<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>I receive effective supervision.</td>
<td>75%</td>
<td>25%</td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>I have an effective working relationship with my supervisor(s).</td>
<td>85%</td>
<td>14%</td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>My supervisor(s) treats all employees fairly.</td>
<td>67%</td>
<td>28%</td>
<td>3%</td>
<td>3%</td>
<td>100%</td>
</tr>
<tr>
<td>Poor performers are dealt with appropriately.</td>
<td>25%</td>
<td>31%</td>
<td>31%</td>
<td>14%</td>
<td>100%</td>
</tr>
<tr>
<td>I am satisfied with the personal growth and development I am receiving in my job.</td>
<td>39%</td>
<td>56%</td>
<td>6%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>My job description is an accurate representation of the work I perform.</td>
<td>56%</td>
<td>42%</td>
<td>3%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>The department fully utilizes my knowledge, skills and abilities.</td>
<td>36%</td>
<td>44%</td>
<td>19%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>I have adequate resources and materials to complete the assignments I receive.</td>
<td>42%</td>
<td>39%</td>
<td>19%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>I know exactly what my job responsibilities are.</td>
<td>61%</td>
<td>39%</td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>I have an effective working relationship with my coworkers.</td>
<td>64%</td>
<td>36%</td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>I feel my job is important.</td>
<td>58%</td>
<td>36%</td>
<td>6%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>I received appropriate recognition for the work I perform.</td>
<td>31%</td>
<td>50%</td>
<td>17%</td>
<td>3%</td>
<td>100%</td>
</tr>
<tr>
<td>The pay I receive is fair and equitable for the work I perform.</td>
<td>17%</td>
<td>42%</td>
<td>31%</td>
<td>11%</td>
<td>100%</td>
</tr>
<tr>
<td>I am satisfied with my hours and work schedule.</td>
<td>61%</td>
<td>33%</td>
<td>3%</td>
<td>3%</td>
<td>100%</td>
</tr>
<tr>
<td>I am satisfied with my workload.</td>
<td>28%</td>
<td>64%</td>
<td>8%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>I have opportunities to input suggestions for ways to improve the department.</td>
<td>36%</td>
<td>44%</td>
<td>17%</td>
<td>3%</td>
<td>100%</td>
</tr>
<tr>
<td>I feel the department has a positive image in the community.</td>
<td>64%</td>
<td>28%</td>
<td>8%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>I would recommend the department as an employer.</td>
<td>53%</td>
<td>44%</td>
<td>3%</td>
<td>0%</td>
<td>100%</td>
</tr>
</tbody>
</table>
Employee Questionnaire 12/13/16
n=36

Comments:

It is very hard to do things sometimes because of broken equipment.

Would be nice to have better equipment to work with, including machinery, trailers, and also an extra bobcat or skid steer.

We need more effective marketing for all departments. Also, our website should be updated regularly with new information. I think we need to develop a better marketing strategy.

I feel pay scales need to be reevaluated as well as job titles/classifications. Marketing needs to be improved. Interoffice/division collaboration opportunities could be better.

I started as a part-time and moved up to a full-time tech 1. This means that I don’t get the longevity raise. There are others that have started after me and will receive the raise, therefore will be paid more than me for the same position.

I recommend making sure everyone (supervisors) are effectively supervising their subordinates to ensure that their next supervisor is able to be respected and that part-time staff understand their positions correctly. Some part-time staff do not take their positions seriously and all sites depend on part-time staff to productively work as a team.

Marketing - effectiveness on marketing upcoming and ongoing programs/events. Also, the ability to find a way to place employees in positions they would be happier/more effective, "switch jobs".

I very much enjoy my job and what I do. However, it is a bit discouraging that I am unable to move up in the department. I am very lucky that my supervisor is supportive and appreciates the hard work I put in, however it would be nice for others to see that as well. Marketing is also a huge challenge. Flyers and other documents have to be requested multiple times before they are received and often mistakes have to be fixed.

I feel like the most insurmountable obstacle we have in the department is our marketing strategy. We have very ineffectively designed flyers and almost zero penetration into the community that we serve. If the word about programs we offer does get out it’s due to word of mouth from the individual coordinators speaking to people. We as staff spend a lot of time painstakingly planning awesome programs and events, its not fair that there is no good way for us to communicate those opportunities to the people we create them for.
Employee Questionnaire

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Name – OPTIONAL (Please Print) ____________________________

Use the following scale to indicate the extent of your agreement with the questions below.
SA: Strongly Agree    A: Agree    D: Disagree    SD: Strongly Disagree

General Questions Regarding Your Employment with the Spartanburg County Parks Department (please circle one per statement):

I receive effective supervision.                       SA  A  D  SD
I have an effective working relationship with my supervisor(s).    SA  A  D  SD
My supervisor(s) treats all employees fairly.          SA  A  D  SD
Poor performers are dealt with appropriately.          SA  A  D  SD
I am satisfied with the personal growth and development I am receiving in my job. SA  A  D  SD
My job description is an accurate representation of the work I perform. SA  A  D  SD
The department fully utilizes my knowledge, skills and abilities.   SA  A  D  SD
I have adequate resources and materials to complete the assignments I receive.    SA  A  D  SD
I know exactly what my job responsibilities are.        SA  A  D  SD
I have an effective working relationship with my co-workers.    SA  A  D  SD
I feel my job is important.                            SA  A  D  SD
I received appropriate recognition for the work I perform.    SA  A  D  SD
The pay I receive is fair and equitable for the work I perform.   SA  A  D  SD
I am satisfied with my hours and work schedule.         SA  A  D  SD
I am satisfied with my workload.  
I have opportunities to input suggestions for ways to improve the department. 
I feel the department has a positive image in the community. 
I would recommend the department as an employer.

Please provide any additional comments you have.

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<thead>
<tr>
<th>Statement</th>
<th>SA</th>
<th>A</th>
<th>D</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>I receive effective supervision.</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My job description is an accurate representation of the work I perform.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The department fully utilizes my knowledge, skills and abilities.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have adequate resources and materials to complete the assignments I receive.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I know exactly what my job responsibilities are.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have an effective working relationship with my co-workers.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel my job is important.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I received appropriate recognition for the work I perform.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The pay I receive is fair and equitable for the work I perform.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am satisfied with my hours and work schedule.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
I am satisfied with my workload.

I have opportunities to input suggestions for ways to improve the department.

I feel the department has a positive image in the community.

I would recommend the department as an employer.

Please provide any additional comments you have.

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Poor performers are dealt with appropriately.  
I am satisfied with the personal growth and development I am receiving in my job.  
My job description is an accurate representation of the work I perform.  
The department fully utilizes my knowledge, skills and abilities.  
I have adequate resources and materials to complete the assignments I receive.  
I know exactly what my job responsibilities are.  
I have an effective working relationship with my co-workers.  
I feel my job is important.  
I received appropriate recognition for the work I perform.  
The pay I receive is fair and equitable for the work I perform.  
I am satisfied with my hours and work schedule.
I am satisfied with my workload.  
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SA  A  D  SD

I have an effective working relationship with my supervisor(s).  
SA  A  D  SD

My supervisor(s) treats all employees fairly.  
SA  A  D  SD

Poor performers are dealt with appropriately.  
SA  A  D  SD

I am satisfied with the personal growth and development I am receiving in my job.  
SA  A  D  SD

My job description is an accurate representation of the work I perform.  
SA  A  D  SD

The department fully utilizes my knowledge, skills and abilities.  
SA  A  D  SD

I have adequate resources and materials to complete the assignments I receive.  
SA  A  D  SD

I know exactly what my job responsibilities are.  
SA  A  D  SD

I have an effective working relationship with my co-workers.  
SA  A  D  SD

I feel my job is important.  
SA  A  D  SD

I received appropriate recognition for the work I perform.  
SA  A  D  SD

The pay I receive is fair and equitable for the work I perform.  
SA  A  D  SD

I am satisfied with my hours and work schedule.  
SA  A  D  SD
I am satisfied with my workload.  SA  A  D  SD

I have opportunities to input suggestions for ways to improve the department.  SA  A  D  SD

I feel the department has a positive image in the community.  SA  A  D  SD

I would recommend the department as an employer.  SA  A  D  SD

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Name – OPTIONAL (Please Print)  **Garrett Mitchell**

Use the following scale to indicate the extent of your agreement with the questions below.

<table>
<thead>
<tr>
<th>Scale</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>SA</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td>A</td>
<td>Agree</td>
</tr>
<tr>
<td>D</td>
<td>Disagree</td>
</tr>
<tr>
<td>SD</td>
<td>Strongly Disagree</td>
</tr>
</tbody>
</table>

**General Questions Regarding Your Employment with the Spartanburg County Parks Department (please circle one per statement):**

- I receive effective supervision.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- I have an effective working relationship with my supervisor(s).  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- My supervisor(s) treats all employees fairly.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- Poor performers are dealt with appropriately.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- I am satisfied with the personal growth and development I am receiving in my job.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- My job description is an accurate representation of the work I perform.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- The department fully utilizes my knowledge, skills and abilities.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- I have adequate resources and materials to complete the assignments I receive.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- I know exactly what my job responsibilities are.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- I have an effective working relationship with my co-workers.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- I feel my job is important.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- I received appropriate recognition for the work I perform.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- The pay I receive is fair and equitable for the work I perform.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

- I am satisfied with my hours and work schedule.  
  - [ ] SA  
  - [ ] A  
  - [ ] D  
  - [ ] SD

1 of 2
I am satisfied with my workload.

I have opportunities to input suggestions for ways to improve the department.

I feel the department has a positive image in the community.

I would recommend the department as an employer.

Please provide any additional comments you have.

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The department fully utilizes my knowledge, skills and abilities.  

I have adequate resources and materials to complete the assignments I receive.  

I know exactly what my job responsibilities are.  

I have an effective working relationship with my co-workers.  

I feel my job is important.  

I received appropriate recognition for the work I perform.  

The pay I receive is fair and equitable for the work I perform.  

I am satisfied with my hours and work schedule.
I am satisfied with my workload.

I have opportunities to input suggestions for ways to improve the department.

I feel the department has a positive image in the community.

I would recommend the department as an employer.

Please provide any additional comments you have.

It is very hard to do things sometimes b/c of broken equipment.
That keeps breaking.

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Name – OPTIONAL (Please Print) Simon Thomas

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My job description is an accurate representation of the work I perform.   SA  A  D  SD
The department fully utilizes my knowledge, skills and abilities.   SA  A  D  SD
I have adequate resources and materials to complete the assignments I receive.   SA  A  D  SD
I know exactly what my job responsibilities are.                   SA  A  D  SD
I have an effective working relationship with my co-workers.       SA  A  D  SD
I feel my job is important.                                        SA  A  D  SD
I received appropriate recognition for the work I perform.         SA  A  D  SD
The pay I receive is fair and equitable for the work I perform.    SA  A  D  SD
I am satisfied with my hours and work schedule.                   SA  A  D  SD
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Please provide any additional comments you have.

I started as part-time and moved up to a full-time "teck 1"—so this means I don't get the longevity raise. There are others that have started after me and will receive this raise—therefore will be paid more than me for the same position.

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I know exactly what my job responsibilities are.    SA   A   D   SD
I have an effective working relationship with my co-workers.  SA   A   D   SD
I feel my job is important.                         SA   A   D   SD
I received appropriate recognition for the work I perform.    SA   A   D   SD
The pay I receive is fair and equitable for the work I perform.    SA   A   D   SD
I am satisfied with my hours and work schedule.       SA   A   D   SD
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Poor performers are dealt with appropriately.  SA A D SD
I am satisfied with the personal growth and development I am receiving in my job.  SA A D SD
My job description is an accurate representation of the work I perform.  SA A D SD
The department fully utilizes my knowledge, skills and abilities.  SA A D SD
I have adequate resources and materials to complete the assignments I receive.  SA A D SD
I know exactly what my job responsibilities are.  SA A D SD
I have an effective working relationship with my co-workers.  SA A D SD
I feel my job is important.  SA A D SD
I received appropriate recognition for the work I perform.  SA A D SD
The pay I receive is fair and equitable for the work I perform.  SA A D SD
I am satisfied with my hours and work schedule.  SA A D SD
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The pay I receive is fair and equitable for the work I perform. SA A D SD
I am satisfied with my hours and work schedule. SA A D SD
I am satisfied with my workload.
I have opportunities to input suggestions for ways to improve the department.
I feel the department has a positive image in the community.
I would recommend the department as an employer.

Please provide any additional comments you have.

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Name – OPTIONAL (Please Print) __________________________________________

Use the following scale to indicate the extent of your agreement with the questions below.
SA: Strongly Agree    A: Agree    D: Disagree    SD: Strongly Disagree

General Questions Regarding Your Employment with the Spartanburg County Parks Department (please circle one per statement):

I receive effective supervision.                    SA    A    D    SD
I have an effective working relationship with my supervisor(s).          SA    A    D    SD
My supervisor(s) treats all employees fairly.               SA    A    D    SD
Poor performers are dealt with appropriately.                 SA    A    D    SD
I am satisfied with the personal growth and development I am receiving in my job.                SA    A    D    SD
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The department fully utilizes my knowledge, skills and abilities.                SA    A    D    SD
I have adequate resources and materials to complete the assignments I receive.                  SA    A    D    SD
I know exactly what my job responsibilities are.                           SA    A    D    SD
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I feel my job is important.                                    SA    A    D    SD
I received appropriate recognition for the work I perform.         SA    A    D    SD
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My supervisor(s) treats all employees fairly. SA   A   D   SD
Poor performers are dealt with appropriately. SA   A   D   SD
I am satisfied with the personal growth and development I am receiving in my job. SA   A   D   SD
My job description is an accurate representation of the work I perform. SA   A   D   SD
The department fully utilizes my knowledge, skills and abilities. SA   A   D   SD
I have adequate resources and materials to complete the assignments I receive. SA   A   D   SD
I know exactly what my job responsibilities are. SA   A   D   SD
I have an effective working relationship with my co-workers. SA   A   D   SD
I feel my job is important. SA   A   D   SD
I received appropriate recognition for the work I perform. SA   A   D   SD
The pay I receive is fair and equitable for the work I perform. SA   A   D   SD
I am satisfied with my hours and work schedule. SA   A   D   SD
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<table>
<thead>
<tr>
<th>Statement</th>
<th>SA</th>
<th>A</th>
<th>D</th>
<th>SD</th>
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<tbody>
<tr>
<td>I receive effective supervision.</td>
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<td>I am satisfied with the personal growth and development I am receiving in</td>
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<td>my job.</td>
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<tr>
<td>My job description is an accurate representation of the work I perform.</td>
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<td>receive.</td>
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<td>I know exactly what my job responsibilities are.</td>
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<tr>
<td>I have an effective working relationship with my co-workers.</td>
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<tr>
<td>I feel my job is important.</td>
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<tr>
<td>I am satisfied with my hours and work schedule.</td>
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</tr>
</tbody>
</table>
I am satisfied with my workload.

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I received appropriate recognition for the work I perform. ............. SA  A  D  SD
The pay I receive is fair and equitable for the work I perform. ........ SA  A  D  SD
I am satisfied with my hours and work schedule. ....................... SA  A  D  SD
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Name – OPTIONAL (Please Print) [Handwritten Name]

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I would recommend the department as an employer.

Please provide any additional comments you have.

I recommend making sure everyone (supervisors) are effectively supervising their subordinates to ensure [equally] that the next supervisor is able to be respected and that part-time staff understands their positions correctly. Some part-time staff employees do not take their positions seriously and all sites depend on the part-time staff to productively work as a team!

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Name – OPTIONAL (Please Print) Javona Lipscomb

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</tr>
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<td>I am satisfied with my hours and work schedule.</td>
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I am satisfied with my workload.
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Name – OPTIONAL (Please Print)  

Alexis

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I know exactly what my job responsibilities are.  

I have an effective working relationship with my co-workers.  

I feel my job is important.  

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I am satisfied with the personal growth and development I am receiving in my job.  SA  A  D  SD
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The pay I receive is fair and equitable for the work I perform.  SA  A  D  SD
I am satisfied with my hours and work schedule.  SA  A  D  SD
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Name – OPTIONAL (Please Print) Kendall

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I have adequate resources and materials to complete the assignments I receive.  

I know exactly what my job responsibilities are.  

I have an effective working relationship with my co-workers.  

I feel my job is important.  

I received appropriate recognition for the work I perform.  

The pay I receive is fair and equitable for the work I perform.  

I am satisfied with my hours and work schedule.
I am satisfied with my workload. [SA A D SD]

I have opportunities to input suggestions for ways to improve the department. [SA A D SD]

I feel the department has a positive image in the community. [SA A D SD]

I would recommend the department as an employer. [SA A D SD]

Please provide any additional comments you have.

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Name – OPTIONAL (Please Print) Emily

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SA A D SD
The pay I receive is fair and equitable for the work I perform.  
SA A D SD
I am satisfied with my hours and work schedule.

SA A D SD
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I feel my job is important.  SA A D SD
I received appropriate recognition for the work I perform.  SA A D SD
The pay I receive is fair and equitable for the work I perform.  SA A D SD
I am satisfied with my hours and work schedule.  SA A D SD

1 of 2
I am satisfied with my workload. ☐ SA ☐ A ☐ D ☐ SD
I have opportunities to input suggestions for ways to improve the department. ☐ SA ☐ A ☐ D ☐ SD
I feel the department has a positive image in the community. ☐ SA ☐ A ☐ D ☐ SD
I would recommend the department as an employer. ☐ SA ☐ A ☐ D ☐ SD

Please provide any additional comments you have.

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I receive effective supervision.    SA    A    D    SD
I have an effective working relationship with my supervisor(s).    SA    A    D    SD
My supervisor(s) treats all employees fairly.    SA    A    D    SD
Poor performers are dealt with appropriately.    SA    A    D    SD
I am satisfied with the personal growth and development I am receiving in my job.    SA    A    D    SD
My job description is an accurate representation of the work I perform.    SA    A    D    SD
The department fully utilizes my knowledge, skills and abilities.    SA    A    D    SD
I have adequate resources and materials to complete the assignments I receive.    SA    A    D    SD
I know exactly what my job responsibilities are.    SA    A    D    SD
I have an effective working relationship with my co-workers.    SA    A    D    SD
I feel my job is important.    SA    A    D    SD
I received appropriate recognition for the work I perform.    SA    A    D    SD
The pay I receive is fair and equitable for the work I perform.    SA    A    D    SD
I am satisfied with my hours and work schedule.    SA    A    D    SD
I am satisfied with my workload.

I have opportunities to input suggestions for ways to improve the department.

I feel the department has a positive image in the community.

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marketing effectiveness on marketing upcoming & ongoing programs/events
ability to find a way to place employees in positions they would be happier / more effective in & "switch jobs"
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Poor performers are dealt with appropriately. (SA) (A) (D) (SD)

I am satisfied with the personal growth and development I am receiving in my job. (SA) (A) (D) (SD)

My job description is an accurate representation of the work I perform. (SA) (A) (D) (SD)

The department fully utilizes my knowledge, skills and abilities. (SA) (A) (D) (SD)

I have adequate resources and materials to complete the assignments I receive. (SA) (A) (D) (SD)

I know exactly what my job responsibilities are. (SA) (A) (D) (SD)

I have an effective working relationship with my co-workers. (SA) (A) (D) (SD)

I feel my job is important. (SA) (A) (D) (SD)

I received appropriate recognition for the work I perform. (SA) (A) (D) (SD)

The pay I receive is fair and equitable for the work I perform. (SA) (A) (D) (SD)

I am satisfied with my hours and work schedule. (SA) (A) (D) (SD)
I am satisfied with my workload. SA A D SD
I have opportunities to input suggestions for ways to improve the department. SA A D SD
I feel the department has a positive image in the community. SA A D SD
I would recommend the department as an employer. SA A D SD

Please provide any additional comments you have.

I very much enjoy my job and what I do. However, it is a bit discouraging that I am unable to move up in the department. I am very lucky that my supervisor is supportive and appreciates the hard work I put in. However, it would be nice for others to see that as well.

Marketing is a huge challenge as well. Flyers and other documents have to be requested multiple times before they are received, and often mistakes have to be fixed multiple times.

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I have adequate resources and materials to complete the assignments I receive.

I know exactly what my job responsibilities are.

I have an effective working relationship with my co-workers.

I feel my job is important.

I received appropriate recognition for the work I perform.

The pay I receive is fair and equitable for the work I perform.

I am satisfied with my hours and work schedule.
I am satisfied with my workload.  

I have opportunities to input suggestions for ways to improve the department.  

I feel the department has a positive image in the community.  

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My supervisor(s) treats all employees fairly. (SA) A D SD
Poor performers are dealt with appropriately. (SA) A D SD
I am satisfied with the personal growth and development I am receiving in my job. (SA) A D SD
My job description is an accurate representation of the work I perform. (SA) A D SD
The department fully utilizes my knowledge, skills and abilities. (SA) A D SD
I have adequate resources and materials to complete the assignments I receive. (SA) A D SD
I know exactly what my job responsibilities are. (SA) A D SD
I have an effective working relationship with my co-workers. (SA) A D SD
I feel my job is important. (SA) A D SD
I received appropriate recognition for the work I perform. (SA) A D SD
The pay I receive is fair and equitable for the work I perform. (SA) A D SD
I am satisfied with my hours and work schedule. (SA) A D SD
I am satisfied with my workload. SA ○ A D SD
I have opportunities to input suggestions for ways to improve the department. SA ○ A D SD
I feel the department has a positive image in the community. SA ○ A D SD
I would recommend the department as an employer. SA ○ A D SD

Please provide any additional comments you have.

We need more effective marketing for all departments. Also, our website should be updated regularly with new information. I think we need more to develop a better marketing strategy overall.

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My supervisor(s) treats all employees fairly.               SA  A  D  SD
Poor performers are dealt with appropriately.               SA  A  D  SD
I am satisfied with the personal growth and development I am receiving in my job.  SA  A  D  SD
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I have adequate resources and materials to complete the assignments I receive.  SA  A  D  SD
I know exactly what my job responsibilities are.             SA  A  D  SD
I have an effective working relationship with my co-workers.  SA  A  D  SD
I feel my job is important.                                 SA  A  D  SD
I received appropriate recognition for the work I perform.   SA  A  D  SD
The pay I receive is fair and equitable for the work I perform. SA  A  D  SD
I am satisfied with my hours and work schedule.             SA  A  D  SD
I am satisfied with my workload.  SA  A  D  SD
I have opportunities to input suggestions for ways to improve the department.  SA  A  D  SD
I feel the department has a positive image in the community.  SA  A  D  SD
I would recommend the department as an employer.  SA  A  D  SD

Please provide any additional comments you have.
I feel pay scales need to be reevaluated as well as job titles/classifications. Networking needs to be improved drastically. Interoffice/division collaboration opportunities could be better.
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I feel my job is important. [SA A D SD]
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The pay I receive is fair and equitable for the work I perform. [SA A D SD]
I am satisfied with my hours and work schedule. [SA A D SD]
I am satisfied with my workload.

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I have an effective working relationship with my supervisor(s).    SA A D SD
My supervisor(s) treats all employees fairly.    SA A D SD
Poor performers are dealt with appropriately.    SA A D SD
I am satisfied with the personal growth and development I am receiving in my job.    SA A D SD
My job description is an accurate representation of the work I perform.    SA A D SD
The department fully utilizes my knowledge, skills and abilities.    SA A D SD
I have adequate resources and materials to complete the assignments I receive.    SA A D SD
I know exactly what my job responsibilities are.    SA A D SD
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I feel my job is important.    SA A D SD
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I am satisfied with the personal growth and development I am receiving in my job.          SA    A    D    SD
My job description is an accurate representation of the work I perform.          SA    A    D    SD
The department fully utilizes my knowledge, skills and abilities.          SA    A    D    SD
I have adequate resources and materials to complete the assignments I receive.          SA    A    D    SD
I know exactly what my job responsibilities are.          SA    A    D    SD
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I am satisfied with my hours and work schedule.
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3. My supervisor(s) treats all employees fairly. [SA] [A] [D] [SD]
4. Poor performers are dealt with appropriately. [SA] [A] [D] [SD]
5. I am satisfied with the personal growth and development I am receiving in my job. [SA] [A] [D] [SD]
6. My job description is an accurate representation of the work I perform. [SA] [A] [D] [SD]
7. The department fully utilizes my knowledge, skills and abilities. [SA] [A] [D] [SD]
8. I have adequate resources and materials to complete the assignments I receive. [SA] [A] [D] [SD]
9. I know exactly what my job responsibilities are. [SA] [A] [D] [SD]
10. I have an effective working relationship with my co-workers. [SA] [A] [D] [SD]
11. I feel my job is important. [SA] [A] [D] [SD]
12. I received appropriate recognition for the work I perform. [SA] [A] [D] [SD]
13. The pay I receive is fair and equitable for the work I perform. [SA] [A] [D] [SD]
14. I am satisfied with my hours and work schedule. [SA] [A] [D] [SD]
I am satisfied with my workload.

I have opportunities to input suggestions for ways to improve the department.

I feel the department has a positive image in the community.

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Please provide any additional comments you have.

Would be nice to have better equipment to work with, including machinery, and trailers, and also an extra bobcat or preferably a skidsteer.

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I am satisfied with my workload.  
I have opportunities to input suggestions for ways to improve the department.  
I feel the department has a positive image in the community.  
I would recommend the department as an employer.

Please provide any additional comments you have.

I feel like the most insurmountable obstacle we have in our department is our marketing strategy. We have very ineffectively designed fliers, and almost zero penetration into the community that we serve. If the word about programs we offer does get out it's due to word of mouth from the individual coordinators speaking to people. I often encounter people in the community that don't know we exist. We as a staff spend a lot of time painstakingly planning awesome programs and events, it's not fair that there's no good way for us to communicate these opportunities to the people we create them for.

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