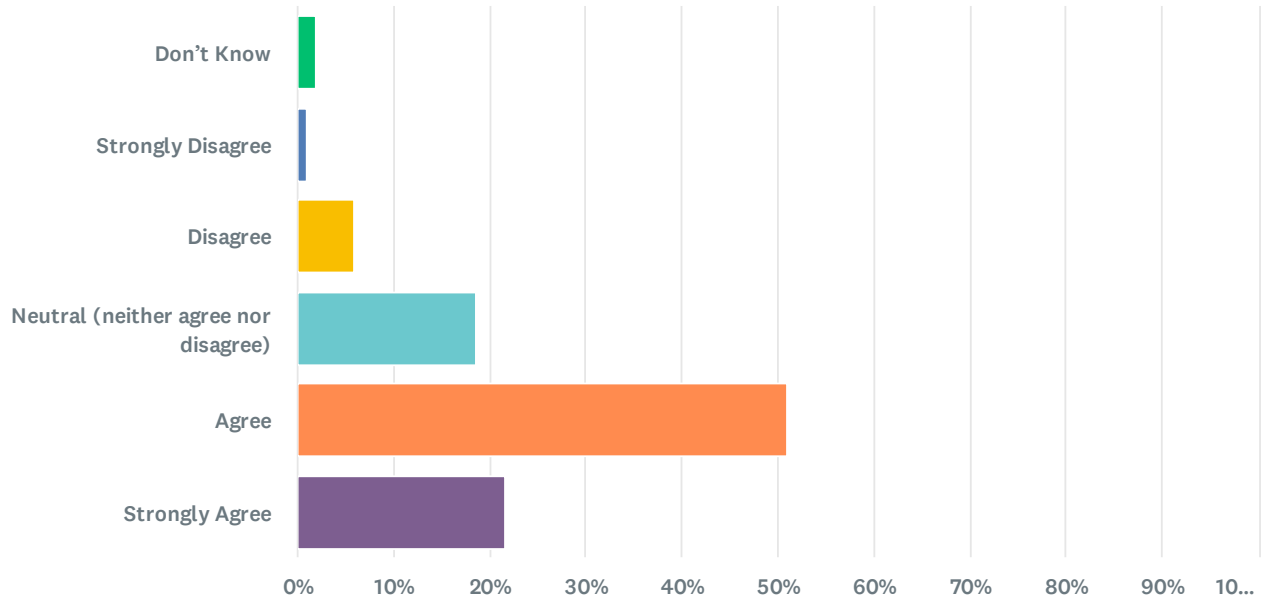
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	1.96%	2
<span style="color: blue;">●</span> Strongly Disagree	6.86%	7
<span style="color: yellow;">●</span> Disagree	19.61%	20
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	25.49%	26
<span style="color: orange;">●</span> Agree	35.29%	36
<span style="color: purple;">●</span> Strongly Agree	10.78%	11
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q8 Managements leadership creates a work environment that helps me do my job.

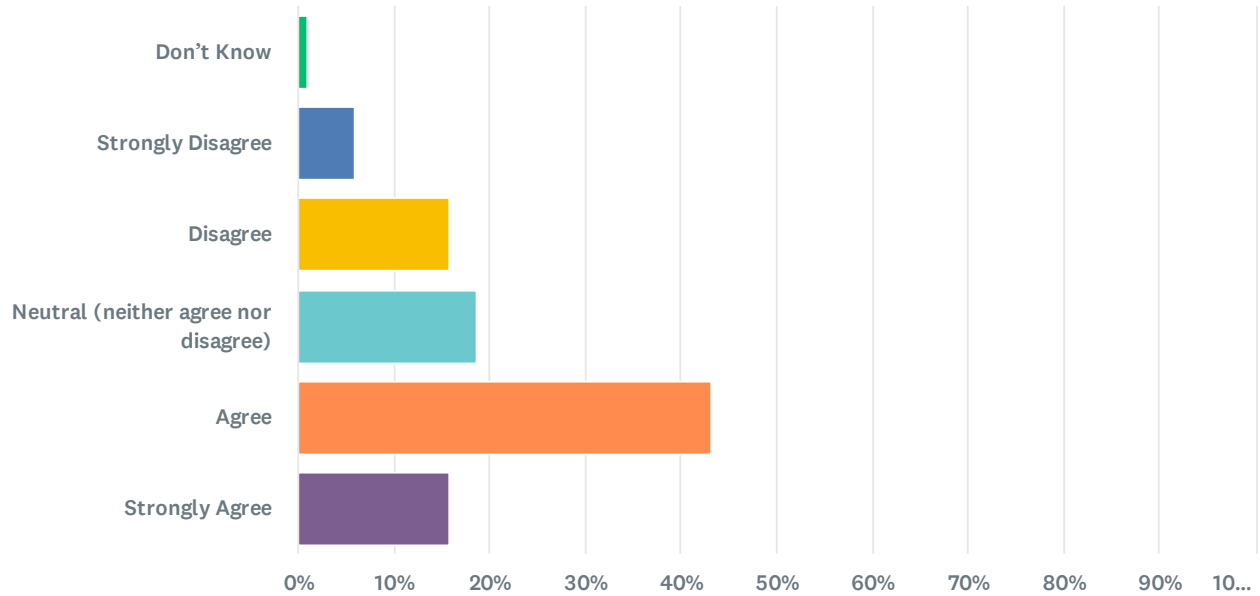
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	1.96%	2
<span style="color: blue;">●</span> Strongly Disagree	0.98%	1
<span style="color: yellow;">●</span> Disagree	5.88%	6
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	18.63%	19
<span style="color: orange;">●</span> Agree	50.98%	52
<span style="color: purple;">●</span> Strongly Agree	21.57%	22
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q9 Management staff communicate transparently about goals, budgets and changes.

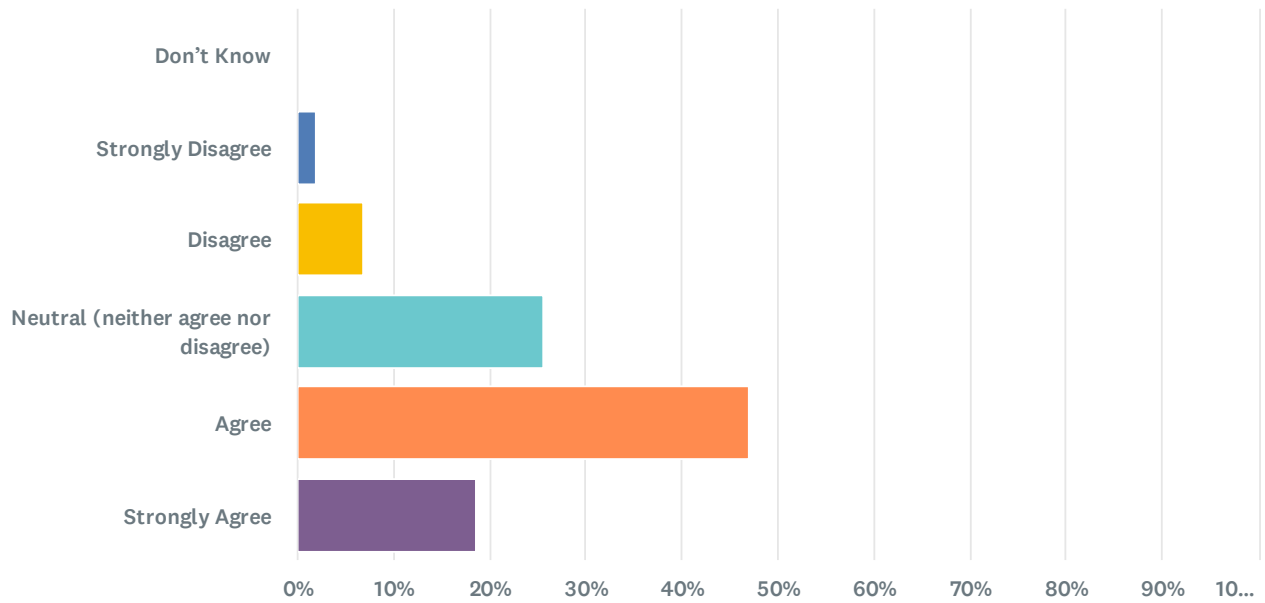
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	0.98%	1
<span style="color: blue;">●</span> Strongly Disagree	5.88%	6
<span style="color: yellow;">●</span> Disagree	15.69%	16
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	18.63%	19
<span style="color: orange;">●</span> Agree	43.14%	44
<span style="color: purple;">●</span> Strongly Agree	15.69%	16
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

**Q10 Management staff leadership is effective in promoting the organizations core values. (Ethics and Integrity, Cooperation and Teamwork, Open and Honest Communications, Excellence and Quality in the Delivery of Services, Serving People with Respect and Fairness, Adaptability and Continuous Learning)**

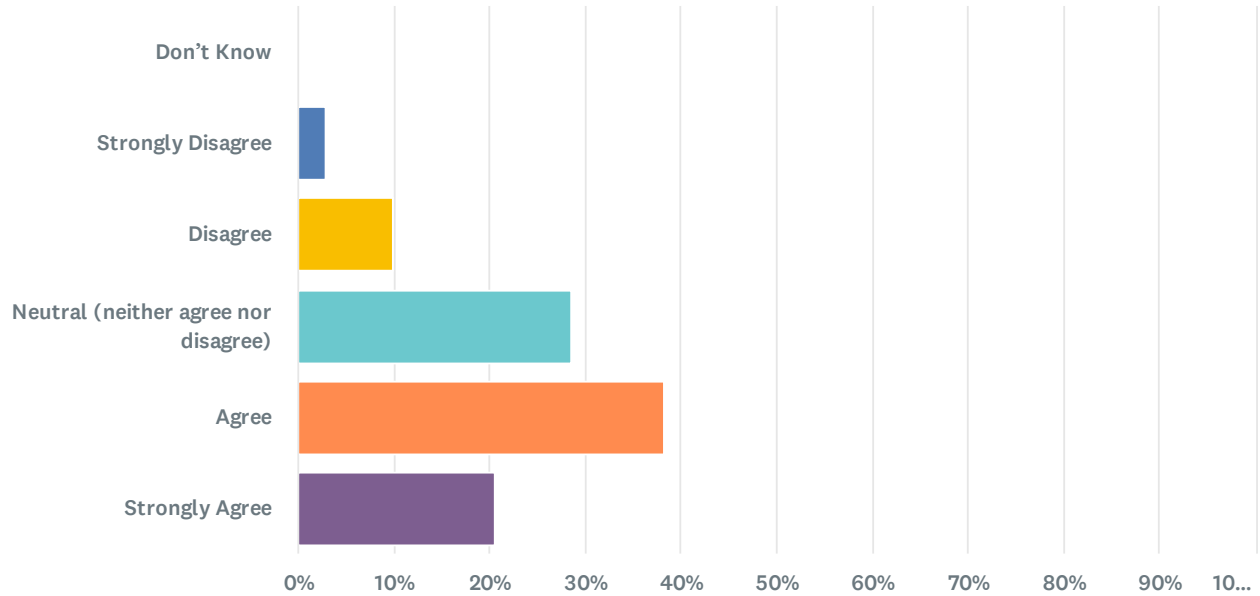
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	0%	0
<span style="color: blue;">●</span> Strongly Disagree	1.96%	2
<span style="color: yellow;">●</span> Disagree	6.86%	7
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	25.49%	26
<span style="color: orange;">●</span> Agree	47.06%	48
<span style="color: purple;">●</span> Strongly Agree	18.63%	19
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

# Q11 I am encouraged to seek development and training to develop my job skills.

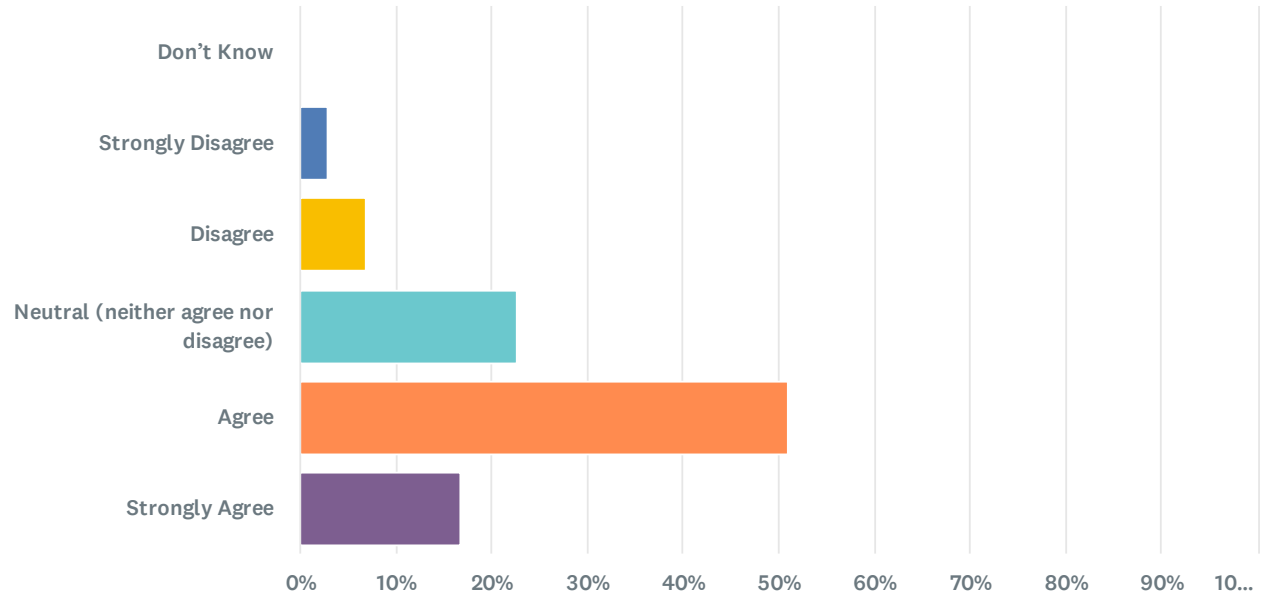
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	0%	0
<span style="color: blue;">●</span> Strongly Disagree	2.94%	3
<span style="color: yellow;">●</span> Disagree	9.80%	10
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	28.43%	29
<span style="color: orange;">●</span> Agree	38.24%	39
<span style="color: purple;">●</span> Strongly Agree	20.59%	21
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q12 My division or department has the positions and resources to do its work today.

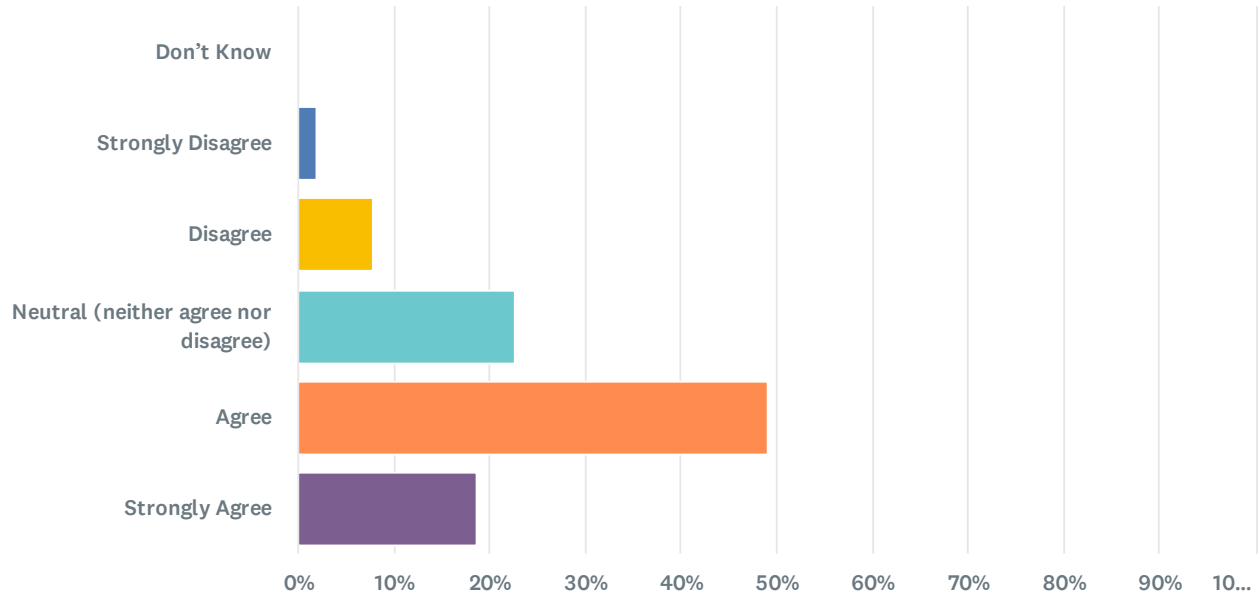
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	0%	0
<span style="color: blue;">●</span> Strongly Disagree	2.94%	3
<span style="color: yellow;">●</span> Disagree	6.86%	7
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	22.55%	23
<span style="color: orange;">●</span> Agree	50.98%	52
<span style="color: purple;">●</span> Strongly Agree	16.67%	17
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q13 I feel appreciated and recognized for my work.

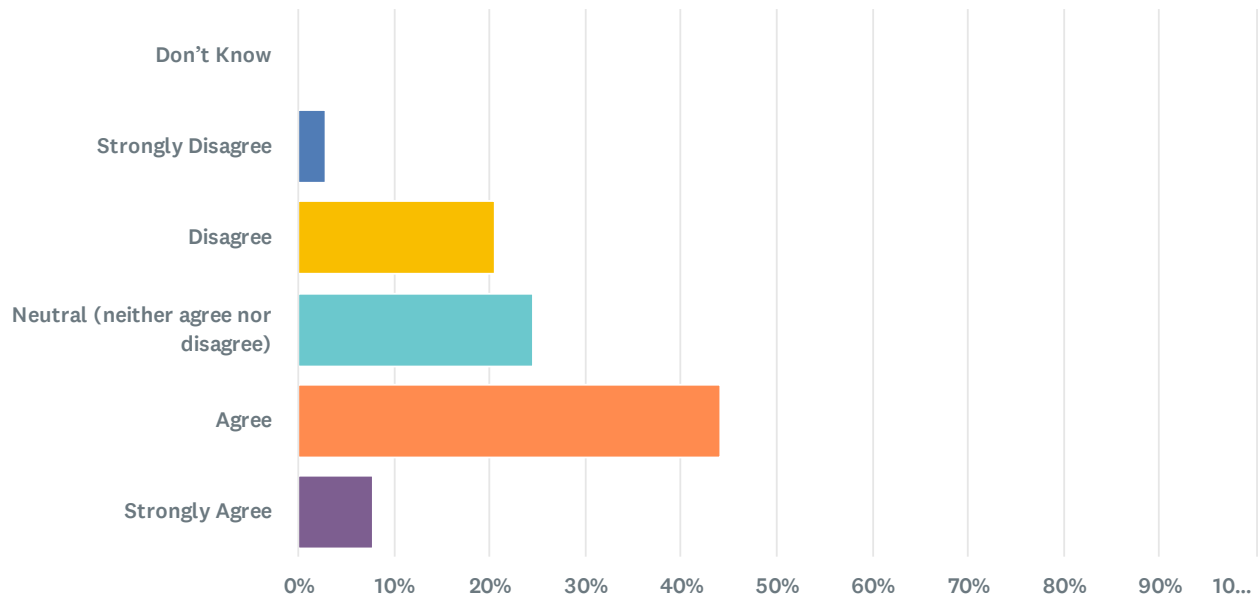
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	0%	0
<span style="color: blue;">●</span> Strongly Disagree	1.96%	2
<span style="color: yellow;">●</span> Disagree	7.84%	8
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	22.55%	23
<span style="color: orange;">●</span> Agree	49.02%	50
<span style="color: purple;">●</span> Strongly Agree	18.63%	19
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q14 I am compensated appropriately for my work.

Answered: 102 Skipped: 0

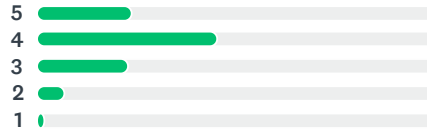


Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	0%	0
<span style="color: blue;">●</span> Strongly Disagree	2.94%	3
<span style="color: yellow;">●</span> Disagree	20.59%	21
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	24.51%	25
<span style="color: orange;">●</span> Agree	44.12%	45
<span style="color: purple;">●</span> Strongly Agree	7.84%	8
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q15 Rate employee morale within your department, with five being the highest score and one being the lowest score.

Answered: 102 Skipped: 0

★ **3.8**/5  
Average Rating

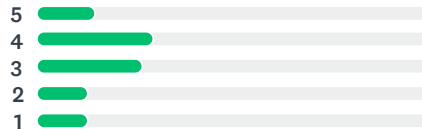


Rating	Percentage	Responses
1 / 5	2.0%	2
2 / 5	6.9%	7
3 / 5	22.5%	23
4 / 5	45.1%	46
5 / 5	23.5%	24
<a href="#">Show comments</a>		
<b>Average</b> 3.8		<b>102</b>

## Q16 Rate the quality of our benefit package, with five being the highest score and one being the lowest score.

Answered: 102 Skipped: 0

**★ 3.2/5**  
Average Rating



Rating	Percentage	Responses
1 / 5	12.7%	13
2 / 5	12.7%	13
3 / 5	26.5%	27
4 / 5	29.4%	30
5 / 5	14.7%	15
<a href="#">Show comments</a>		
<b>Average</b> 3.2		<b>98</b>

ⓘ 1 answer option excluded. [Show all](#)

Q17 Rate the quality of our leave benefits (Paid Holidays, Vacation, and Sick/ESST) with five being the highest score and one being the lowest score.

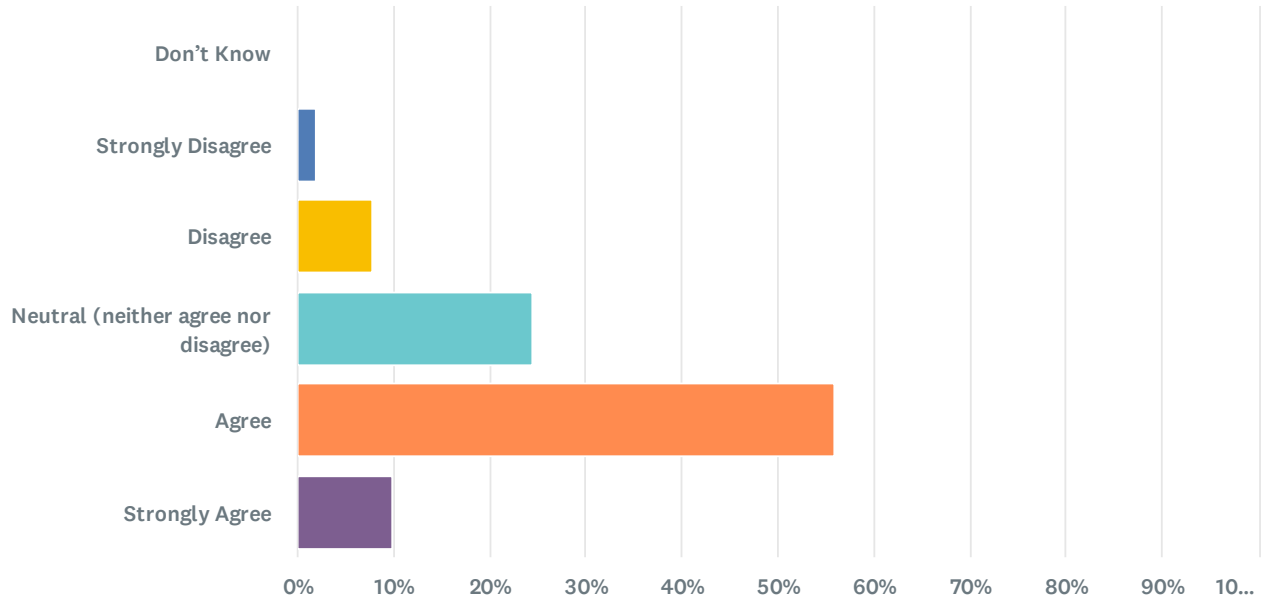
Answered: 102 Skipped: 0



Rating	Percentage	Responses
1 / 5	7.8%	8
2 / 5	8.8%	9
3 / 5	26.5%	27
4 / 5	35.3%	36
5 / 5	21.6%	22
<a href="#">Show comments</a>		
Average	3.5	102

## Q18 My division or department has the positions and resources to do its work today.

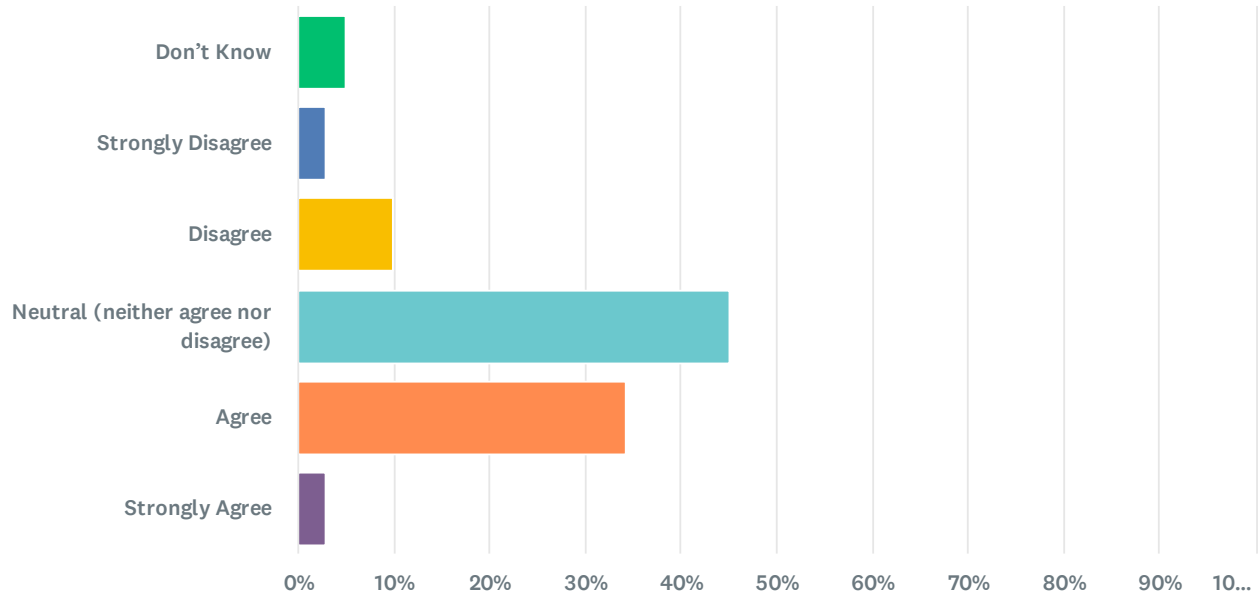
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	0%	0
<span style="color: blue;">●</span> Strongly Disagree	1.96%	2
<span style="color: yellow;">●</span> Disagree	7.84%	8
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	24.51%	25
<span style="color: orange;">●</span> Agree	55.88%	57
<span style="color: purple;">●</span> Strongly Agree	9.80%	10
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q19 The City Council sets policies and provides resources that allow me to succeed at my job.

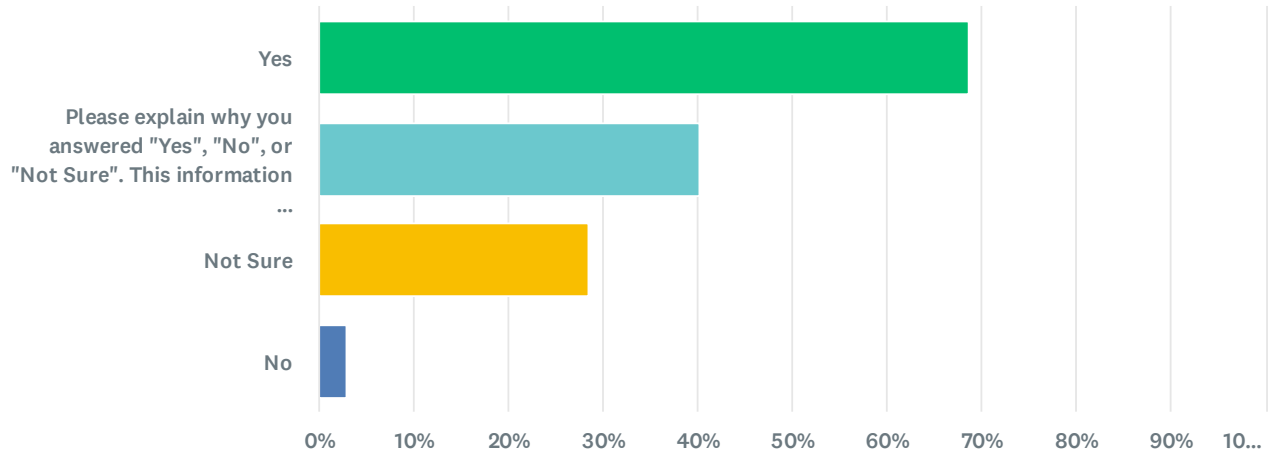
Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Don't Know	4.90%	5
<span style="color: blue;">●</span> Strongly Disagree	2.94%	3
<span style="color: yellow;">●</span> Disagree	9.80%	10
<span style="color: teal;">●</span> Neutral (neither agree nor disagree)	45.10%	46
<span style="color: orange;">●</span> Agree	34.31%	35
<span style="color: purple;">●</span> Strongly Agree	2.94%	3
<a href="#">Show comments</a>		
<b>Total</b>		<b>102</b>

## Q20 Would you recommend working for the City of Ramsey to others who are seeking employment?

Answered: 102 Skipped: 0



Answer Choices	Percentage	Responses
<span style="color: green;">●</span> Yes	68.63%	70
<span style="color: teal;">●</span> Please explain why you answered "Yes", "No", or "Not Sure". This information is very helpful. <a href="#">Show responses</a>	40.20%	41
<span style="color: yellow;">●</span> Not Sure	28.43%	29
<span style="color: blue;">●</span> No	2.94%	3
<b>Total</b>		<b>143</b>