

Board of Sumter County Commissioners Employee Survey 2010

1. My immediate supervisor sets clear goals and expectations for my job performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	6.3% (1)	12.5% (2)	37.5% (6)	43.8% (7)	0.0% (0)	4.19	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

2. My effort to improve the quality of my work is discussed during job performance evaluations.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	6.3% (1)	12.5% (2)	37.5% (6)	43.8% (7)	0.0% (0)	4.19	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

3. Feedback of information from me to the supervisor is open and encouraged.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	18.8% (3)	18.8% (3)	62.5% (10)	0.0% (0)	4.44	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

4. I get adequate response and regular feedback from my supervisor on my performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	12.5% (2)	6.3% (1)	37.5% (6)	43.8% (7)	0.0% (0)	4.13	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

5. The feedback I receive is positive more often than negative.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	18.8% (3)	37.5% (6)	43.8% (7)	0.0% (0)	4.25	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

6. My supervisor gives me recognition or praise for doing good work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	12.5% (2)	12.5% (2)	31.3% (5)	43.8% (7)	0.0% (0)	4.06	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

7. My immediate supervisor listens and supports his/her employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	12.5% (2)	6.3% (1)	31.3% (5)	50.0% (8)	0.0% (0)	4.19	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

8. My immediate supervisor sets a good example for me to follow.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	18.8% (3)	0.0% (0)	25.0% (4)	56.3% (9)	0.0% (0)	4.19	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

9. My immediate supervisor is the Division Director.

		Response Percent	Response Count
Yes	<input type="checkbox"/>	12.5%	2
No	<input type="checkbox"/>	87.5%	14
		<i>answered question</i>	16
		<i>skipped question</i>	0

10. My immediate supervisor is the County Administrator

		Response Percent	Response Count
Yes	<input type="checkbox"/>	12.5%	2
No	<input type="checkbox"/>	87.5%	14
<i>answered question</i>			16
<i>skipped question</i>			0

11. You have the freedom and capability to visit Human Resources with concerns and questions.

		Response Percent	Response Count
Yes	<input type="checkbox"/>	93.8%	15
No	<input type="checkbox"/>	6.3%	1
<i>answered question</i>			16
<i>skipped question</i>			0

12. Comments:

	Response Count
	4
<i>answered question</i>	4
<i>skipped question</i>	12

13. Employees receive positive feedback more often than negative feedback.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	6.3% (1)	56.3% (9)	37.5% (6)	0.0% (0)	4.31	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

14. Feedback of information from staff to the Division Director is open and encouraged.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	0.0% (0)	56.3% (9)	43.8% (7)	0.0% (0)	4.44	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

15. My Division Director listens and supports his/her employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	12.5% (2)	37.5% (6)	50.0% (8)	0.0% (0)	4.38	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

16. My Division Director sets a good example for me to follow.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	6.3% (1)	50.0% (8)	43.8% (7)	0.0% (0)	4.38	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

17. I feel comfortable going to my Division Director with questions and concerns (open door policy.)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	12.5% (2)	43.8% (7)	43.8% (7)	0.0% (0)	4.31	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

18. Comments:

	Response Count
	3
<i>answered question</i>	3
<i>skipped question</i>	13

19. This section was not completed because I am a Division Director.

	Response Percent	Response Count
Yes	0.0%	0
<i>answered question</i>		0
<i>skipped question</i>		16

20. Employees receive positive feedback more often than negative feedback.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	12.5% (2)	62.5% (10)	25.0% (4)	0.0% (0)	4.13	16
<i>answered question</i>								16
<i>skipped question</i>								0

21. Feedback of information from staff to the County Administrator is open and encouraged.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	6.3% (1)	62.5% (10)	31.3% (5)	0.0% (0)	4.25	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

22. The County Administrator listens and supports his/her employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	37.5% (6)	37.5% (6)	25.0% (4)	0.0% (0)	3.88	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

23. The County Administrator keeps employees informed of positive/negative changes in the organization that could affect me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	12.5% (2)	50.0% (8)	37.5% (6)	0.0% (0)	4.25	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

24. I feel comfortable going to the County Administrator with questions and concerns (open door policy.)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	25.0% (4)	50.0% (8)	25.0% (4)	0.0% (0)	4.00	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

25. Comments:

	Response Count
	0
<i>answered question</i>	0
<i>skipped question</i>	16

26. My department plans, communicates, and manages change very well.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	12.5% (2)	6.3% (1)	50.0% (8)	31.3% (5)	0.0% (0)	4.00	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

27. Issues are resolved "early on" so that major problems do not develop.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	18.8% (3)	25.0% (4)	31.3% (5)	25.0% (4)	0.0% (0)	3.63	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

28. When changes take place, I am informed of the changes through official channels more often than through the "grapevine."

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	18.8% (3)	31.3% (5)	25.0% (4)	25.0% (4)	0.0% (0)	3.56	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

29. I am told whenever there are changes that may affect my job.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	25.0% (4)	43.8% (7)	31.3% (5)	0.0% (0)	4.06	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

30. I am encouraged to try new things/new approaches.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	6.3% (1)	18.8% (3)	31.3% (5)	43.8% (7)	0.0% (0)	4.13	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

31. You know what is expected of you at work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	6.3% (1)	56.3% (9)	37.5% (6)	0.0% (0)	4.31	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

32. I feel involved in the decision making process.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	12.5% (2)	37.5% (6)	31.3% (5)	18.8% (3)	0.0% (0)	3.56	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

33. Surveys like this are effective ways to express ideas/thoughts and let management know how employees feel.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	6.3% (1)	18.8% (3)	50.0% (8)	25.0% (4)	0.0% (0)	3.94	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

34. I am provided opportunities to talk about my ideas and opinions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	37.5% (6)	37.5% (6)	25.0% (4)	0.0% (0)	3.88	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

35. Comments:

	Response Count
	0
<i>answered question</i>	0
<i>skipped question</i>	16

36. Employees are motivated to achieve "above average" performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	6.7% (1)	33.3% (5)	46.7% (7)	13.3% (2)	0.0% (0)	3.67	15
							<i>answered question</i>	15
							<i>skipped question</i>	1

37. The organization has reasonable expectations of its employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	6.3% (1)	0.0% (0)	81.3% (13)	12.5% (2)	0.0% (0)	4.00	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

38. Policies, procedures, and departmental rules are administered fairly and uniformly.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	18.8% (3)	12.5% (2)	62.5% (10)	6.3% (1)	0.0% (0)	3.56	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

39. All factors considered, this is a good place to work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	0.0% (0)	75.0% (12)	25.0% (4)	0.0% (0)	4.25	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

40. This is a safe and healthy place to work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	0.0% (0)	75.0% (12)	25.0% (4)	0.0% (0)	4.25	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

41. Our organization respects and values team members and demonstrates commitment to their well-being.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	12.5% (2)	75.0% (12)	12.5% (2)	0.0% (0)	4.00	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

42. I am treated with dignity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	6.3% (1)	87.5% (14)	6.3% (1)	0.0% (0)	4.00	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

43. A spirit of teamwork exists among co-workers.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	18.8% (3)	75.0% (12)	6.3% (1)	0.0% (0)	3.88	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

44. I enjoy my job.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	0.0% (0)	75.0% (12)	25.0% (4)	0.0% (0)	4.25	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

45. Do you feel any improvements could be made to your work environment? If so, please give examples.

Response
Count

5

answered question

5

skipped question

11

46. Comments:

Response
Count

0

answered question

0

skipped question

16

47. I respect the practices and beliefs of other people, even if they are different from my own.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	0.0% (0)	56.3% (9)	43.8% (7)	0.0% (0)	4.44	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

48. I believe this organization accepts and supports me as a unique individual.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	6.3% (1)	6.3% (1)	56.3% (9)	31.3% (5)	0.0% (0)	4.13	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

49. I believe the perception of my differences (i.e. race, gender, sexual orientation, ethnicity, age, religious beliefs) has not negatively impacted me or my opportunities for advancement.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	0.0% (0)	68.8% (11)	31.3% (5)	0.0% (0)	4.31	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

50. Comments:

	Response Count
	0
<i>answered question</i>	0
<i>skipped question</i>	16

51. My pay is appropriate for my job and the work I do.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	12.5% (2)	12.5% (2)	68.8% (11)	6.3% (1)	0.0% (0)	3.69	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

52. My benefits package meets my needs.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	6.3% (1)	25.0% (4)	56.3% (9)	12.5% (2)	0.0% (0)	3.75	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

53. Our benefits are competitive with other employers in our area.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	6.3% (1)	18.8% (3)	62.5% (10)	12.5% (2)	0.0% (0)	3.81	16
							<i>answered question</i>	16
							<i>skipped question</i>	0

54. Comments:

	Response Count
	2
<i>answered question</i>	2
<i>skipped question</i>	14

55. Please select the Division/Department you work in.

	Response Percent	Response Count
Community Services	0.0%	0
Facilities Development & Maintenance	0.0%	0
Fire Services	0.0%	0
Planning and Development	100.0%	16
Public Works	0.0%	0
Support Services	0.0%	0
	<i>answered question</i>	16
	<i>skipped question</i>	0

56. I work:

		Response Percent	Response Count
Fulltime	<input type="checkbox"/>	100.0%	16
Part-time	<input type="checkbox"/>	0.0%	0
		<i>answered question</i>	16
		<i>skipped question</i>	0

57. Please provide any additional comments.

	Response Count
	1
<i>answered question</i>	1
<i>skipped question</i>	15

#1 Immediate Supervisor

- | | | | |
|----|--|-------------------------------|--|
| 1. | does not appear very customer friendly, does not seem to want to assist the public even though this is our job, sometimes feel as though making it harder on the public is the goal, I do not like that. | Wed, Feb 3, 2010
2:01 PM | 
Find... |
| 2. | This portion is pertaining to Lee Hartman, Chief Inspector. | Fri, Jan 22, 2010
10:29 AM | 
Find... |
| 3. | I feel that there is a lack of teamwork and communication in our department. | Thu, Jan 7, 2010
3:48 PM | 
Find... |
| 4. | There is no communication with the the supervisor | Wed, Jan 6, 2010
8:23 AM | 
Find... |

#2 Division Director

1. This portion is pertaining to Bob Kegan, Building Official.

Fri, Jan 22, 2010 10:29
AM


[Find...](#)

2. The prompt and clear direction I receive from my division director, makes my job much easier to do.

Thu, Jan 7, 2010 8:08
AM


[Find...](#)

3. Brad C is a great boss. He makes it very easy to talk to him with any concerns or problems. He is not only personable with the staff but also with the public.

Wed, Jan 6, 2010 8:28
AM


[Find...](#)

10. Do you feel any improvements could be made to your work environment? If so, please give examples.

- | | | | |
|----|---|-------------------------------|--|
| 1. | I feel as though some employees get away with things they should not even though the Supervisors are aware of the issues. I feel like some employees just do not show good work ethics or habits and the supervisors allow this to happen & I feel it is unfair to other employees who work hard. | Wed, Feb 3, 2010
2:02 PM | 
Find... |
| 2. | I feel the new office on CR 139 will address many improvement options. | Fri, Jan 22, 2010
10:32 AM | 
Find... |
| 3. | I believe the teamwork could be improved on in our department. | Thu, Jan 7, 2010
3:51 PM | 
Find... |
| 4. | I do feel that one improvement could be made. I believe that most of the BOCC employees are expected to abide by the rules or requirements that the people of Sumter County and the Board of County Commissioners expect of us. Not only is it a REQUIREMENT to be to work on time EVERY DAY but also it is a great work habit so others do not have to pick up the load of one employee that can't seem to make it to work on time on any day. Also this employee gets the advantage of getting an extra hour before they have to be at work. The excuse is always that person works after 5... In my book working late is a choice, being to work on time is a requirement. | Thu, Jan 7, 2010
1:46 PM | 
Find... |
| 5. | Too many exceptions are still being made for employee(s) who don't follow the Employee Manual (ex: Reporting to work at the scheduled time and putting customers before daily personal matters.) Regardless of the department your in, it effects employee moral when exceptions are made and everyone who is abiding by the rules has to pick up the slack. | Thu, Jan 7, 2010
10:23 AM | 
Find... |

7 Benefits & Compensation

1. Even though we have had changes to our benefits I still think it's very competitive with other places of employment.

Thu, Jan 7, 2010 3:57 PM



[Find...](#)

2. Woud like to have some vision coverage. Maybe some uniform polo shirts in the future.

Wed, Jan 6, 2010 8:33 AM



[Find...](#)

1. Overall I believe our county is a good place to work. No one is perfect so therefore the workplace will never be perfect. I may not agree with all of the decisions made by the Commissioners and management that affects our county and workplace but I follow the decisions made to the best of my ability and understanding.

Thu, Jan 7,
2010 4:15 PM

 [Find...](#)