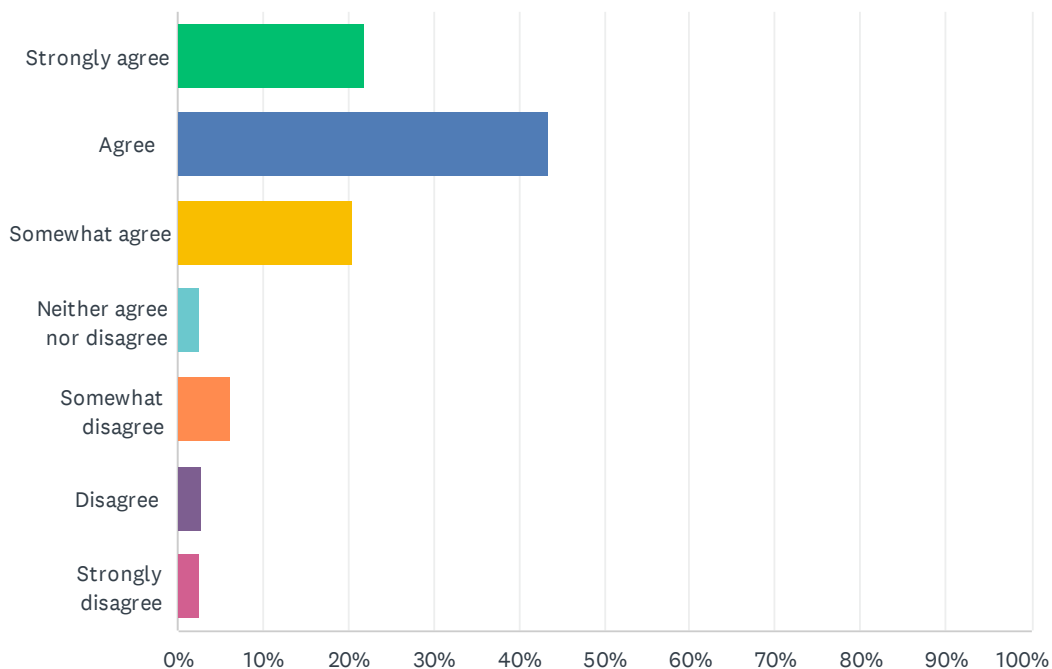


## Q1 I have enough information to do my job well.

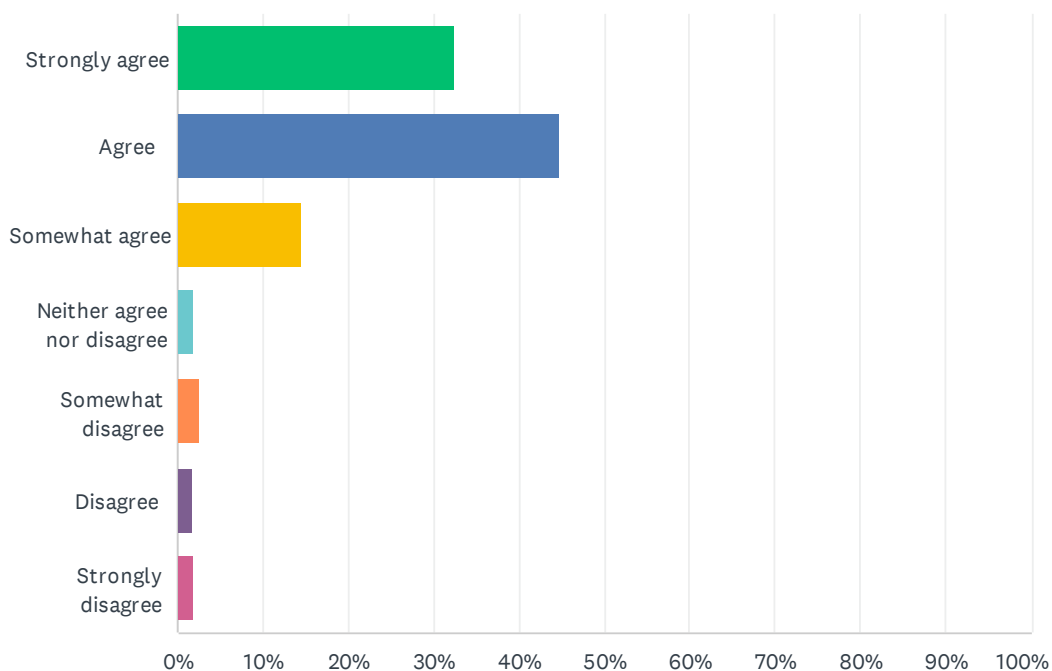
Answered: 682 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	21.99%	150
Agree	43.55%	297
Somewhat agree	20.38%	139
Neither agree nor disagree	2.49%	17
Somewhat disagree	6.16%	42
Disagree	2.79%	19
Strongly disagree	2.64%	18
<b>TOTAL</b>		<b>682</b>

## Q2 I know what is expected of me at work.

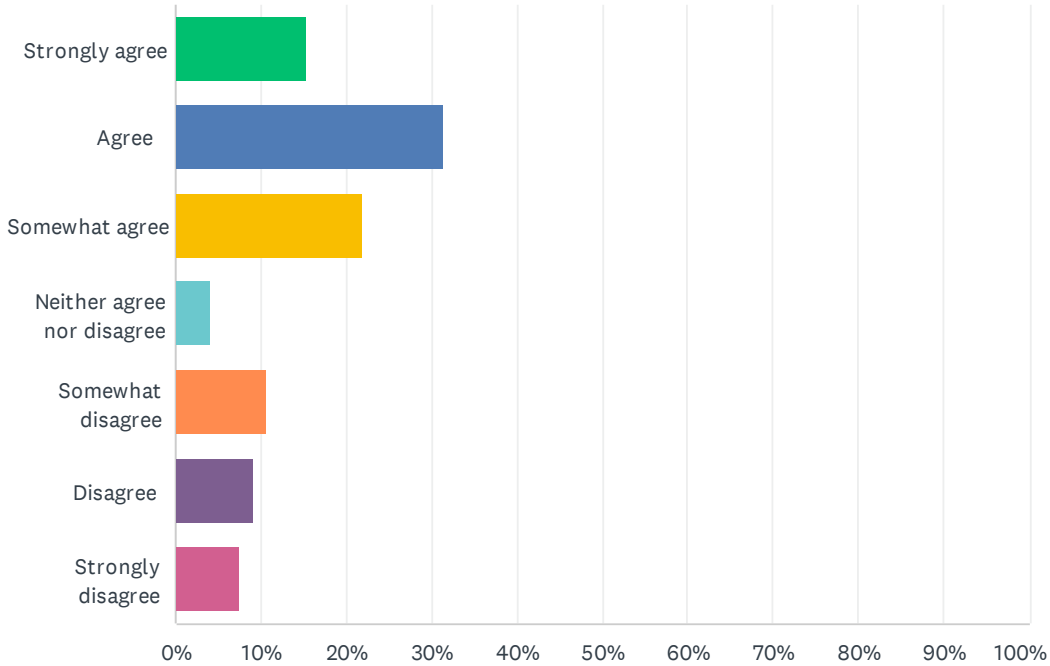
Answered: 683 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	32.50%	222
Agree	44.80%	306
Somewhat agree	14.49%	99
Neither agree nor disagree	1.90%	13
Somewhat disagree	2.64%	18
Disagree	1.76%	12
Strongly disagree	1.90%	13
TOTAL		683

### Q3 I have sufficient resources (for example, people, materials, budget) to get my job done.

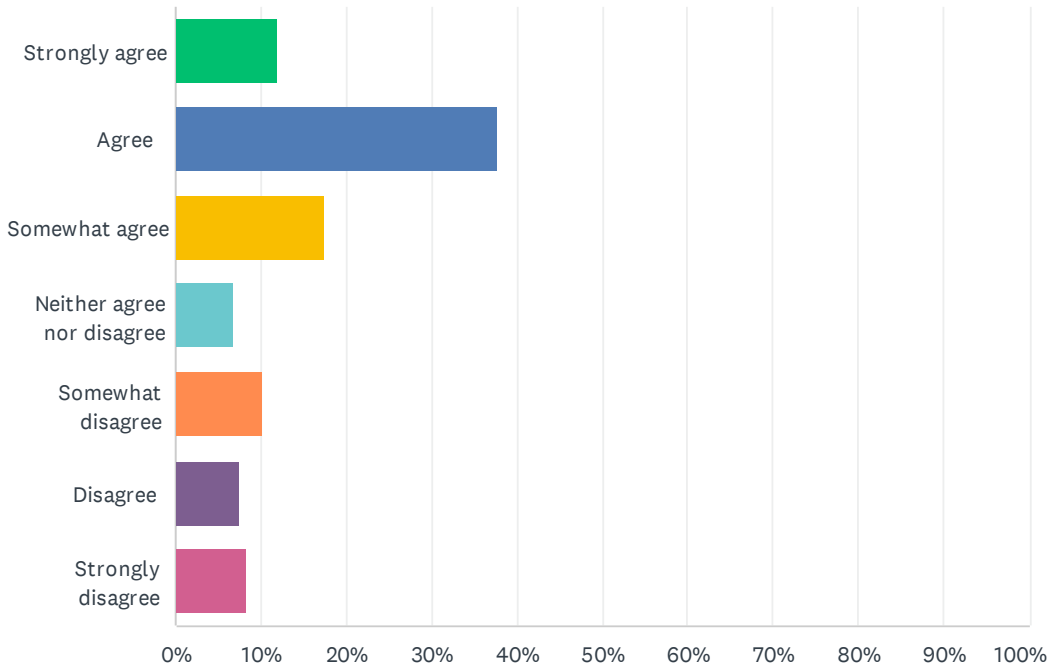
Answered: 682 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	15.40%	105
Agree	31.38%	214
Somewhat agree	21.99%	150
Neither agree nor disagree	3.96%	27
Somewhat disagree	10.56%	72
Disagree	9.24%	63
Strongly disagree	7.48%	51
<b>TOTAL</b>		<b>682</b>

## Q4 My workload is reasonable.

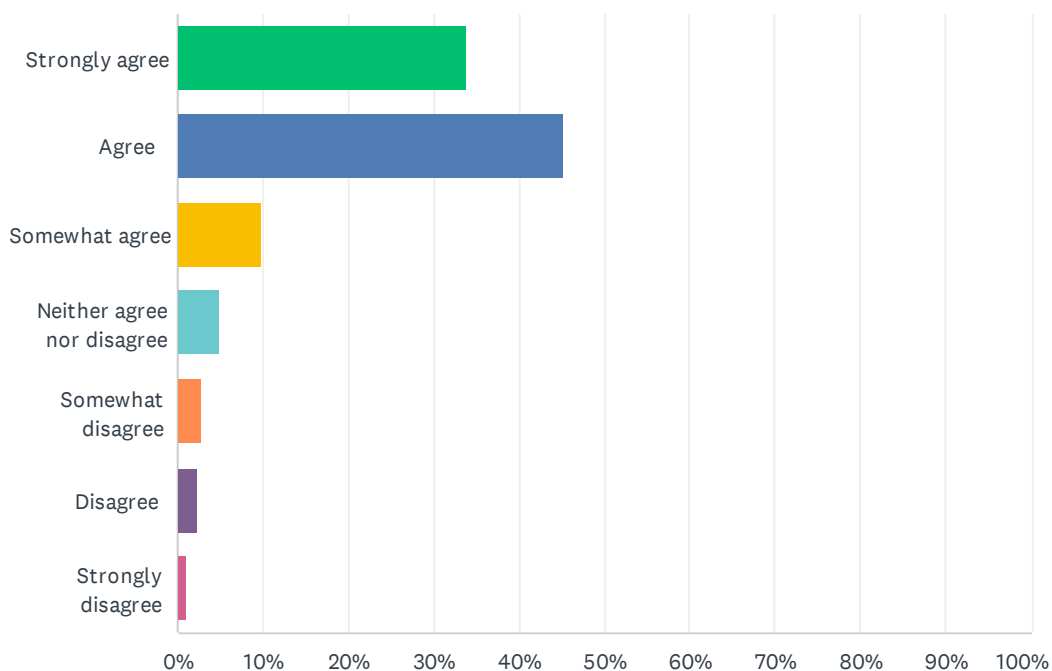
Answered: 681 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	11.89%	81
Agree	37.74%	257
Somewhat agree	17.47%	119
Neither agree nor disagree	6.90%	47
Somewhat disagree	10.13%	69
Disagree	7.49%	51
Strongly disagree	8.37%	57
TOTAL		681

## Q5 I know how my work relates to the agency's goals and priorities.

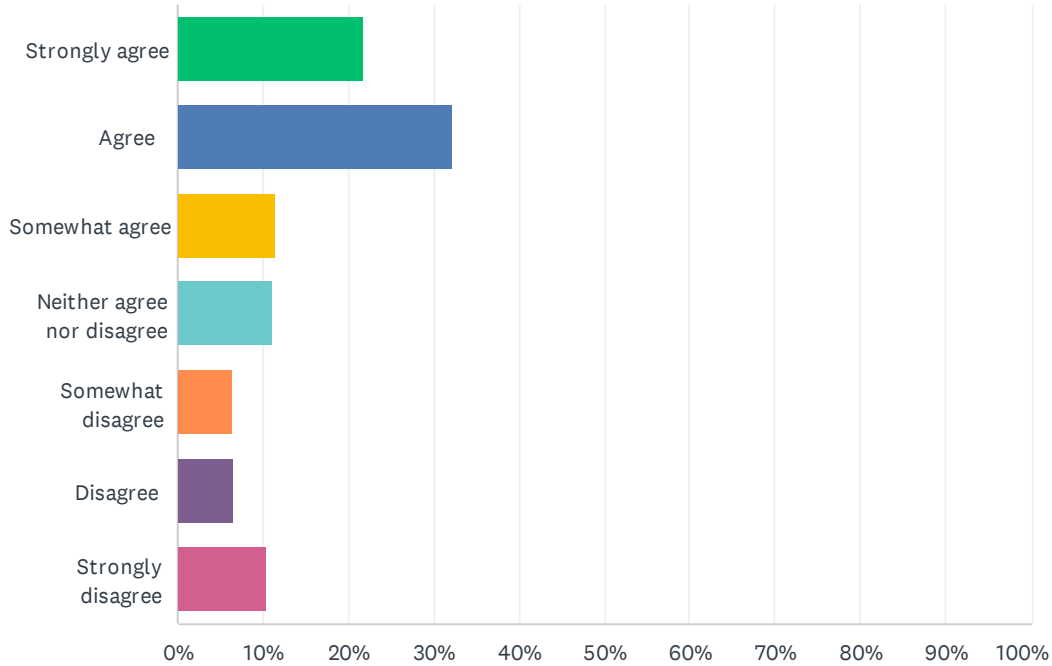
Answered: 680 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	33.97%	231
Agree	45.15%	307
Somewhat agree	9.71%	66
Neither agree nor disagree	5.00%	34
Somewhat disagree	2.79%	19
Disagree	2.35%	16
Strongly disagree	1.03%	7
<b>TOTAL</b>		<b>680</b>

## Q6 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

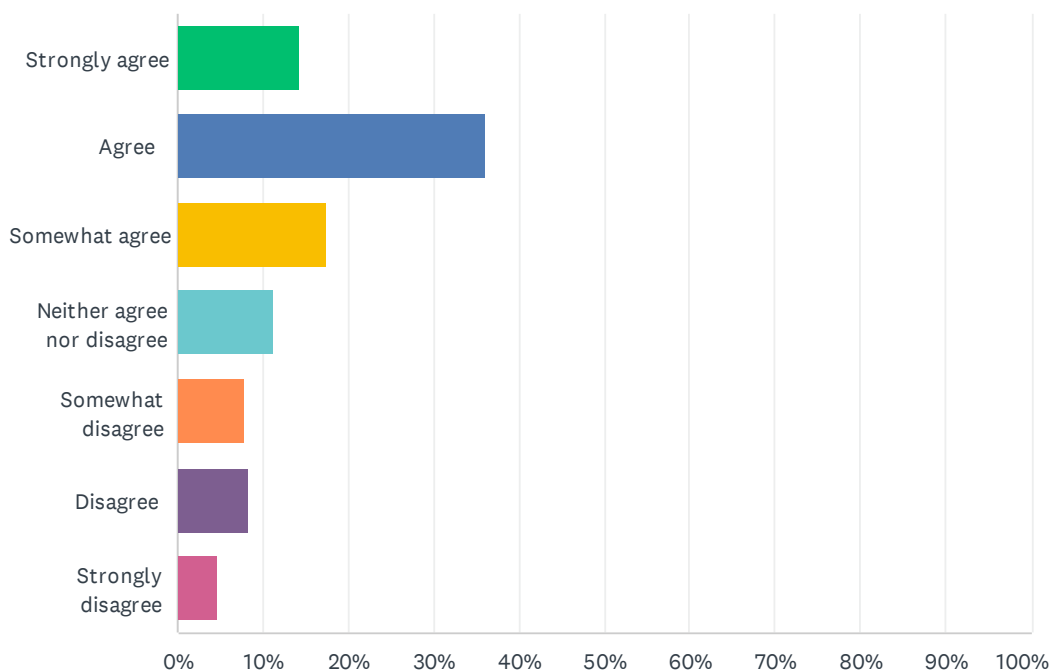
Answered: 682 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	21.85%	149
Agree	32.11%	219
Somewhat agree	11.58%	79
Neither agree nor disagree	11.14%	76
Somewhat disagree	6.30%	43
Disagree	6.60%	45
Strongly disagree	10.41%	71
<b>TOTAL</b>		<b>682</b>

## Q7 My training needs are assessed.

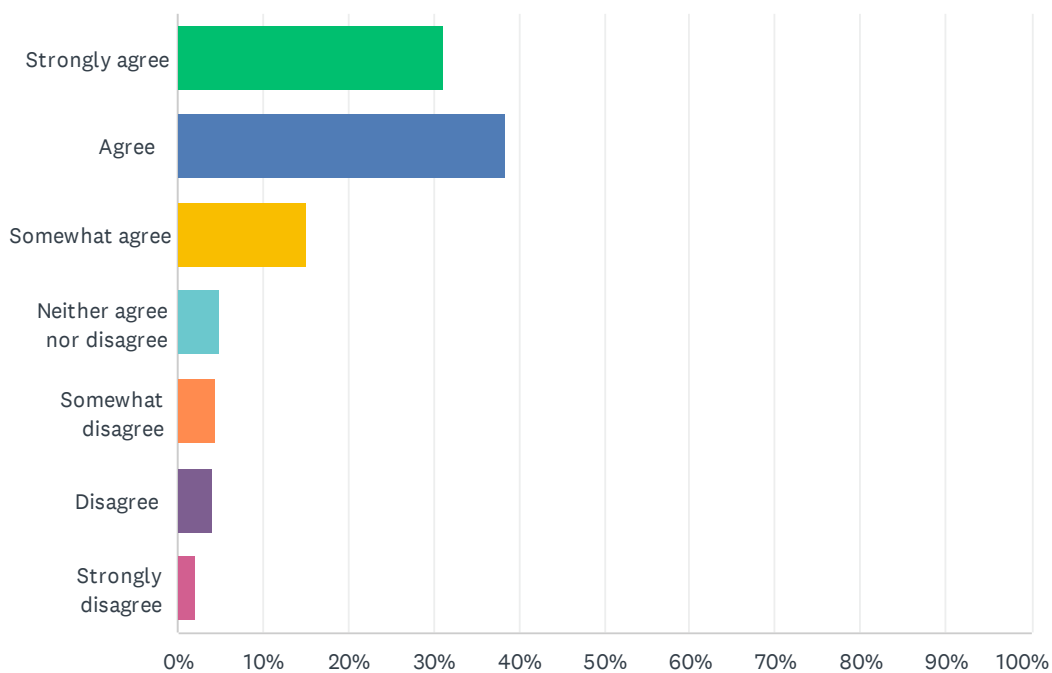
Answered: 683 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	14.35%	98
Agree	36.02%	246
Somewhat agree	17.42%	119
Neither agree nor disagree	11.27%	77
Somewhat disagree	7.91%	54
Disagree	8.35%	57
Strongly disagree	4.69%	32
<b>TOTAL</b>		<b>683</b>

## Q8 Employees in my work unit share job knowledge with each other.

Answered: 683 Skipped: 1

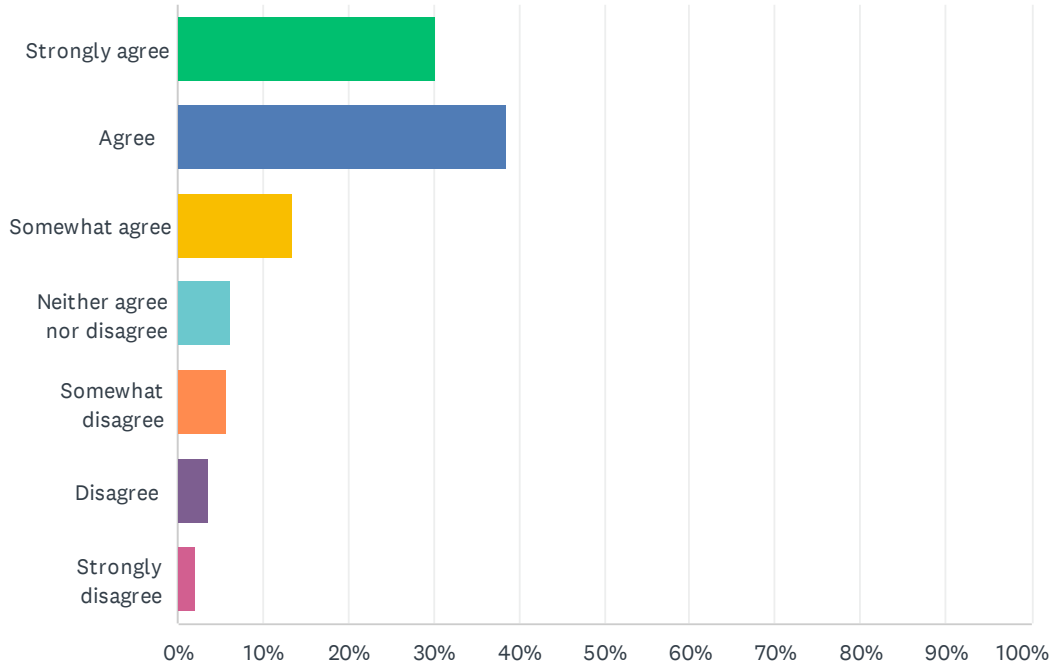


ANSWER CHOICES	RESPONSES	
Strongly agree	31.04%	212
Agree	38.36%	262
Somewhat agree	15.08%	103
Neither agree nor disagree	4.83%	33
Somewhat disagree	4.54%	31
Disagree	3.95%	27
Strongly disagree	2.20%	15
<b>TOTAL</b>		<b>683</b>



## Q9 Employees in my work unit contribute positively to my department's performance.

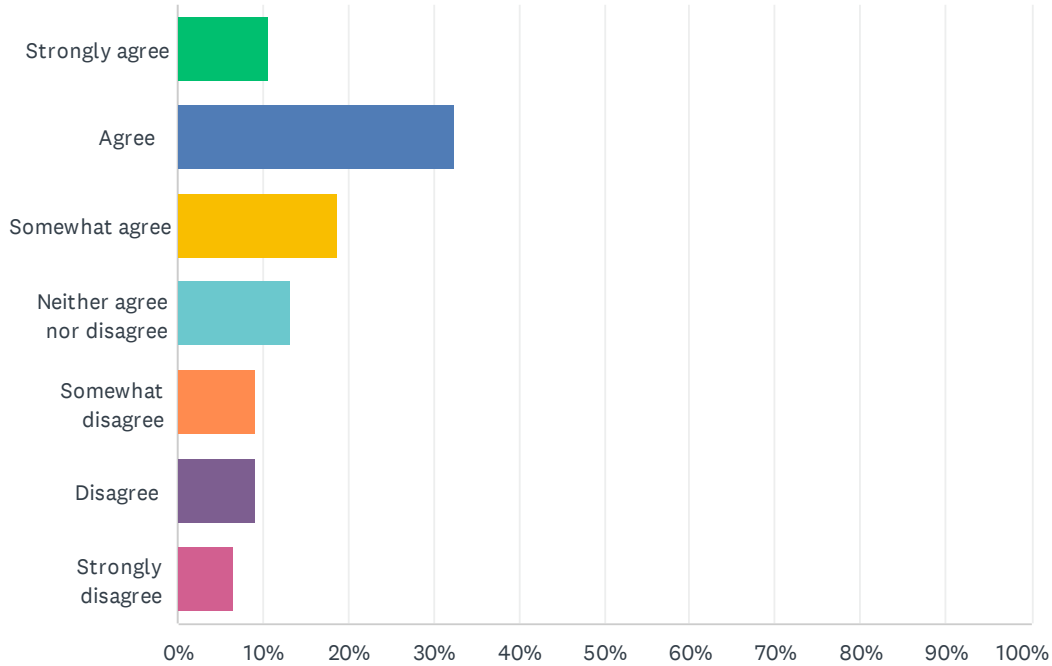
Answered: 684 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	30.26%	207
Agree	38.60%	264
Somewhat agree	13.45%	92
Neither agree nor disagree	6.14%	42
Somewhat disagree	5.70%	39
Disagree	3.65%	25
Strongly disagree	2.19%	15
<b>TOTAL</b>		<b>684</b>

## Q10 Employees have a feeling of personal empowerment with respect to work processes.

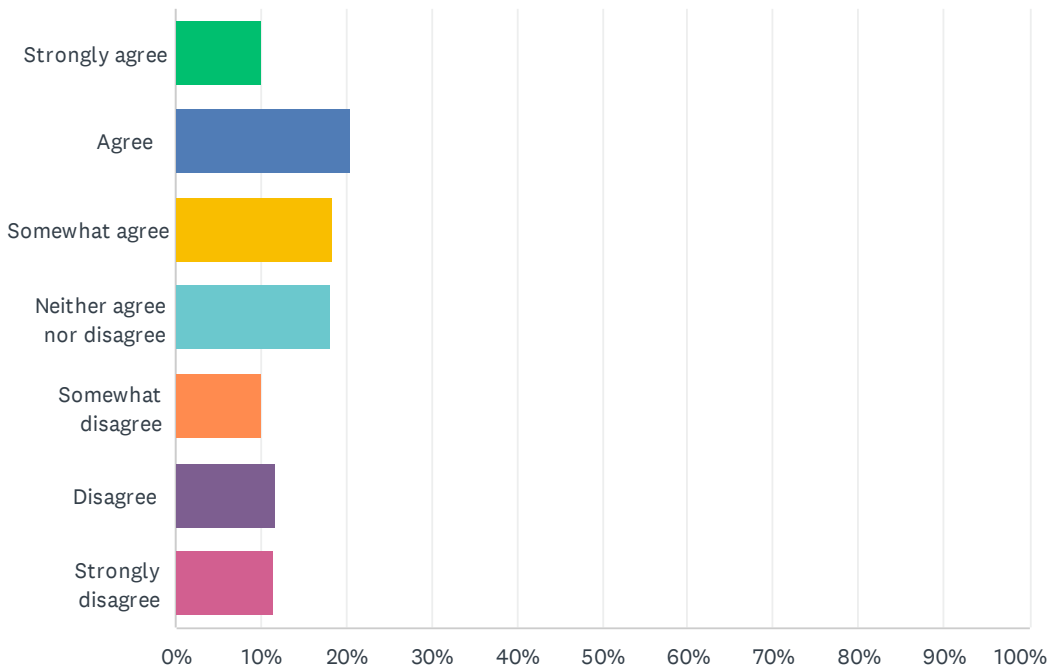
Answered: 669 Skipped: 15



ANSWER CHOICES	RESPONSES	
Strongly agree	10.61%	71
Agree	32.44%	217
Somewhat agree	18.68%	125
Neither agree nor disagree	13.30%	89
Somewhat disagree	9.27%	62
Disagree	9.12%	61
Strongly disagree	6.58%	44
<b>TOTAL</b>		<b>669</b>

## Q11 Creativity and innovation are rewarded.

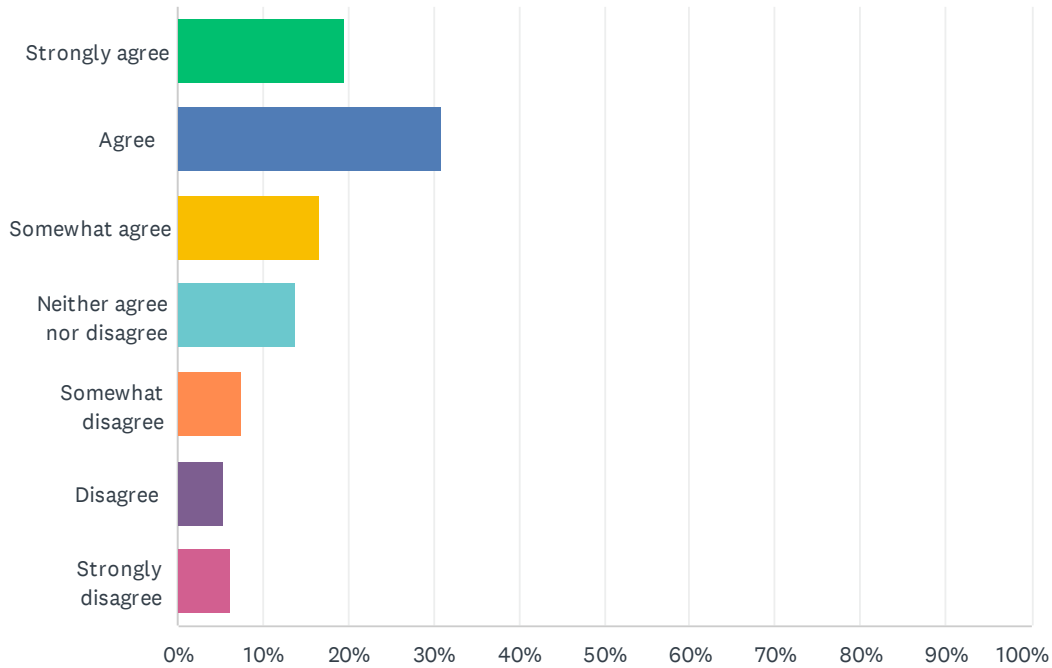
Answered: 671 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strongly agree	9.99%	67
Agree	20.42%	137
Somewhat agree	18.33%	123
Neither agree nor disagree	18.03%	121
Somewhat disagree	9.99%	67
Disagree	11.77%	79
Strongly disagree	11.48%	77
<b>TOTAL</b>		<b>671</b>

## Q12 I recommend my organization as a good place to work.

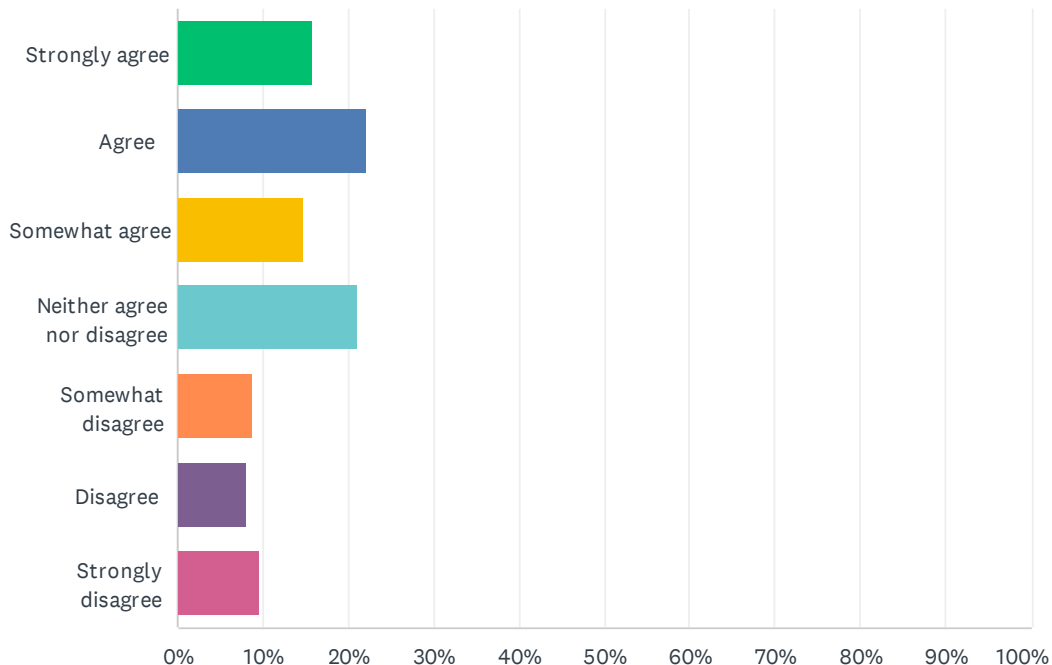
Answered: 670 Skipped: 14



ANSWER CHOICES	RESPONSES	
Strongly agree	19.55%	131
Agree	30.90%	207
Somewhat agree	16.57%	111
Neither agree nor disagree	13.88%	93
Somewhat disagree	7.46%	50
Disagree	5.37%	36
Strongly disagree	6.27%	42
<b>TOTAL</b>		<b>670</b>

### Q13 I believe the results of this survey will be used to make my agency a better place to work.

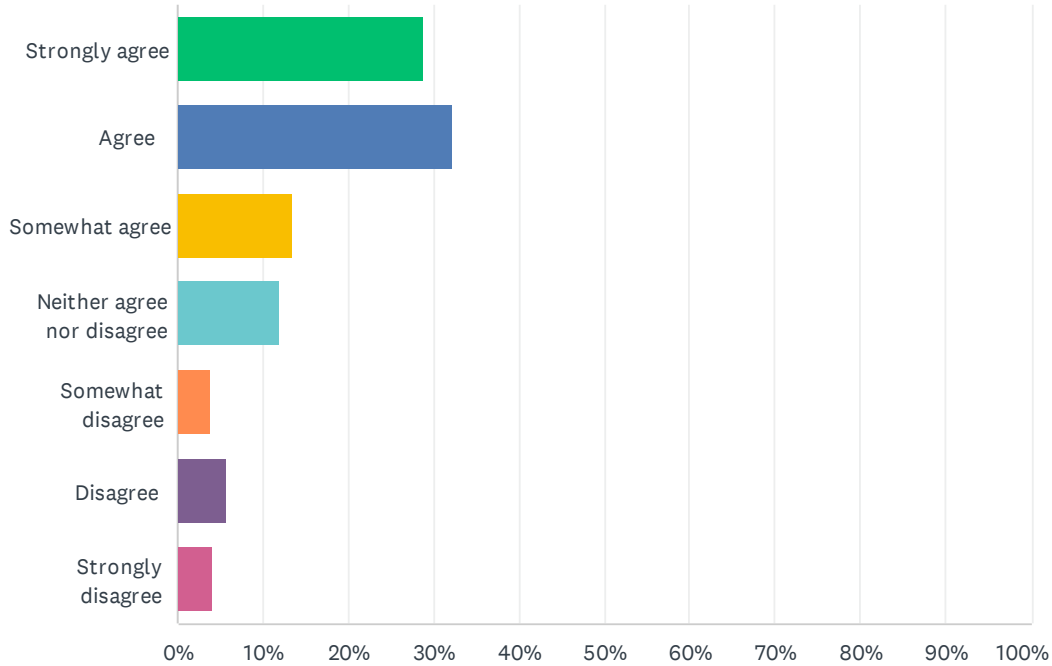
Answered: 675 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly agree	15.70%	106
Agree	22.22%	150
Somewhat agree	14.67%	99
Neither agree nor disagree	21.04%	142
Somewhat disagree	8.74%	59
Disagree	8.00%	54
Strongly disagree	9.63%	65
<b>TOTAL</b>		<b>675</b>

## Q14 My supervisor provides me with opportunities to demonstrate my leadership skills.

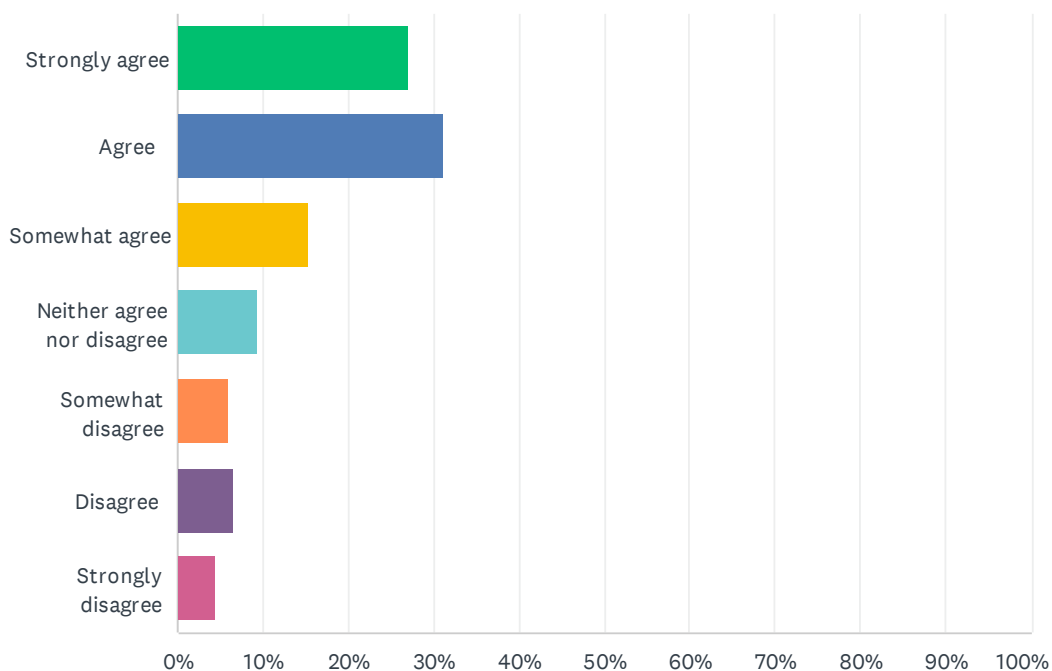
Answered: 666 Skipped: 18



ANSWER CHOICES	RESPONSES	
Strongly agree	28.83%	192
Agree	32.13%	214
Somewhat agree	13.51%	90
Neither agree nor disagree	11.86%	79
Somewhat disagree	3.90%	26
Disagree	5.71%	38
Strongly disagree	4.05%	27
<b>TOTAL</b>		<b>666</b>

## Q15 Supervisors in my work unit support employee development.

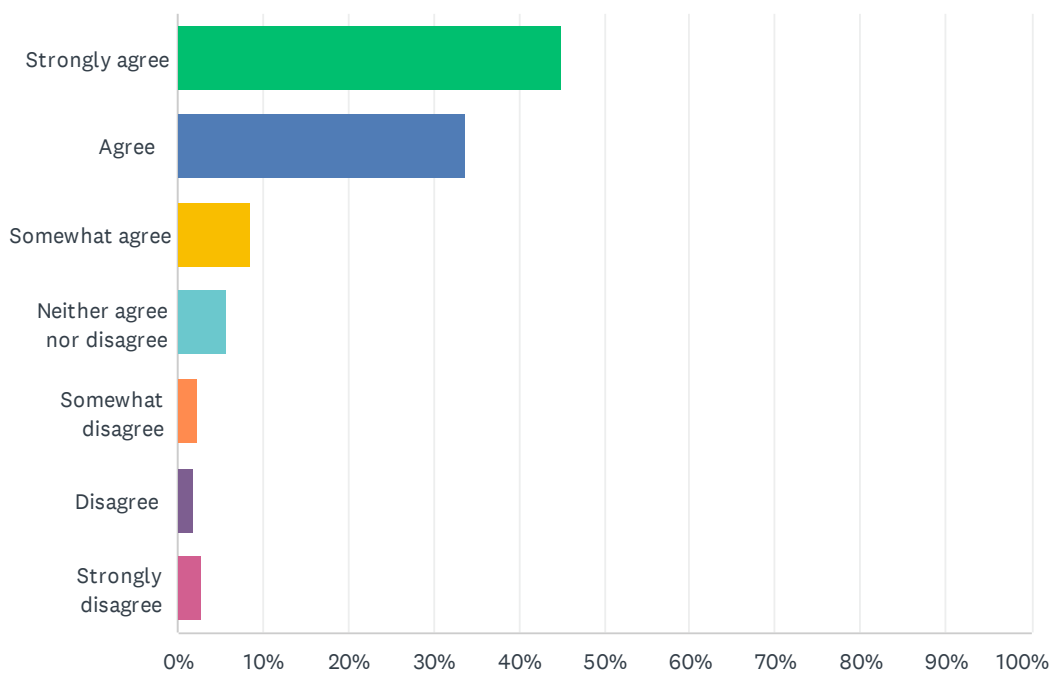
Answered: 667 Skipped: 17



ANSWER CHOICES	RESPONSES	
Strongly agree	27.14%	181
Agree	31.03%	207
Somewhat agree	15.29%	102
Neither agree nor disagree	9.45%	63
Somewhat disagree	6.00%	40
Disagree	6.60%	44
Strongly disagree	4.50%	30
<b>TOTAL</b>		<b>667</b>

## Q16 My supervisor treats me with respect.

Answered: 668 Skipped: 16

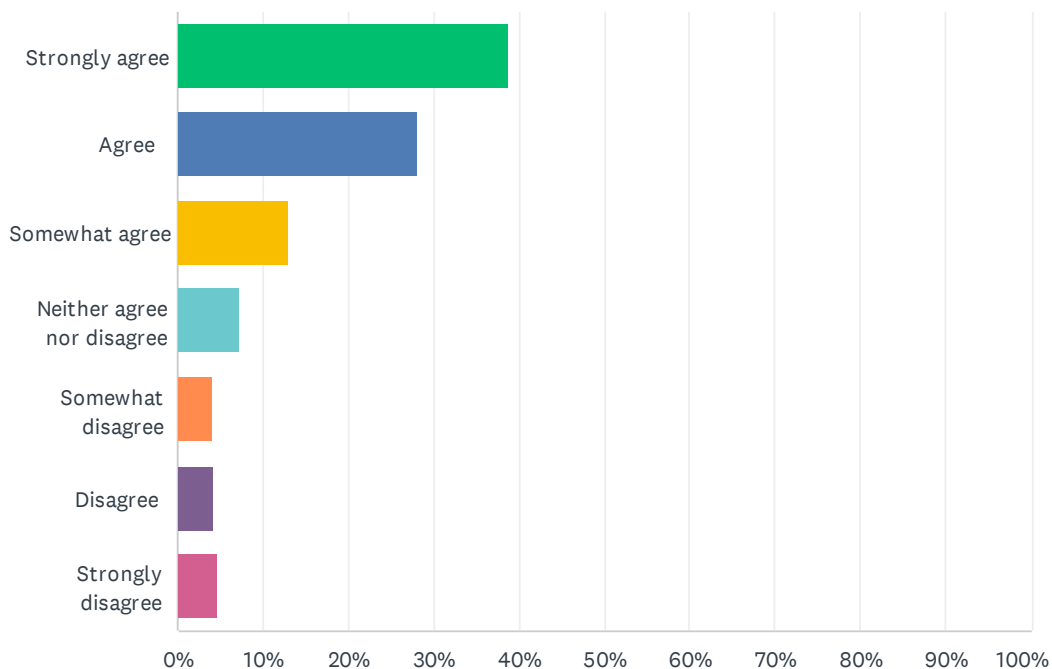


ANSWER CHOICES	RESPONSES	
Strongly agree	45.06%	301
Agree	33.68%	225
Somewhat agree	8.53%	57
Neither agree nor disagree	5.69%	38
Somewhat disagree	2.40%	16
Disagree	1.95%	13
Strongly disagree	2.69%	18
<b>TOTAL</b>		<b>668</b>



## Q17 I have trust and confidence in my supervisor.

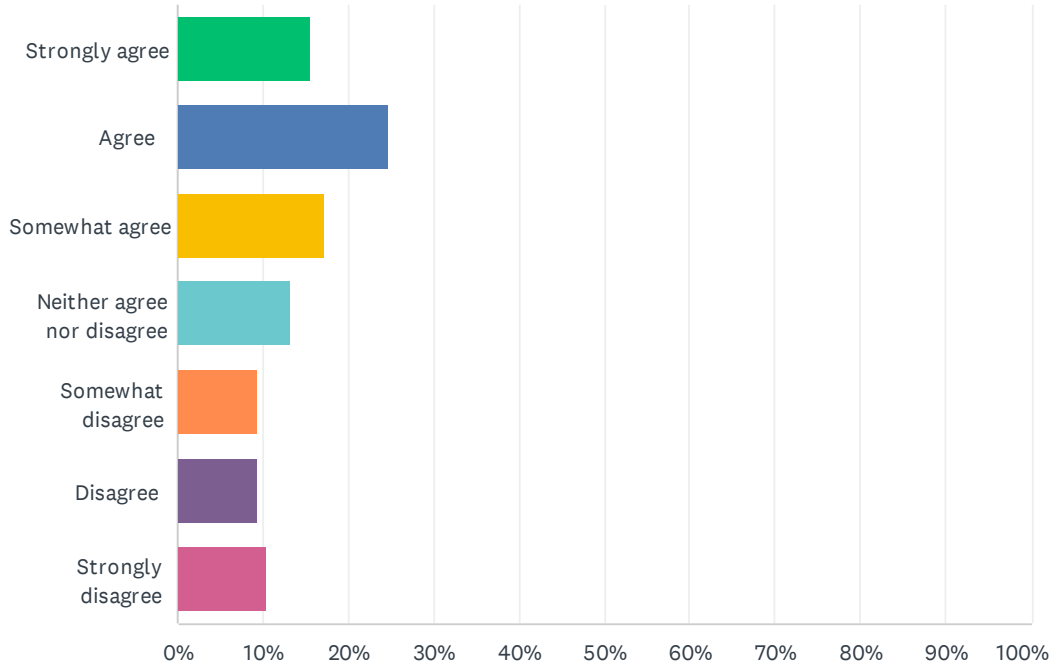
Answered: 669 Skipped: 15



ANSWER CHOICES	RESPONSES	
Strongly agree	38.71%	259
Agree	28.10%	188
Somewhat agree	13.00%	87
Neither agree nor disagree	7.32%	49
Somewhat disagree	4.04%	27
Disagree	4.19%	28
Strongly disagree	4.63%	31
<b>TOTAL</b>		<b>669</b>

## Q18 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

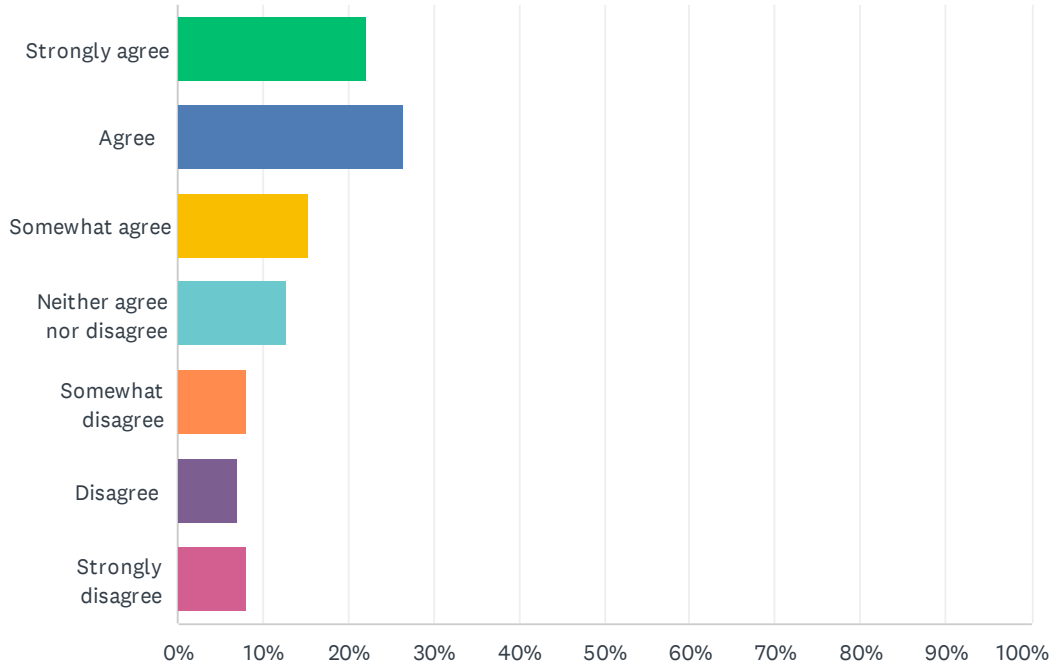
Answered: 666 Skipped: 18



ANSWER CHOICES	RESPONSES	
Strongly agree	15.47%	103
Agree	24.77%	165
Somewhat agree	17.27%	115
Neither agree nor disagree	13.21%	88
Somewhat disagree	9.46%	63
Disagree	9.46%	63
Strongly disagree	10.36%	69
<b>TOTAL</b>		<b>666</b>

## Q19 My organization's senior leaders maintain high standards of honesty and integrity.

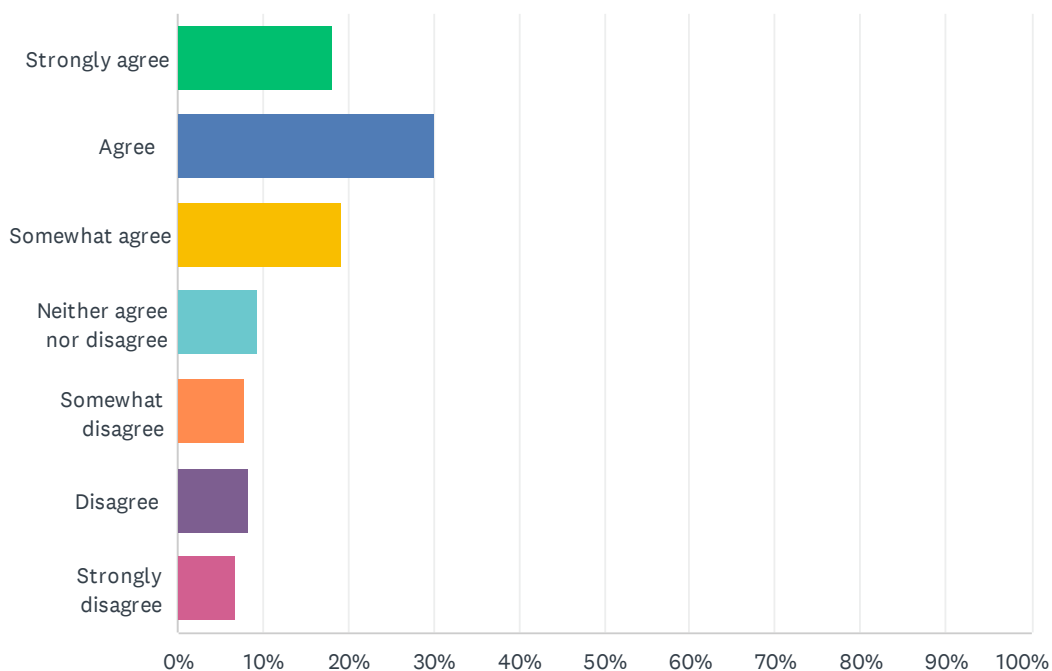
Answered: 664 Skipped: 20



ANSWER CHOICES	RESPONSES	
Strongly agree	22.14%	147
Agree	26.36%	175
Somewhat agree	15.36%	102
Neither agree nor disagree	12.80%	85
Somewhat disagree	8.13%	54
Disagree	7.08%	47
Strongly disagree	8.13%	54
<b>TOTAL</b>		<b>664</b>

## Q20 Managers communicate the goals and priorities of the organization.

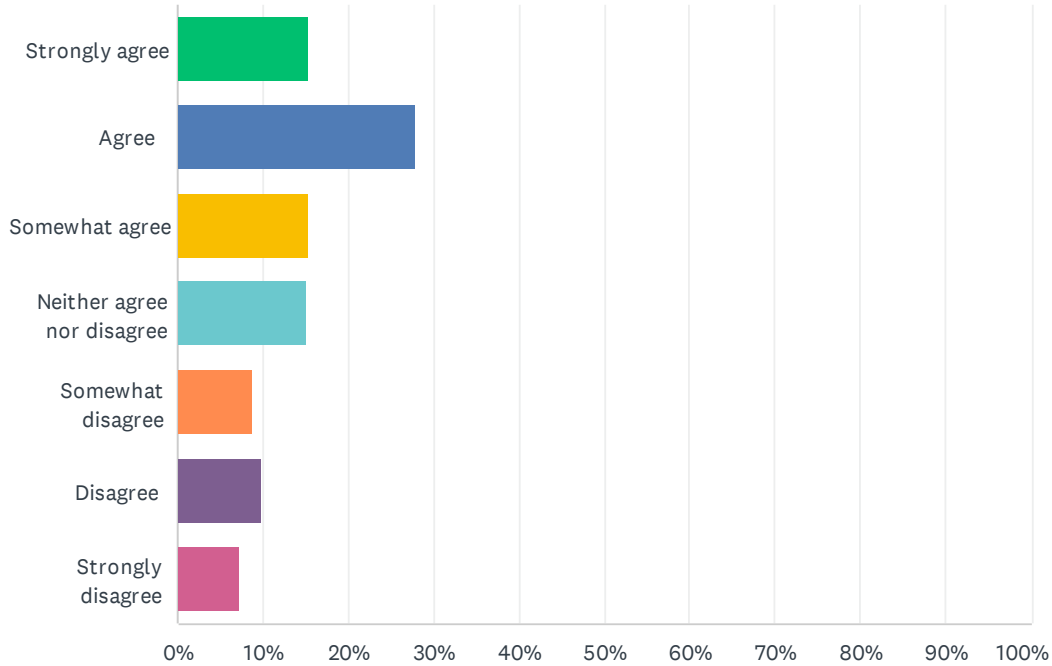
Answered: 667 Skipped: 17



ANSWER CHOICES	RESPONSES	
Strongly agree	18.14%	121
Agree	29.99%	200
Somewhat agree	19.19%	128
Neither agree nor disagree	9.45%	63
Somewhat disagree	7.95%	53
Disagree	8.40%	56
Strongly disagree	6.90%	46
<b>TOTAL</b>		<b>667</b>

## Q21 Managers promote communication among different work units (for example, about projects, goals, needed resources).

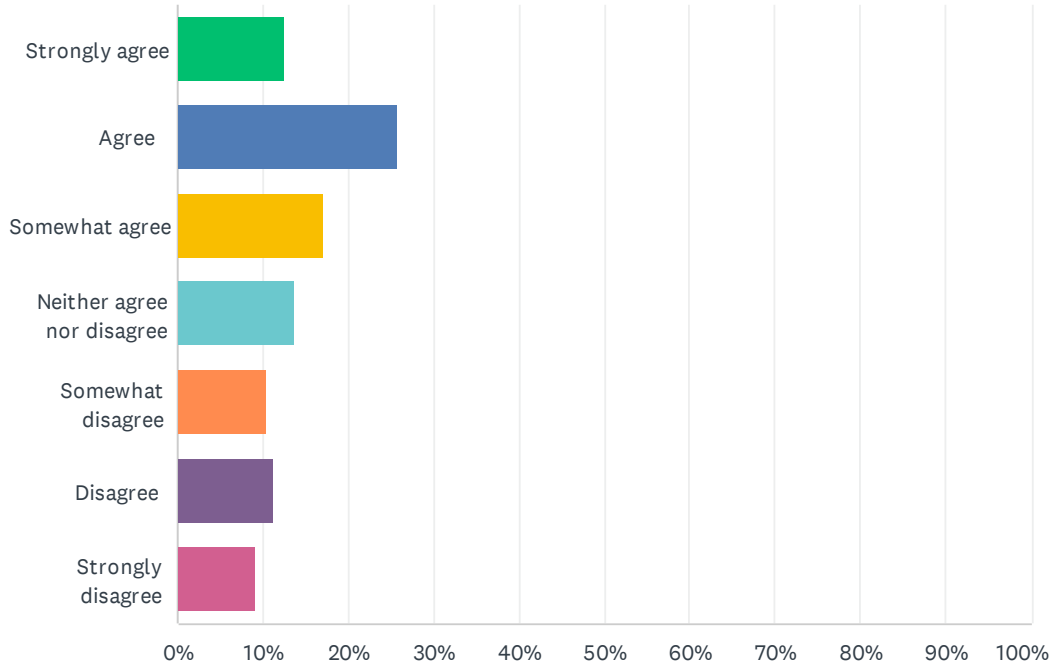
Answered: 667 Skipped: 17



ANSWER CHOICES	RESPONSES	
Strongly agree	15.44%	103
Agree	28.04%	187
Somewhat agree	15.44%	103
Neither agree nor disagree	15.14%	101
Somewhat disagree	8.70%	58
Disagree	9.90%	66
Strongly disagree	7.35%	49
<b>TOTAL</b>		<b>667</b>

## Q22 I am satisfied with the information I receive from management on what's going on in the organization.

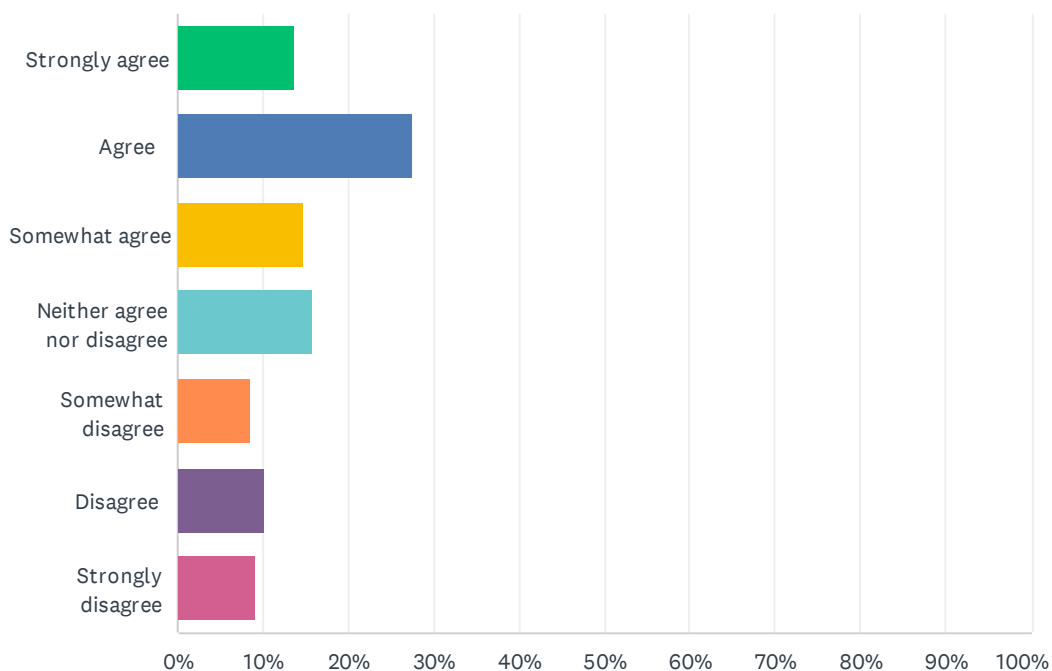
Answered: 664 Skipped: 20



ANSWER CHOICES	RESPONSES	
Strongly agree	12.65%	84
Agree	25.90%	172
Somewhat agree	17.02%	113
Neither agree nor disagree	13.55%	90
Somewhat disagree	10.39%	69
Disagree	11.30%	75
Strongly disagree	9.19%	61
<b>TOTAL</b>		<b>664</b>

## Q23 I am satisfied with the recognition I receive for doing a good job.

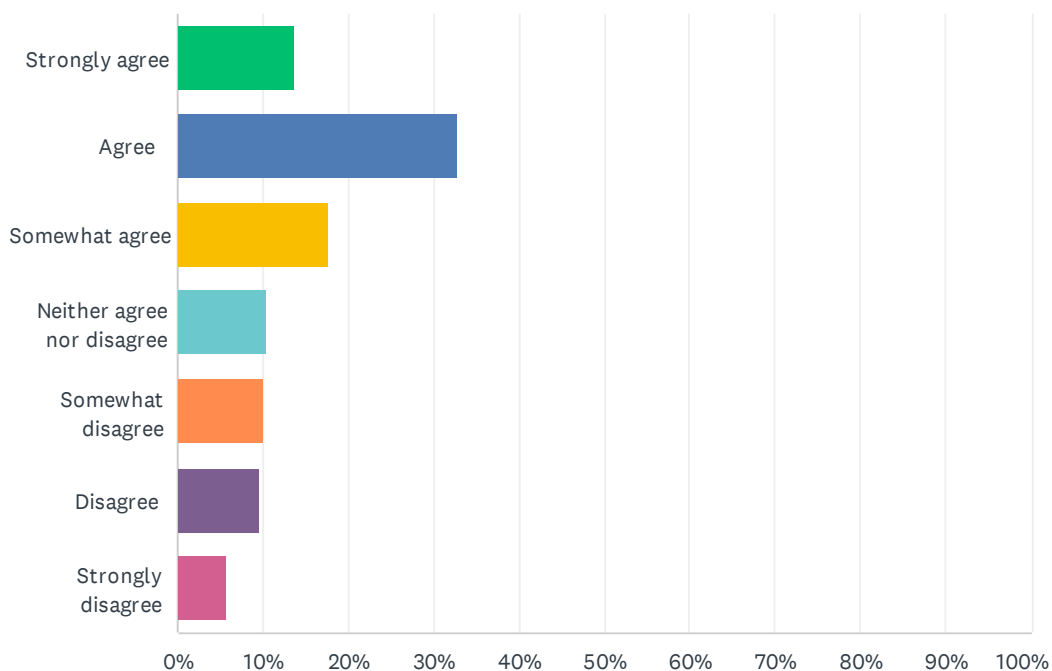
Answered: 663 Skipped: 21



ANSWER CHOICES	RESPONSES	
Strongly agree	13.73%	91
Agree	27.60%	183
Somewhat agree	14.78%	98
Neither agree nor disagree	15.84%	105
Somewhat disagree	8.60%	57
Disagree	10.26%	68
Strongly disagree	9.20%	61
<b>TOTAL</b>		<b>663</b>

## Q24 I am satisfied with the training I receive for my present job.

Answered: 662 Skipped: 22

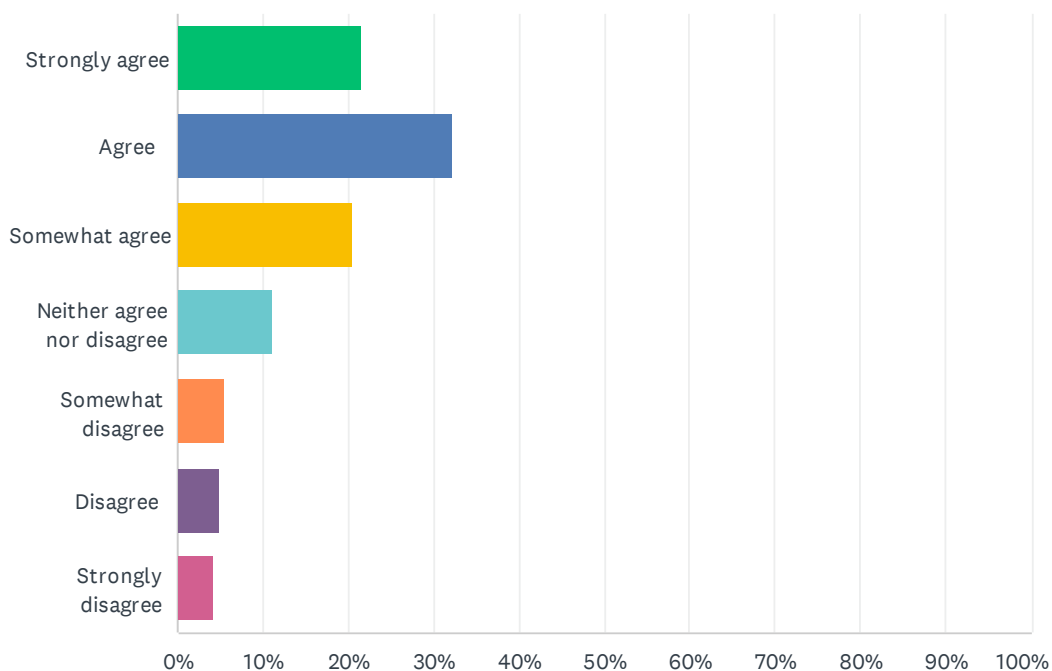


ANSWER CHOICES	RESPONSES	
Strongly agree	13.60%	90
Agree	32.93%	218
Somewhat agree	17.67%	117
Neither agree nor disagree	10.42%	69
Somewhat disagree	9.97%	66
Disagree	9.67%	64
Strongly disagree	5.74%	38
<b>TOTAL</b>		<b>662</b>



## Q25 Considering everything, I am satisfied with my job.

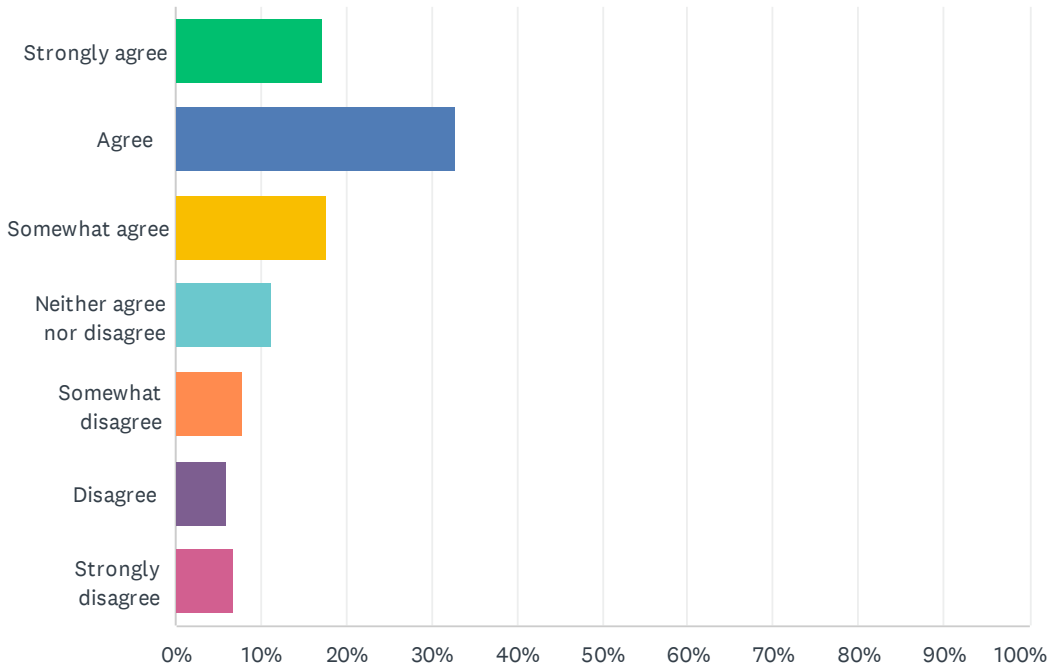
Answered: 661 Skipped: 23



ANSWER CHOICES	RESPONSES	
Strongly agree	21.48%	142
Agree	32.22%	213
Somewhat agree	20.42%	135
Neither agree nor disagree	11.04%	73
Somewhat disagree	5.60%	37
Disagree	4.99%	33
Strongly disagree	4.24%	28
<b>TOTAL</b>		<b>661</b>

## Q26 Considering everything, I am satisfied with my organization.

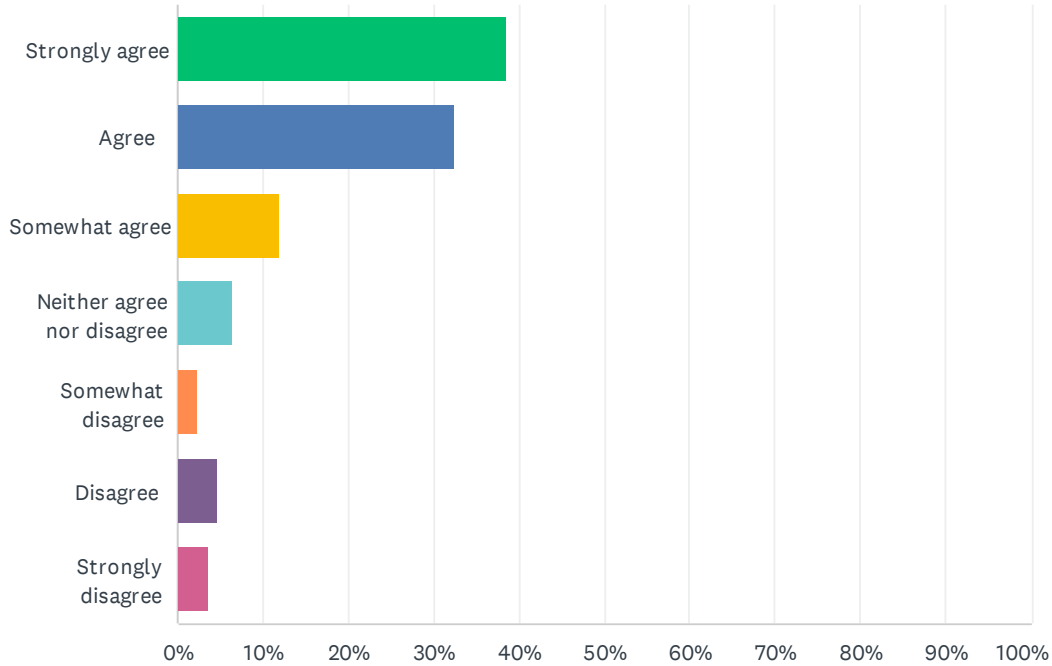
Answered: 663 Skipped: 21



ANSWER CHOICES	RESPONSES	
Strongly agree	17.19%	114
Agree	32.88%	218
Somewhat agree	17.80%	118
Neither agree nor disagree	11.31%	75
Somewhat disagree	7.99%	53
Disagree	6.03%	40
Strongly disagree	6.79%	45
<b>TOTAL</b>		<b>663</b>

## Q27 My supervisor supports my need to balance work and other life issues.

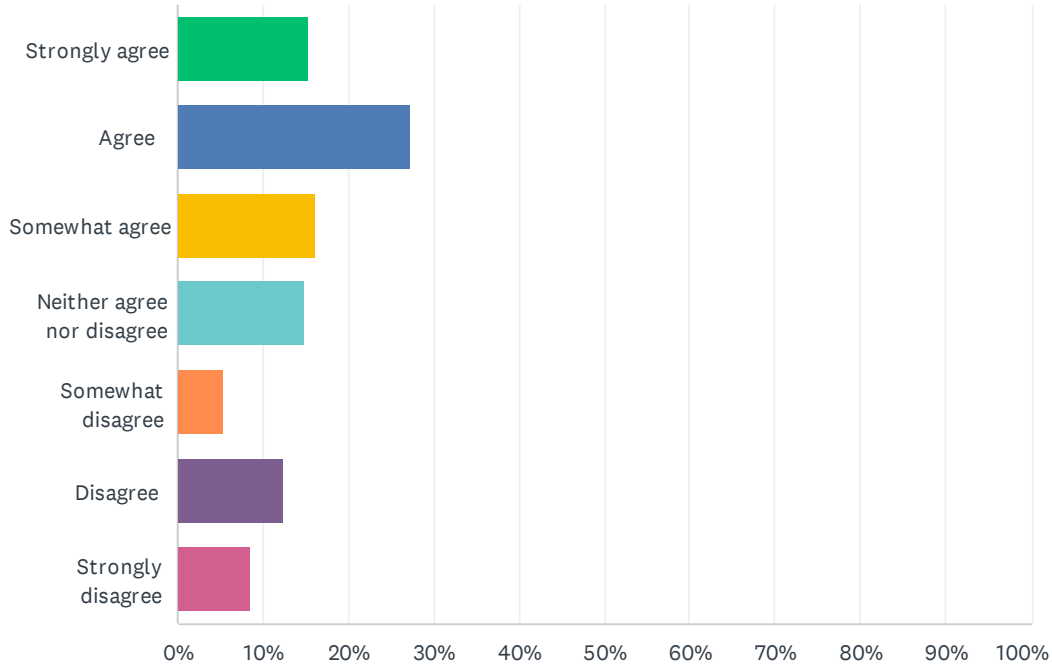
Answered: 662 Skipped: 22



ANSWER CHOICES	RESPONSES	
Strongly agree	38.52%	255
Agree	32.48%	215
Somewhat agree	11.93%	79
Neither agree nor disagree	6.50%	43
Somewhat disagree	2.27%	15
Disagree	4.68%	31
Strongly disagree	3.63%	24
<b>TOTAL</b>		<b>662</b>

## Q28 I feel informed about the Madera County Employee Assistance Program (EAP).

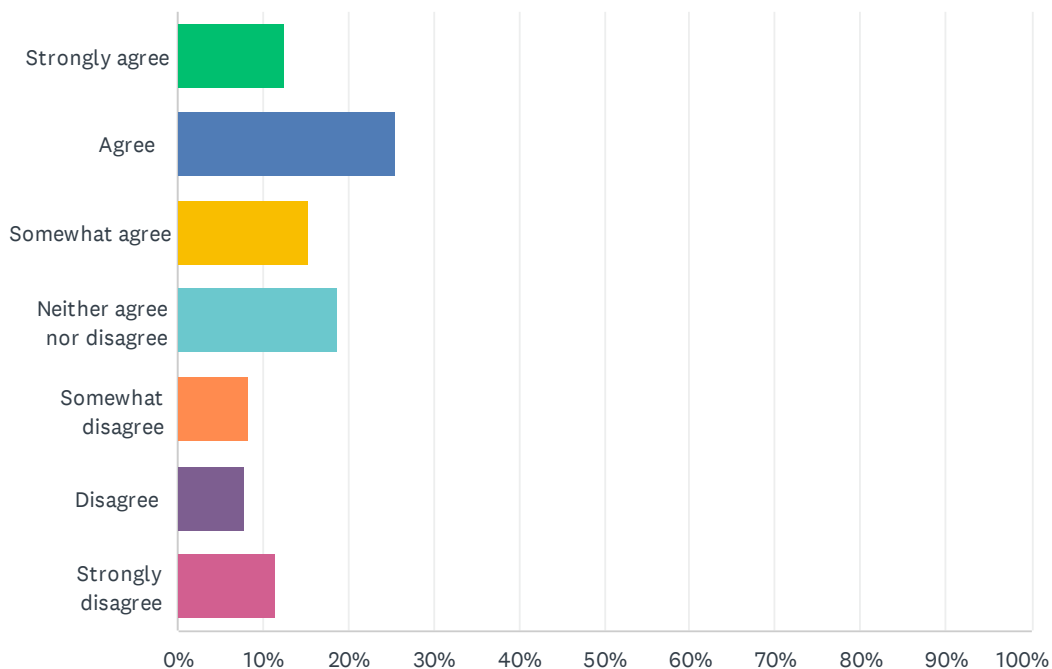
Answered: 661 Skipped: 23



ANSWER CHOICES	RESPONSES	
Strongly agree	15.28%	101
Agree	27.23%	180
Somewhat agree	16.19%	107
Neither agree nor disagree	14.98%	99
Somewhat disagree	5.30%	35
Disagree	12.41%	82
Strongly disagree	8.62%	57
<b>TOTAL</b>		<b>661</b>

## Q29 My overall health is a priority to Madera County.

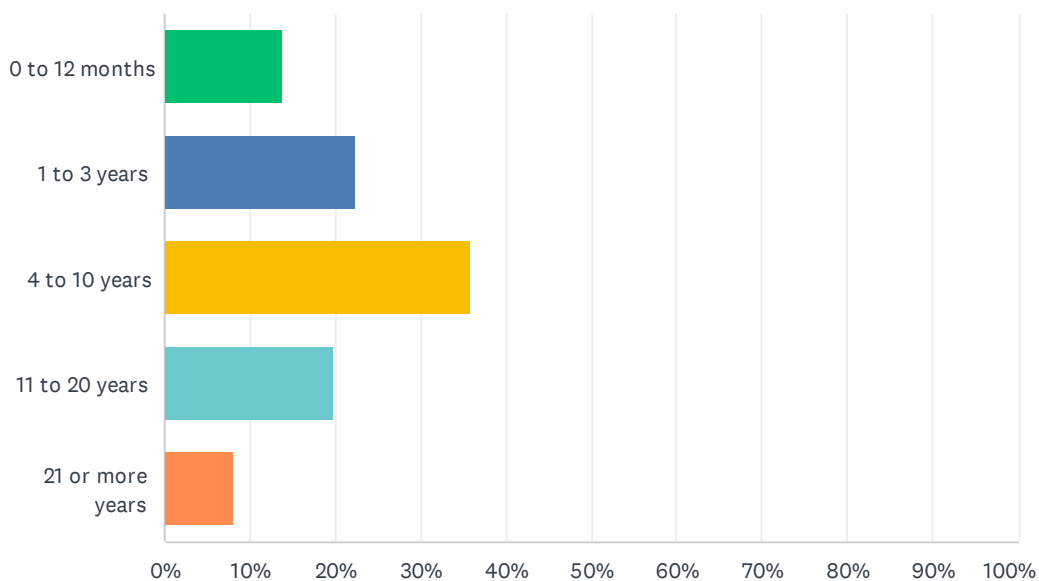
Answered: 661 Skipped: 23



ANSWER CHOICES	RESPONSES	
Strongly agree	12.56%	83
Agree	25.57%	169
Somewhat agree	15.43%	102
Neither agree nor disagree	18.76%	124
Somewhat disagree	8.32%	55
Disagree	7.87%	52
Strongly disagree	11.50%	76
TOTAL		661

### Q30 How long have you worked for Madera County?

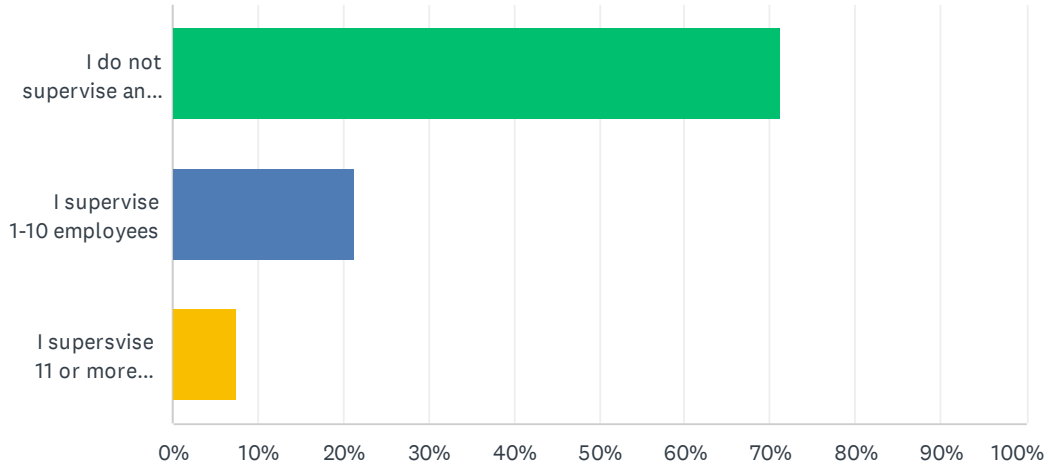
Answered: 656 Skipped: 28



ANSWER CHOICES	RESPONSES	
0 to 12 months	13.87%	91
1 to 3 years	22.41%	147
4 to 10 years	35.82%	235
11 to 20 years	19.82%	130
21 or more years	8.08%	53
<b>TOTAL</b>		<b>656</b>

### Q31 What is your supervisory status?

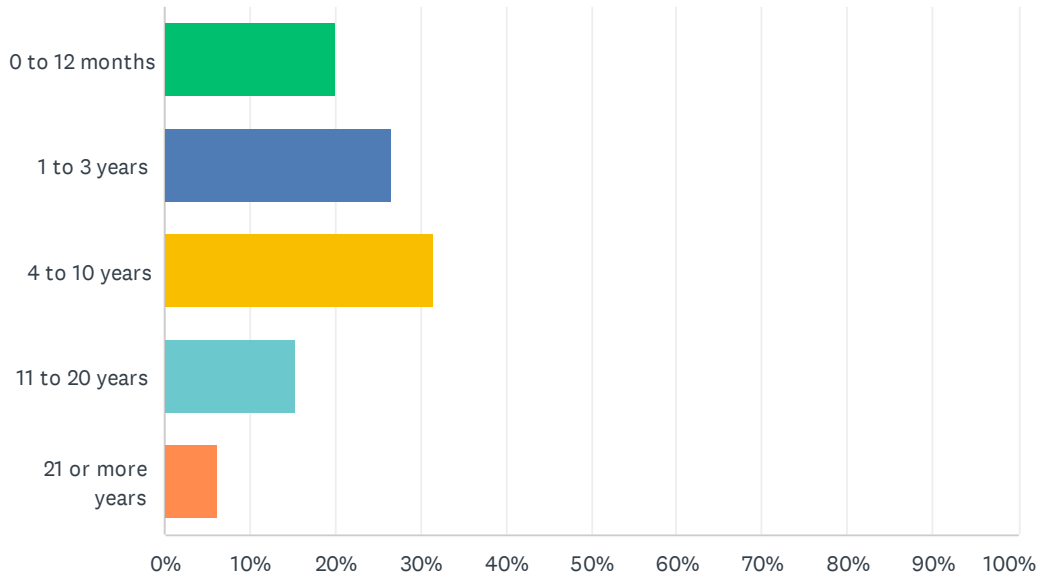
Answered: 657 Skipped: 27



ANSWER CHOICES	RESPONSES	
I do not supervise any employees	71.23%	468
I supervise 1-10 employees	21.31%	140
I supersive 11 or more employees	7.46%	49
<b>TOTAL</b>		<b>657</b>

### Q32 How long have you been with your current department?

Answered: 654 Skipped: 30

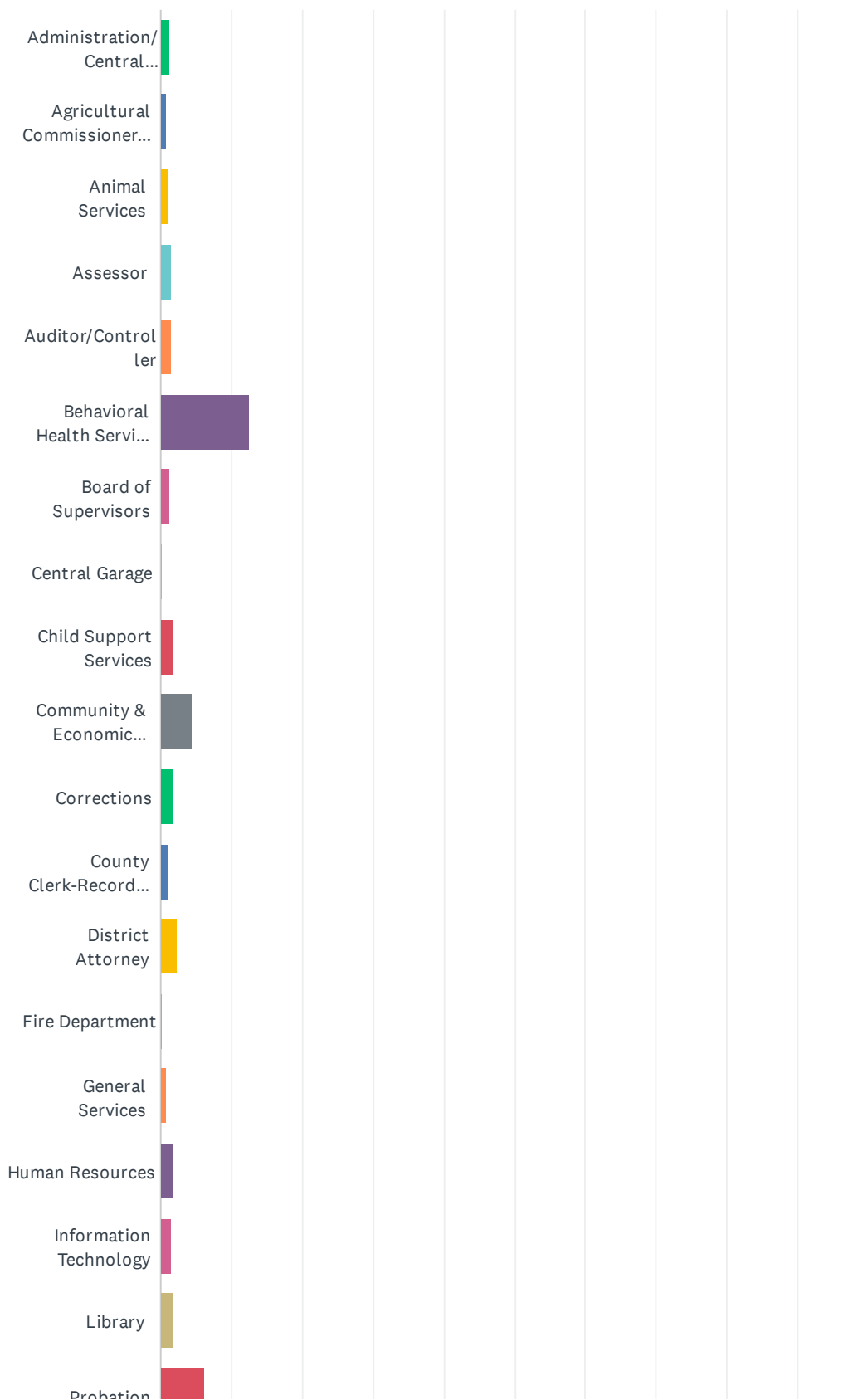


ANSWER CHOICES	RESPONSES
0 to 12 months	20.03% 131
1 to 3 years	26.61% 174
4 to 10 years	31.65% 207
11 to 20 years	15.44% 101
21 or more years	6.27% 41
<b>TOTAL</b>	<b>654</b>

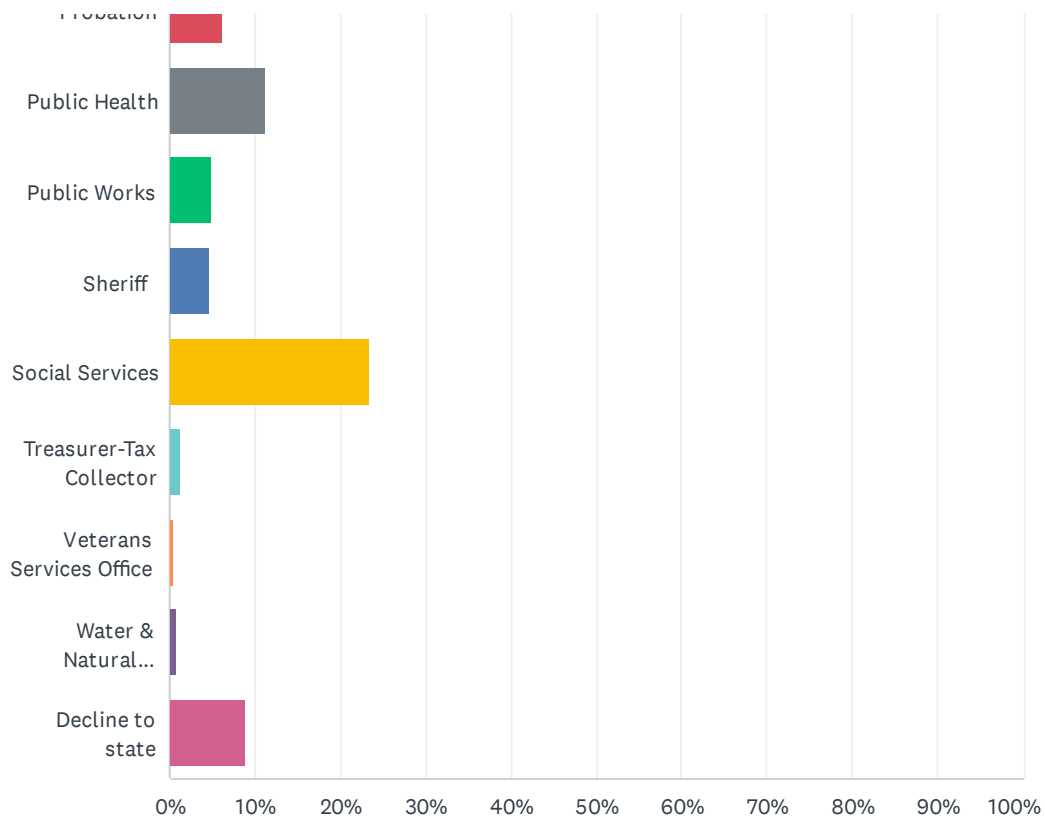


### Q33 Which Madera County department do you currently work in?

Answered: 655 Skipped: 29



# Employee Satisfaction Survey

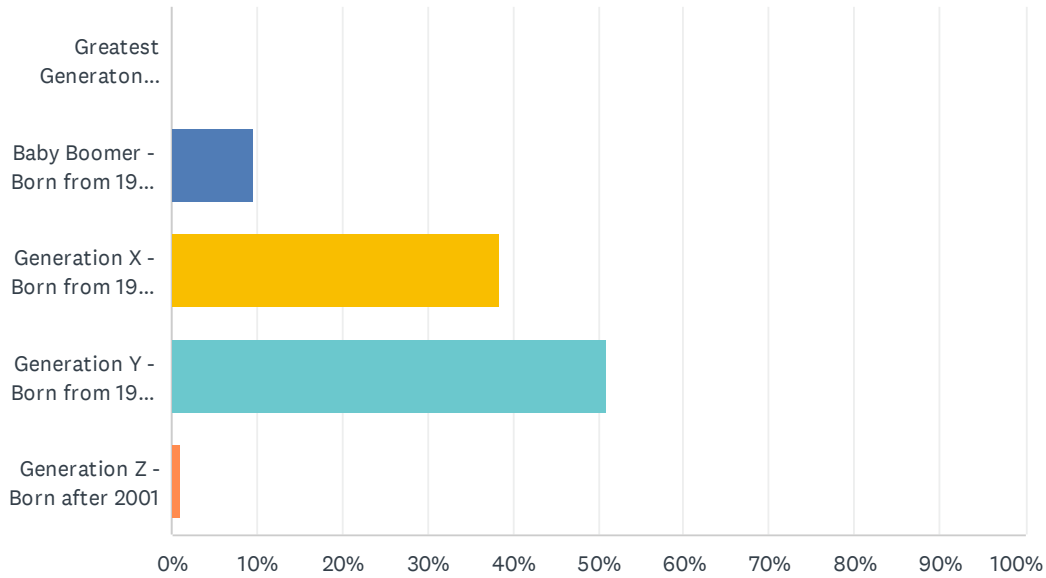


## Employee Satisfaction Survey

ANSWER CHOICES	RESPONSES	
Administration/Central Services	1.22%	8
Agricultural Commissioner/ Weights and Measures	0.92%	6
Animal Services	1.07%	7
Assessor	1.53%	10
Auditor/Controller	1.53%	10
Behavioral Health Services	12.52%	82
Board of Supervisors	1.37%	9
Central Garage	0.31%	2
Child Support Services	1.68%	11
Community & Economic Development	4.58%	30
Corrections	1.68%	11
County Clerk-Recorder-Elections	1.07%	7
District Attorney	2.44%	16
Fire Department	0.15%	1
General Services	0.76%	5
Human Resources	1.68%	11
Information Technology	1.53%	10
Library	1.98%	13
Probation	6.11%	40
Public Health	11.30%	74
Public Works	4.89%	32
Sheriff	4.73%	31
Social Services	23.36%	153
Treasurer-Tax Collector	1.22%	8
Veterans Services Office	0.46%	3
Water & Natural Resources	0.92%	6
Decline to state	9.01%	59
<b>TOTAL</b>		<b>655</b>

### Q34 Please mark which category best describes you:

Answered: 634 Skipped: 50



ANSWER CHOICES	RESPONSES	
Greatest Generation Pre-1946	0.00%	0
Baby Boomer - Born from 1946 - 1964	9.62%	61
Generation X - Born from 1965- 1980	38.33%	243
Generation Y - Born from 1981 - 2000	50.95%	323
Generation Z - Born after 2001	1.10%	7
<b>TOTAL</b>		<b>634</b>

**Q35 Please feel free to offer any additional comments or concerns you have.**

Answered: 180 Skipped: 504