

# Town of Huntersville Employee Engagement Survey

121 Total Responses (115 Electronic; 6 Paper)

Created: Friday, March 22, 2019

Open for 2 weeks through Friday, April 5, 2019

15 Questions (one was open ended)

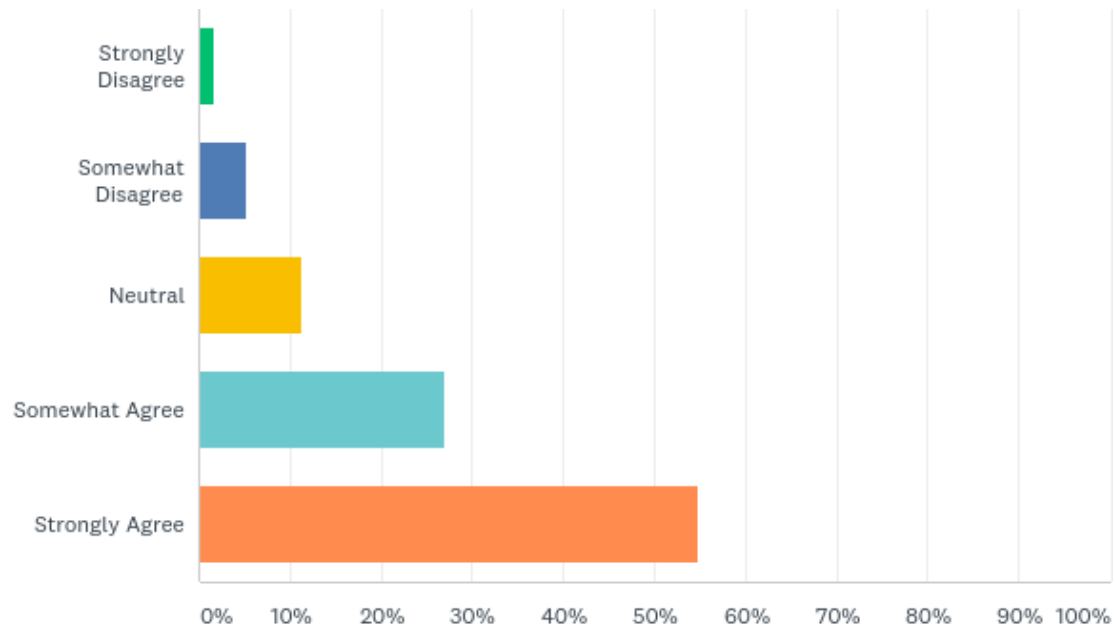


# Anthony's Favorite open-ended response:

Start by firing the town manager and the police chief. The town hired the cancer that came from Cornelius. If changes are not made I'm sure the media will have a field day when they find out how morale and supervision in the town doesn't exist.

# Q1: My job requirements have been clearly defined and communicated to me.

Answered: 115 Skipped: 0



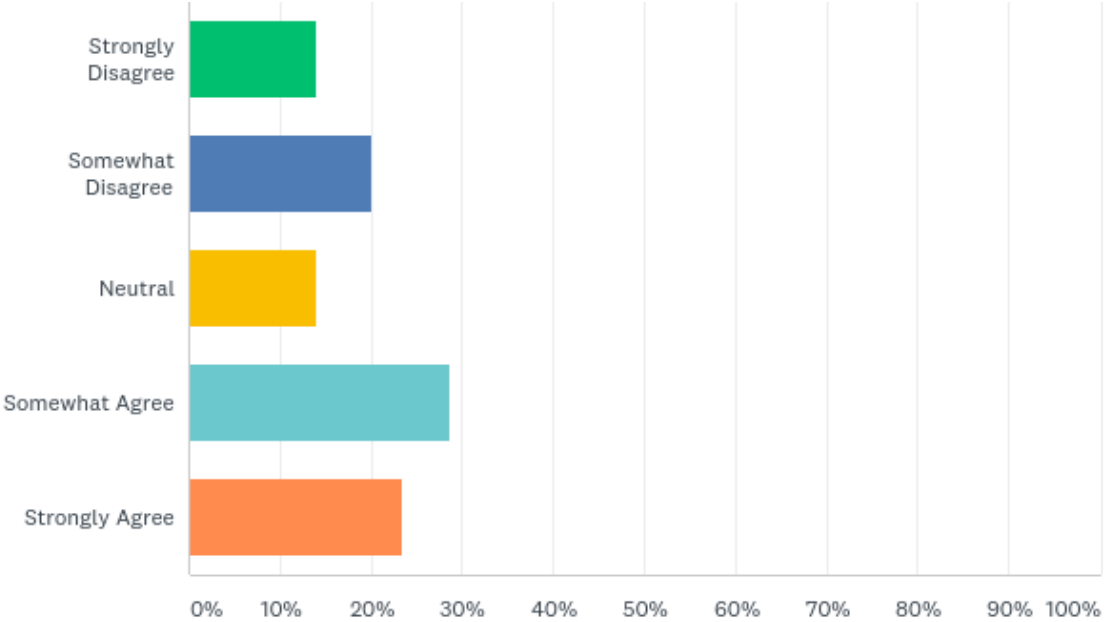
# Q1: My job requirements have been clearly defined and communicated to me.

ANSWER CHOICES	RESPONSES	
Strongly Disagree	1.74%	2
Somewhat Disagree	5.22%	6
Neutral	11.30%	13
Somewhat Agree	26.96%	31
Strongly Agree	54.78%	63
TOTAL		115

82% of Employees Somewhat or Strongly Agree

# Q2: There is effective communication within my work group.

Answered: 115 Skipped: 0



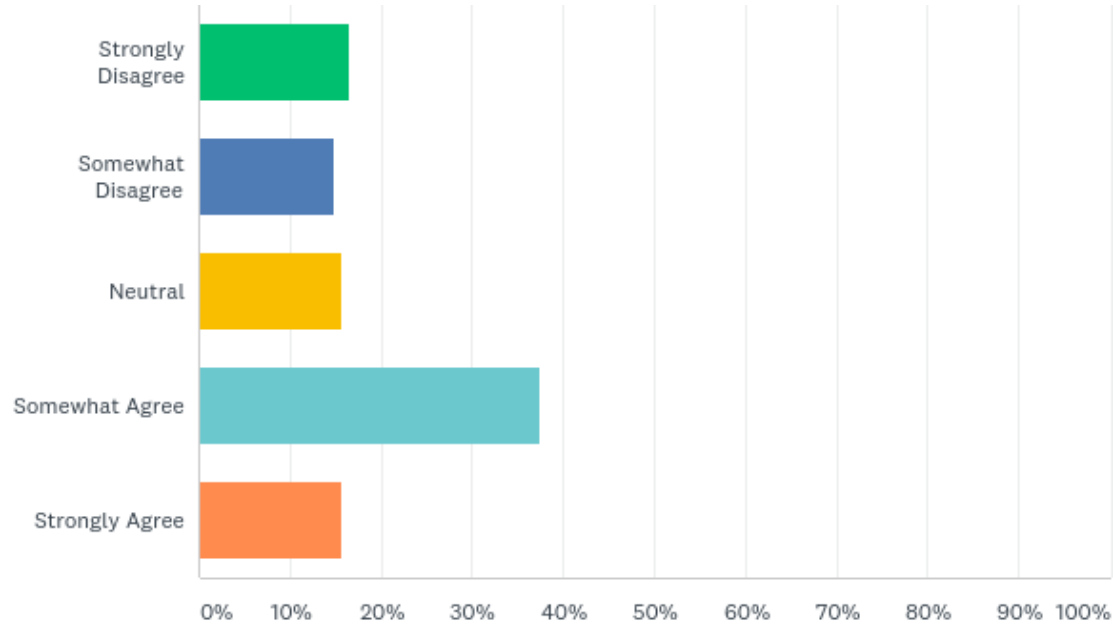
# Q2: There is effective communication within my work group.

ANSWER CHOICES	RESPONSES	
Strongly Disagree	13.91%	16
Somewhat Disagree	20.00%	23
Neutral	13.91%	16
Somewhat Agree	28.70%	33
Strongly Agree	23.48%	27
TOTAL		115

52% Agree; Communication is a recurring theme in open ended question

### Q3: Morale at work is positive and encouraging.

Answered: 115 Skipped: 0



# Q3: Morale at work is positive and encouraging.

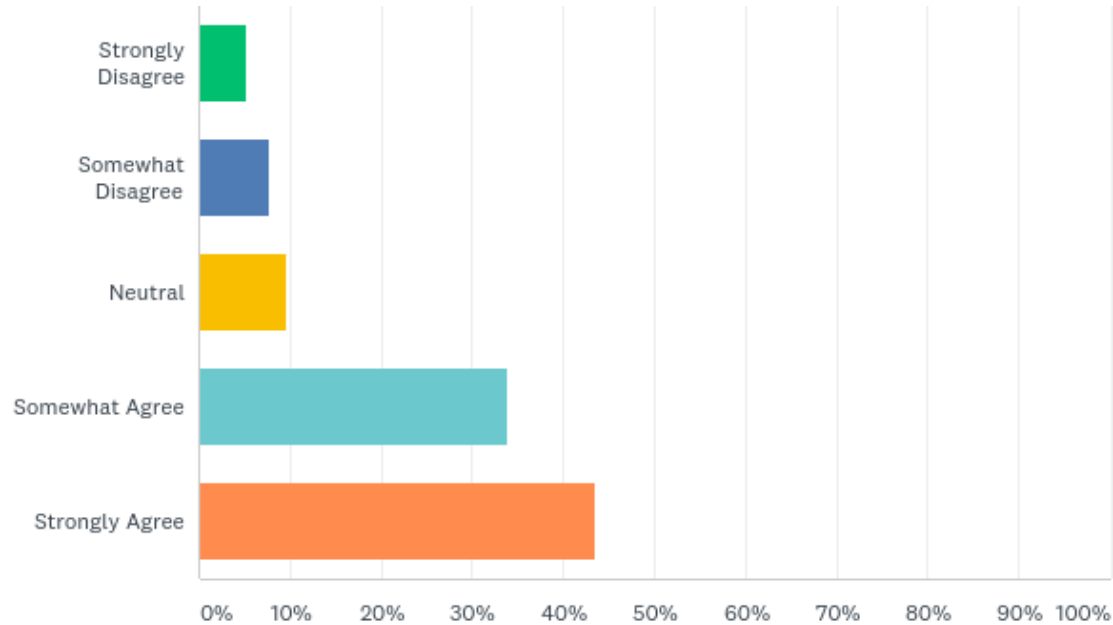
ANSWER CHOICES	RESPONSES	
Strongly Disagree	16.52%	19
Somewhat Disagree	14.78%	17
Neutral	15.65%	18
Somewhat Agree	37.39%	43
Strongly Agree	15.65%	18
TOTAL		115

47% were neutral or disagree



## Q4: My job allows me to put my strength/skills to good use.

Answered: 115 Skipped: 0



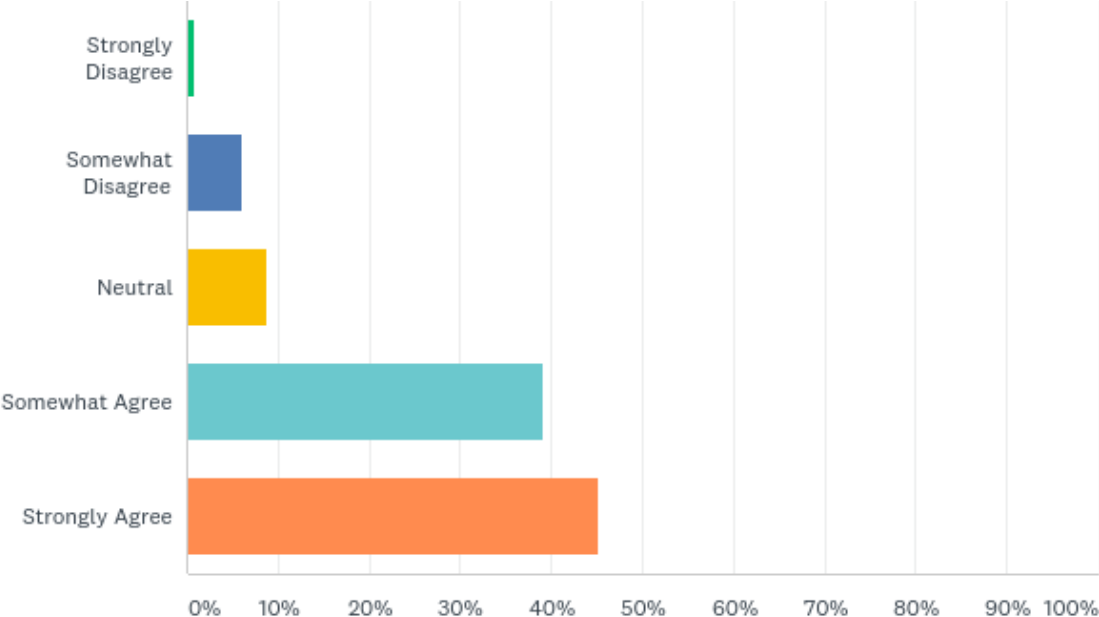
# Q4: My job allows me to put my strength/skills to good use.

ANSWER CHOICES	RESPONSES	
Strongly Disagree	5.22%	6
Somewhat Disagree	7.83%	9
Neutral	9.57%	11
Somewhat Agree	33.91%	39
Strongly Agree	43.48%	50
TOTAL		115

77% Agree skills are put to good use

# Q5: I receive the training I need to maintain expertise in my area of responsibility.

Answered: 115 Skipped: 0



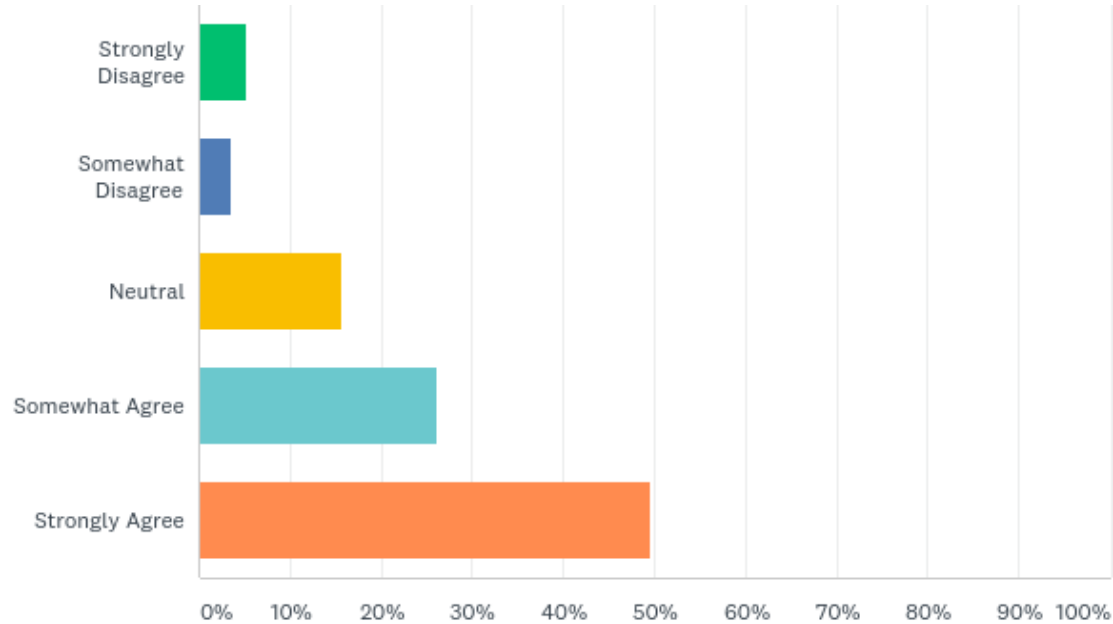
# Q5: I receive the training I need to maintain expertise in my area of responsibility.

ANSWER CHOICES	RESPONSES	
Strongly Disagree	0.87%	1
Somewhat Disagree	6.09%	7
Neutral	8.70%	10
Somewhat Agree	39.13%	45
Strongly Agree	45.22%	52
TOTAL		115

84% Agree

## Q6: My supervisor allows me to build my skills for future opportunities.

Answered: 115 Skipped: 0



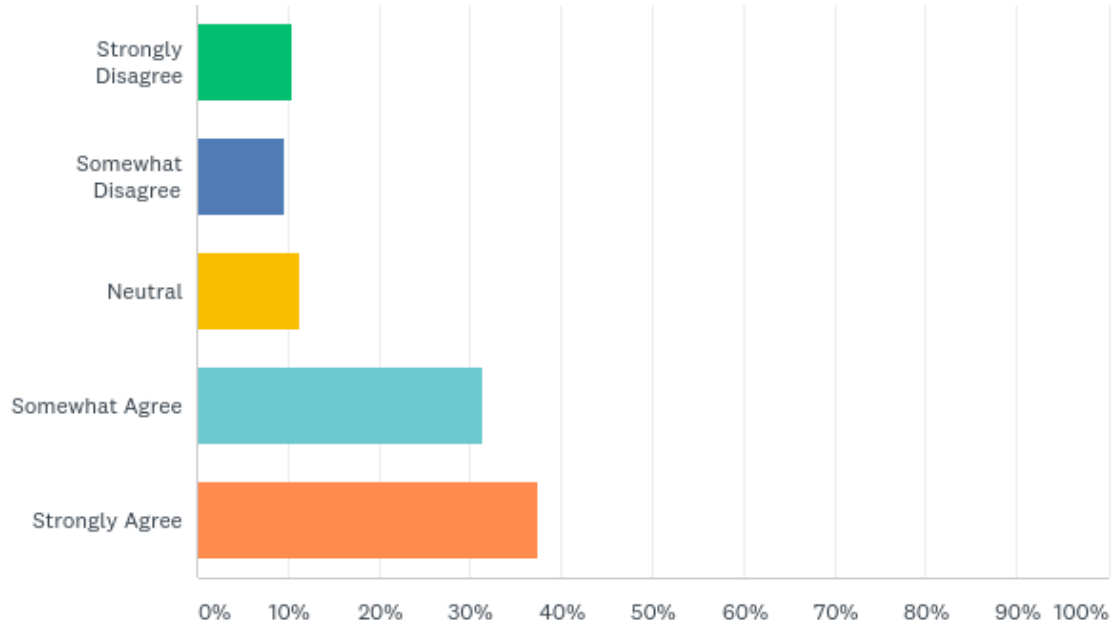
# Q6: My supervisor allows me to build my skills for future opportunities.

ANSWER CHOICES	RESPONSES	
Strongly Disagree	5.22%	6
Somewhat Disagree	3.48%	4
Neutral	15.65%	18
Somewhat Agree	26.09%	30
Strongly Agree	49.57%	57
<b>TOTAL</b>		<b>115</b>

50% Strongly agree; speaks to whether supervisor makes training available

## Q7: My supervisor meets with me regularly and provides useful feedback.

Answered: 115 Skipped: 0



# Q7: My supervisor meets with me regularly and provides useful feedback.

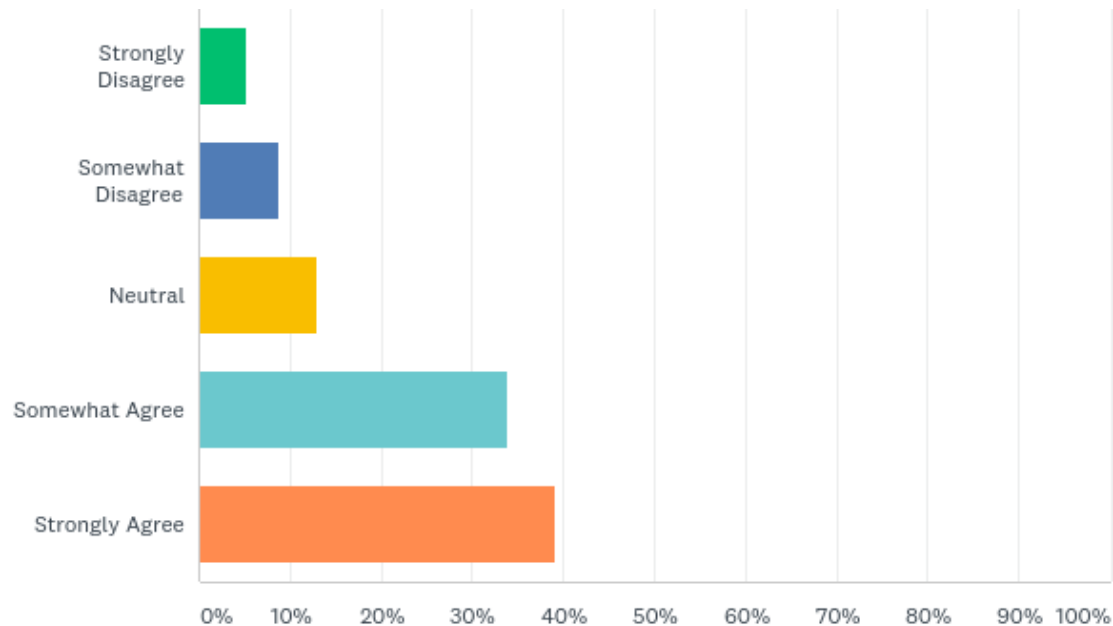
ANSWER CHOICES	RESPONSES	
Strongly Disagree	10.43%	12
Somewhat Disagree	9.57%	11
Neutral	11.30%	13
Somewhat Agree	31.30%	36
Strongly Agree	37.39%	43
TOTAL		115

69% Agree; how available is my supervisor, and does he communicate with me?



## Q8: I receive constructive feedback from my supervisor during my annual performance evaluation.

Answered: 115 Skipped: 0



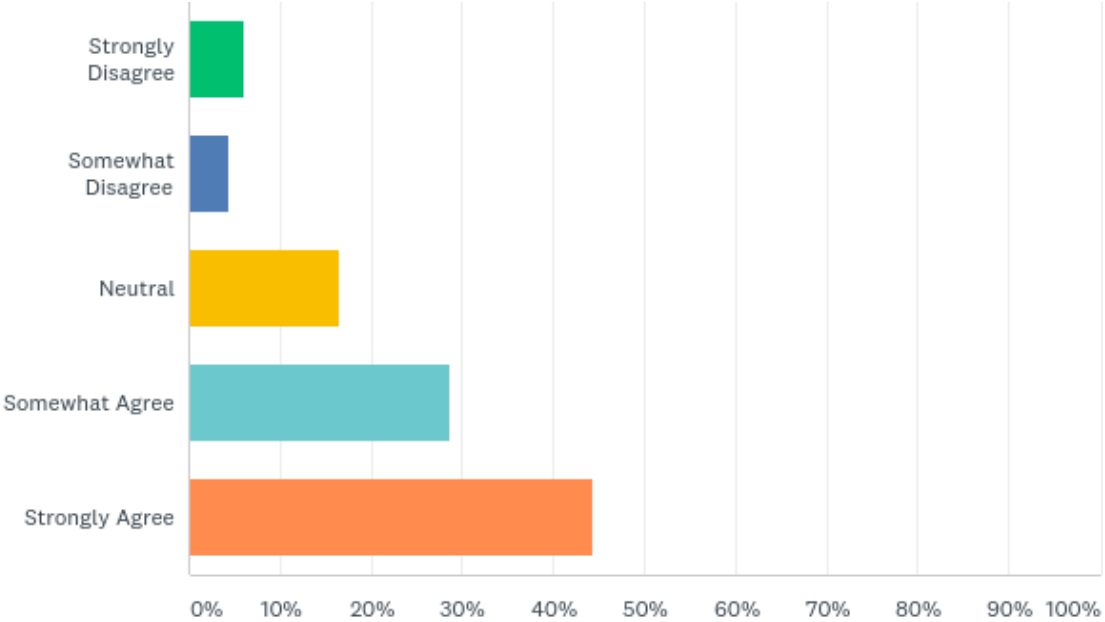
# Q8: I receive constructive feedback from my supervisor during my annual performance evaluation.

ANSWER CHOICES	RESPONSES	
Strongly Disagree	5.22%	6
Somewhat Disagree	8.70%	10
Neutral	13.04%	15
Somewhat Agree	33.91%	39
Strongly Agree	39.13%	45
TOTAL		115

73% Agree; speaks to effectiveness of review process

# Q9: Established policies and procedures are appropriately followed by my supervisor.

Answered: 115 Skipped: 0



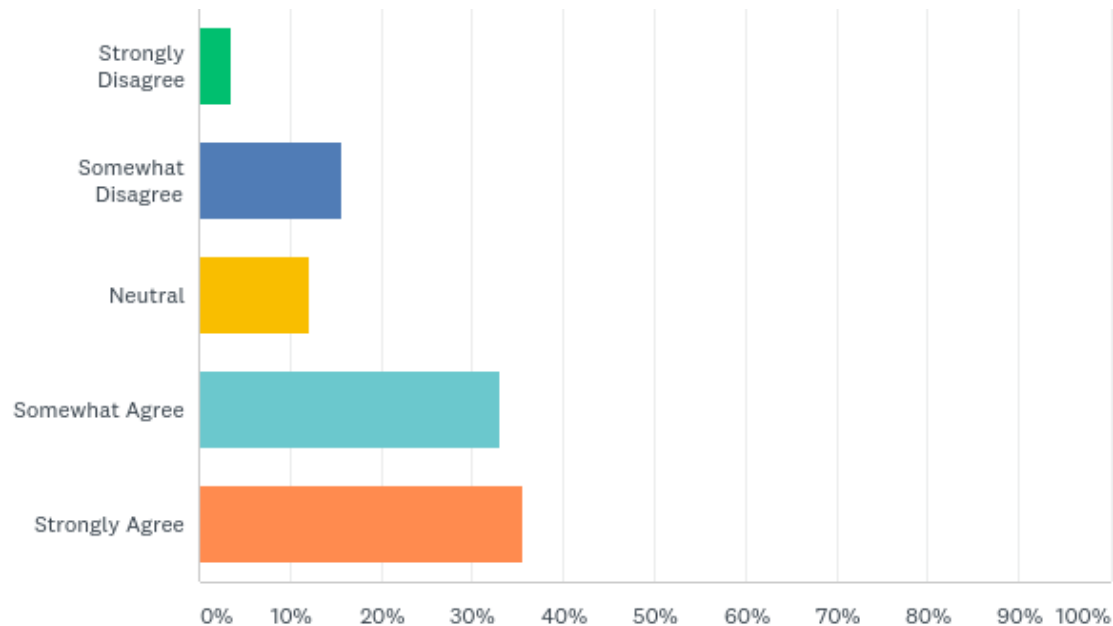
# Q9: Established policies and procedures are appropriately followed by my supervisor.

ANSWER CHOICES	RESPONSES	
Strongly Disagree	6.09%	7
Somewhat Disagree	4.35%	5
Neutral	16.52%	19
Somewhat Agree	28.70%	33
Strongly Agree	44.35%	51
TOTAL		115

71% Agree; are we following the rules?

# Q10: I have the tools and resources I need to get the job completed effectively/efficiently.

Answered: 115 Skipped: 0



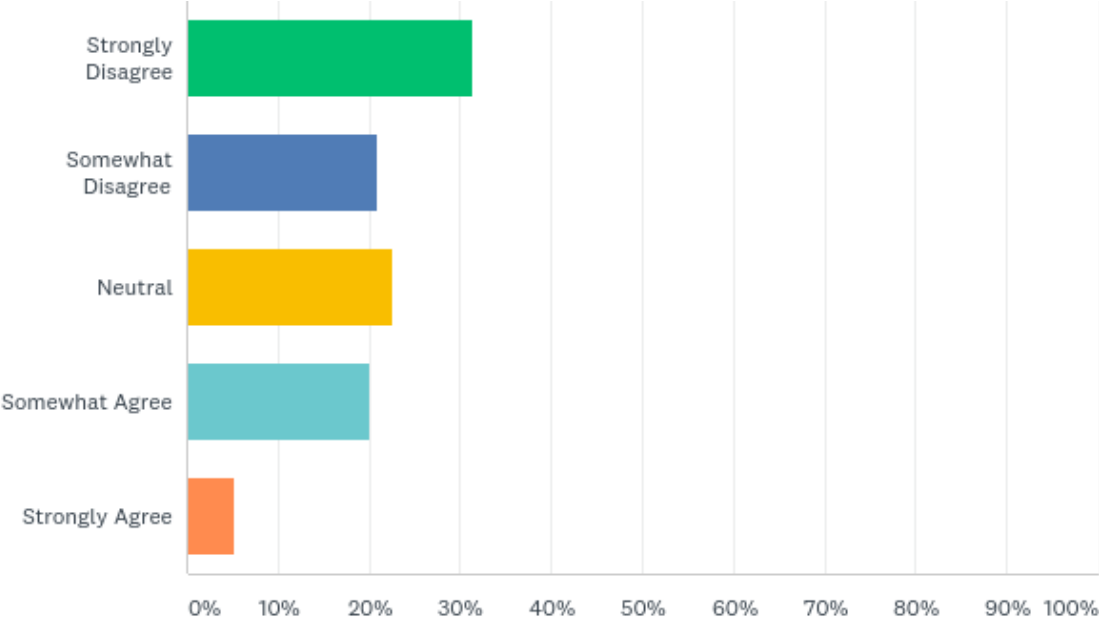
# Q10: I have the tools and resources I need to get the job completed effectively/efficiently.

ANSWER CHOICES	RESPONSES	
Strongly Disagree	3.48%	4
Somewhat Disagree	15.65%	18
Neutral	12.17%	14
Somewhat Agree	33.04%	38
Strongly Agree	35.65%	41
<b>TOTAL</b>		<b>115</b>

Are we providing employees what they need to get the job done? 69% Agree

# Q11: There is ongoing communication throughout the Town at all levels.

Answered: 115 Skipped: 0



# Q11: There is ongoing communication throughout the Town at all levels.

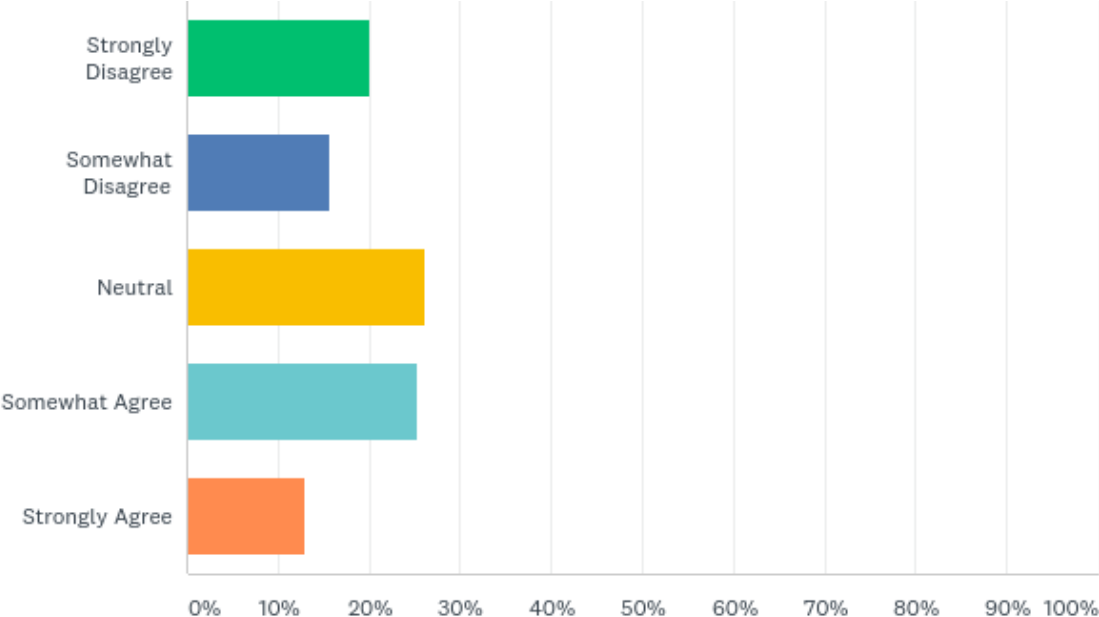
ANSWER CHOICES	RESPONSES	
Strongly Disagree	31.30%	36
Somewhat Disagree	20.87%	24
Neutral	22.61%	26
Somewhat Agree	20.00%	23
Strongly Agree	5.22%	6
TOTAL		115

75% rate that communication is a concern



# Q12: Open communication is encouraged between departments.

Answered: 115 Skipped: 0



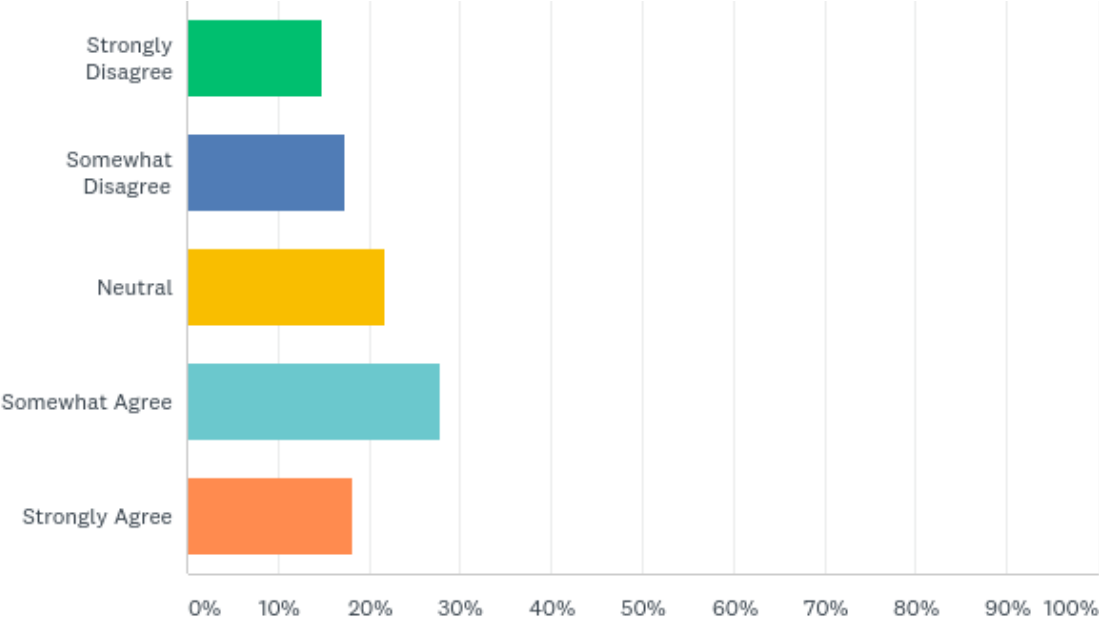
# Q12: Open communication is encouraged between departments.

ANSWER CHOICES	RESPONSES	
Strongly Disagree	20.00%	23
Somewhat Disagree	15.65%	18
Neutral	26.09%	30
Somewhat Agree	25.22%	29
Strongly Agree	13.04%	15
TOTAL		115

62% are neutral or disagree; communication between departments is a concern

# Q13: Teamwork is encouraged and practiced within the Town.

Answered: 115 Skipped: 0



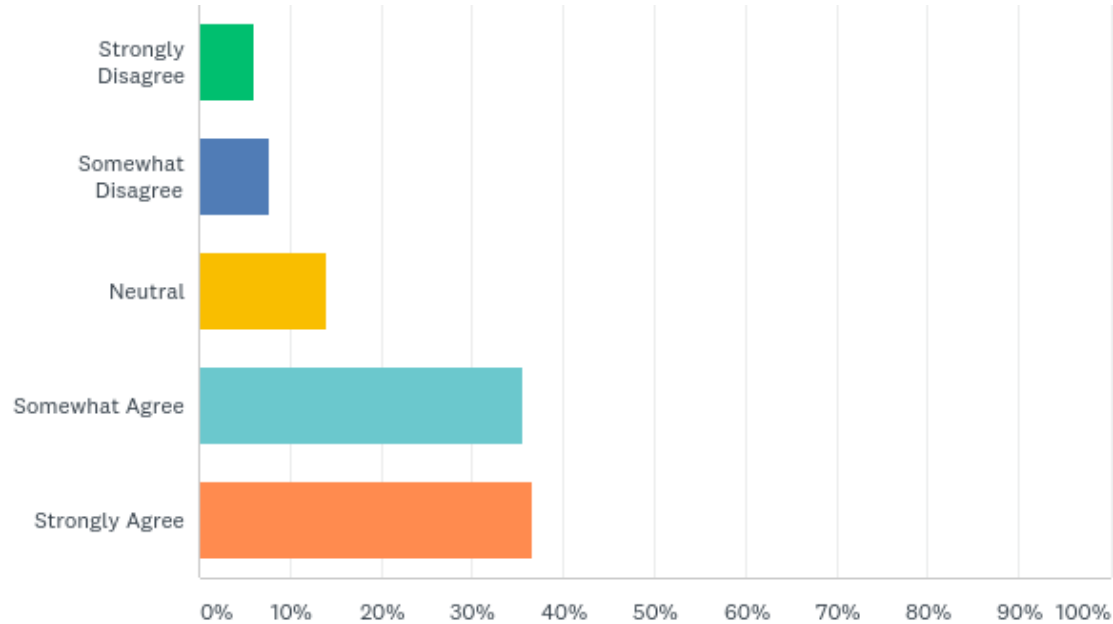
# Q13: Teamwork is encouraged and practiced within the Town.

ANSWER CHOICES	RESPONSES	
Strongly Disagree	14.78%	17
Somewhat Disagree	17.39%	20
Neutral	21.74%	25
Somewhat Agree	27.83%	32
Strongly Agree	18.26%	21
TOTAL		115

No strong trend here

## Q14: I get a sense of personal fulfillment from my work.

Answered: 115 Skipped: 0



# Q14: I get a sense of personal fulfillment from my work.

ANSWER CHOICES	RESPONSES	
Strongly Disagree	6.09%	7
Somewhat Disagree	7.83%	9
Neutral	13.91%	16
Somewhat Agree	35.65%	41
Strongly Agree	36.52%	42
TOTAL		115

28% are neutral or disagree

# What is a process that we can improve?

## SUBJECTIVELY:

Out of 121 responses:

13 occurrences of N/A

41 “Communication” – 16 of those did not elaborate

4 Pay more, from routine pay studies to “Raises – Big Ones”

4 Employee Event comments – feels like an agenda, like Christmas & chili event

2 “Let us pick our own schedule”

13 Police Department specific

2 Parks specific