Public Works

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)	0.0% (0)	13.8% (4)	**44.8% (13)**	41.4% (12)	0.0% (0)	4.28	29
						answered question		**29**
						skipped question		**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)	0.0% (0)	6.9% (2)	**55.2% (16)**	34.5% (10)	3.4% (1)	4.29	29
						answered question		**29**
						skipped question		**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)	6.9% (2)	10.3% (3)	**41.4% (12)**	**41.4% (12)**	0.0% (0)	4.17	29
						answered question		**29**
						skipped question		**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)	13.8% (4)	0.0% (0)	**51.7% (15)**	34.5% (10)	0.0% (0)	4.07	29
						answered question		29
						skipped question		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:	3.6% (1)	3.6% (1)	10.7% (3)	35.7% (10)	**46.4% (13)**	0.0% (0)	4.18	28
						answered question		28
						skipped question		1

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:	3.4% (1)	6.9% (2)	17.2% (5)	24.1% (7)	**48.3% (14)**	0.0% (0)	4.07	29
						answered question		29
						skipped question		0

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

	Strongly Disagree	Disagree	Neutral	Agree	Stronly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	3.7% (1)	11.1% (3)	40.7% (11)	**44.4% (12)**	0.0% (0)	4.26	27
						answered question		27
						skipped question		2

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:	3.4% (1)	6.9% (2)	6.9% (2)	**44.8% (13)**	37.9% (11)	0.0% (0)	4.07	29
						answered question		29
						skipped question		0

9. My immediate supervisor is the Division Director.

	Response Percent	Response Count
Yes	24.1%	7
No	75.9%	22
answered question		29
skipped question		0

10. My immediate supervisor is the County Administrator

	Response Percent	Response Count
Yes	0.0%	0
No	100.0%	29
answered question		29
skipped question		0

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

	Response Percent	Response Count
Yes	96.4%	27
No	3.6%	1
answered question		28
skipped question		1

12. Comments:

	Response Count
	0
answered question	0
skipped question	29

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:	3.4% (1)	6.9% (2)	10.3% (3)	**51.7% (15)**	27.6% (8)	0.0% (0)	3.93	29
						answered question		29
						skipped question		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:	3.4% (1)	10.3% (3)	10.3% (3)	**48.3% (14)**	27.6% (8)	0.0% (0)	3.86	29
						answered question		29
						skipped question		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:	7.1% (2)	7.1% (2)	10.7% (3)	**35.7% (10)**	**35.7% (10)**	3.6% (1)	3.89	28
						answered question		28
						skipped question		1

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:	3.4% (1)	6.9% (2)	13.8% (4)	**37.9% (11)**	34.5% (10)	3.4% (1)	3.96	29
						answered question		29
						skipped question		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:	3.4% (1)	6.9% (2)	10.3% (3)	37.9% (11)	**41.4% (12)**	0.0% (0)	4.07	29
						answered question		29
						skipped question		0

18. Comments:

	Response Count
	1
answered question	1
skipped question	28

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

	Response Percent	Response Count
Yes	0.0%	0
answered question		0
skipped question		29

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:	6.9% (2)	6.9% (2)	31.0% (9)	**44.8% (13)**	10.3% (3)	0.0% (0)	3.45	29
answered question								29
skipped question								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)	17.2% (5)	13.8% (4)	**48.3% (14)**	20.7% (6)	0.0% (0)	3.72	29
						answered question		**29**
						skipped question		**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:	3.6% (1)	21.4% (6)	**35.7% (10)**	25.0% (7)	14.3% (4)	0.0% (0)	3.25	28
						answered question		**28**
						skipped question		**1**

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:	3.4% (1)	3.4% (1)	24.1% (7)	**41.4% (12)**	27.6% (8)	0.0% (0)	3.86	29
						answered question		**29**
						skipped question		**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:	6.9% (2)	13.8% (4)	24.1% (7)	**37.9% (11)**	17.2% (5)	0.0% (0)	3.45	29
						answered question		29
						skipped question		0

25. Comments:

	Response Count
	1
answered question	1
skipped question	28

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:	6.9% (2)	13.8% (4)	13.8% (4)	**34.5% (10)**	27.6% (8)	3.4% (1)	3.64	29
						answered question		29
						skipped question		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:	6.9% (2)	13.8% (4)	10.3% (3)	**41.4% (12)**	24.1% (7)	3.4% (1)	3.64	29
							answered question	**29**
							skipped question	**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:	3.4% (1)	20.7% (6)	17.2% (5)	**44.8% (13)**	13.8% (4)	0.0% (0)	3.45	29
							answered question	**29**
							skipped question	**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:	3.4% (1)	3.4% (1)	**37.9% (11)**	34.5% (10)	20.7% (6)	0.0% (0)	3.66	29
							answered question	**29**
							skipped question	**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:	3.4% (1)	6.9% (2)	27.6% (8)	**41.4% (12)**	20.7% (6)	0.0% (0)	3.69	29
						answered question		**29**
						skipped question		**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)	3.4% (1)	6.9% (2)	**58.6% (17)**	31.0% (9)	0.0% (0)	4.17	29
						answered question		**29**
						skipped question		**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:	10.3% (3)	20.7% (6)	17.2% (5)	**27.6% (8)**	24.1% (7)	0.0% (0)	3.34	29
						answered question		**29**
						skipped question		**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:	3.4% (1)	3.4% (1)	17.2% (5)	**51.7% (15)**	24.1% (7)	0.0% (0)	3.90	29
							answered question	**29**
							skipped question	**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:	3.4% (1)	10.3% (3)	13.8% (4)	**48.3% (14)**	20.7% (6)	3.4% (1)	3.75	29
							answered question	**29**
							skipped question	**0**

35. Comments:

	Response Count
	1
answered question	1
skipped question	28

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

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	10.3% (3)	3.4% (1)	17.2% (5)	**44.8% (13)**	24.1% (7)	0.0% (0)	3.69	29
						answered question		**29**
						skipped question		**0**

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)	13.8% (4)	20.7% (6)	**41.4% (12)**	24.1% (7)	0.0% (0)	3.76	29
						answered question		**29**
						skipped question		**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:	10.3% (3)	10.3% (3)	10.3% (3)	**41.4% (12)**	24.1% (7)	3.4% (1)	3.61	29
						answered question		**29**
						skipped question		**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)	6.9% (2)	6.9% (2)	**44.8% (13)**	41.4% (12)	0.0% (0)	4.21	29
						answered question		**29**
						skipped question		**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:	3.4% (1)	3.4% (1)	3.4% (1)	**51.7% (15)**	37.9% (11)	0.0% (0)	4.17	29
						answered question		**29**
						skipped question		**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)	13.8% (4)	24.1% (7)	**34.5% (10)**	27.6% (8)	0.0% (0)	3.76	29
						answered question		**29**
						skipped question		**0**

42. I am treated with dignity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.4% (1)	6.9% (2)	17.2% (5)	**44.8% (13)**	27.6% (8)	0.0% (0)	3.86	29
						answered question		**29**
						skipped question		**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:	10.3% (3)	6.9% (2)	13.8% (4)	**51.7% (15)**	17.2% (5)	0.0% (0)	3.59	29
						answered question		**29**
						skipped question		**0**

44. I enjoy my job.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	3.6% (1)	0.0% (0)	3.6% (1)	42.9% (12)	**50.0% (14)**	0.0% (0)	4.36	28
						answered question		**28**
						skipped question		**1**

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

	Response Count
	3
answered question	3
skipped question	26

46. Comments:

	Response Count
	2
answered question	2
skipped question	27

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)	10.3% (3)	**44.8% (13)**	41.4% (12)	3.4% (1)	4.32	29
						answered question		29
						skipped question		0

48. I believe this orgranization 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)	10.3% (3)	13.8% (4)	**51.7% (15)**	24.1% (7)	0.0% (0)	3.90	29
						answered question		**29**
						skipped question		**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)	6.9% (2)	3.4% (1)	**65.5% (19)**	24.1% (7)	0.0% (0)	4.07	29
						answered question		**29**
						skipped question		**0**

50. Comments:

	Response Count
	0
answered question	**0**
skipped question	**29**

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:	10.3% (3)	17.2% (5)	10.3% (3)	**55.2% (16)**	6.9% (2)	0.0% (0)	3.31	29
							answered question	**29**
							skipped question	**0**

52. My benefits package meets my needs.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	6.9% (2)	13.8% (4)	13.8% (4)	**51.7% (15)**	13.8% (4)	0.0% (0)	3.52	29
							answered question	**29**
							skipped question	**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:	3.4% (1)	6.9% (2)	20.7% (6)	**51.7% (15)**	13.8% (4)	3.4% (1)	3.68	29
							answered question	**29**
							skipped question	**0**

54. Comments:

	Response Count
	4
answered question	4
skipped question	25

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	0.0%	0
Public Works	**100.0%**	**29**
Support Services	0.0%	0
answered question		29
skipped question		0

56. I work:

	Response Percent	Response Count
Fulltime	**100.0%**	**29**
Part-time	0.0%	0
	answered question	**29**
	skipped question	**0**

57. Please provide any additional comments.

	Response Count
	3
answered question	**3**
skipped question	**26**

#2 Division Director

1. Great role model - always has open door policy Wed, Jan 6, 2010 7:08 AM Find...

#3 County Administrator

1.	It would be nice to have positive changes, to date most items are negative and a moral buster.	Wed, Jan 20, 2010 2:26 PM	Find...

#4 Planning & Decision Making

1.	#8: These surveys are effevtive, HOWEVER when the immediate supervisor is sitting there while employees are completeing the survey, the employee WILL NOT provide honest opinion.	Thu, Jan 28, 2010 9:16 AM	Find...

#5 Workplace

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

1.	The Sumter BOCC is a great employer; but the department in which I work needs more efficient mangagement practices.	Thu, Jan 28, 2010 9:19 AM	Find...
2.	no	Fri, Jan 15, 2010 10:04 AM	Find...
3.	yes	Tue, Jan 5, 2010 2:14 PM	Find...

#5 Workplace

11. Comments:

1.	Teamwork does not exist, although individuals may be classified in the same pay grade work load parity is nonexistant. If one cant one doesn't have which impacts others.	Wed, Jan 20, 2010 2:32 PM	Find...
2.	let the personel that is in charge of that department do there job without micromanagment	Tue, Jan 5, 2010 2:14 PM	Find...

#7 Benefits & Compensation

1.	Benifits yes, staffing and woirk load no!	Wed, Jan 20, 2010 2:34 PM	Find...
2.	I feel with the cost of living going everyday,that we should have received a cost of living increase.	Thu, Jan 7, 2010 8:19 AM	Find...
3.	I would like to be paid the same as others that are doing the same job I am doing.	Wed, Jan 6, 2010 7:16 AM	Find...
4.	We need a good vision plan - check out Comp Benefit Vision plan - great plan and not expensive - had it for years - company offers it as a group plan also	Wed, Jan 6, 2010 7:13 AM	Find...

#8 Optional Information

3. Please provide any additional comments.

1.	In all a good work place, needs security for our future. We work worried about our job day to day...	Thu, Jan 7, 2010 8:42 AM	Find...
2.	I feel that its time for the board and the county admin.step up and show the employees of the county that there work is appreciated.NOT just buy a raise in pay.But buy stoping out at a work site and telling them that the job that there doing look good ect..... And we are all getting sick of all the talks of cutting the jobs all the time just once i would like to hear the board say were done with cuts and time to raise taxes a little oh god did i realy say that dirty little word what will the people in the VILLAGE say!!!!!!!!	Thu, Jan 7, 2010 8:41 AM	Find...
3.	always remember we all have mouths to feed thanks	Tue, Jan 5, 2010 2:16 PM	Find...