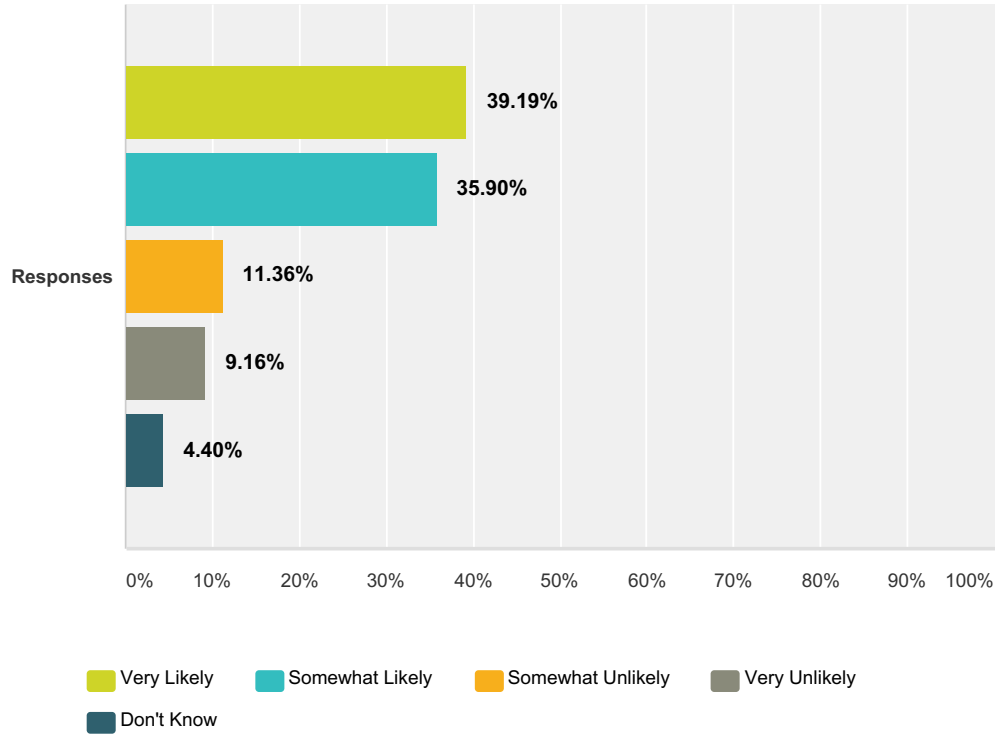


### Q1 How likely or unlikely are you to recommend working for the City of Waukesha to someone who asks?

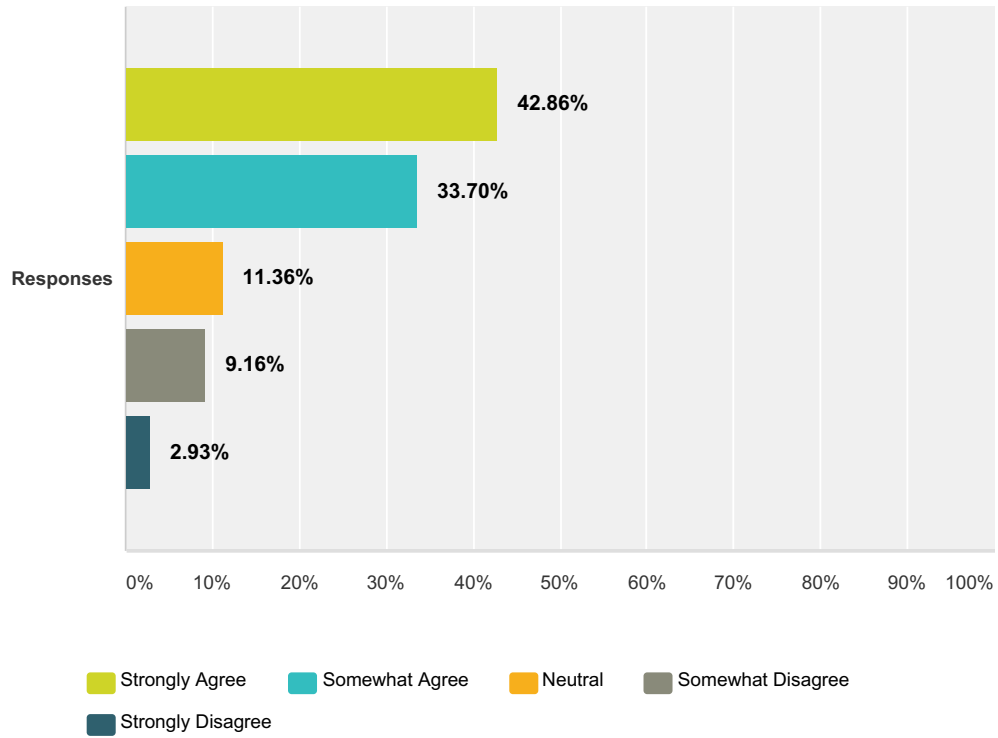
Answered: 273 Skipped: 0



	Very Likely	Somewhat Likely	Somewhat Unlikely	Very Unlikely	Don't Know	Total	Weighted Average
Responses	39.19% 107	35.90% 98	11.36% 31	9.16% 25	4.40% 12	273	2.04

## Q2 I am satisfied with my job.

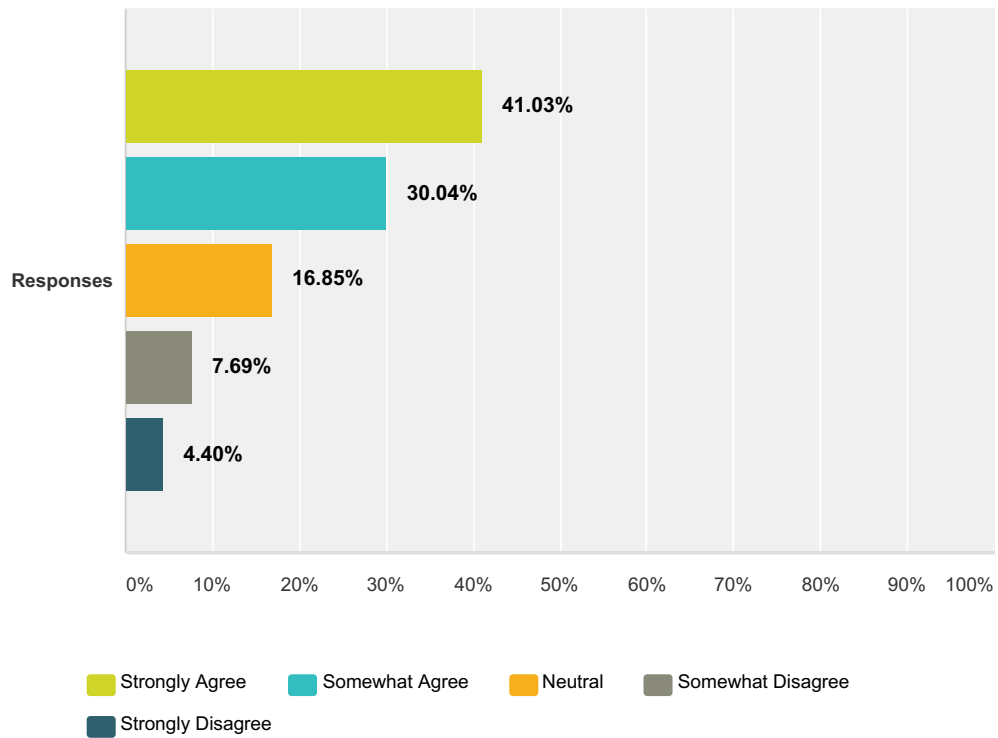
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	42.86% 117	33.70% 92	11.36% 31	9.16% 25	2.93% 8	273	1.96

### Q3 I feel positive about working for the City of Waukesha.

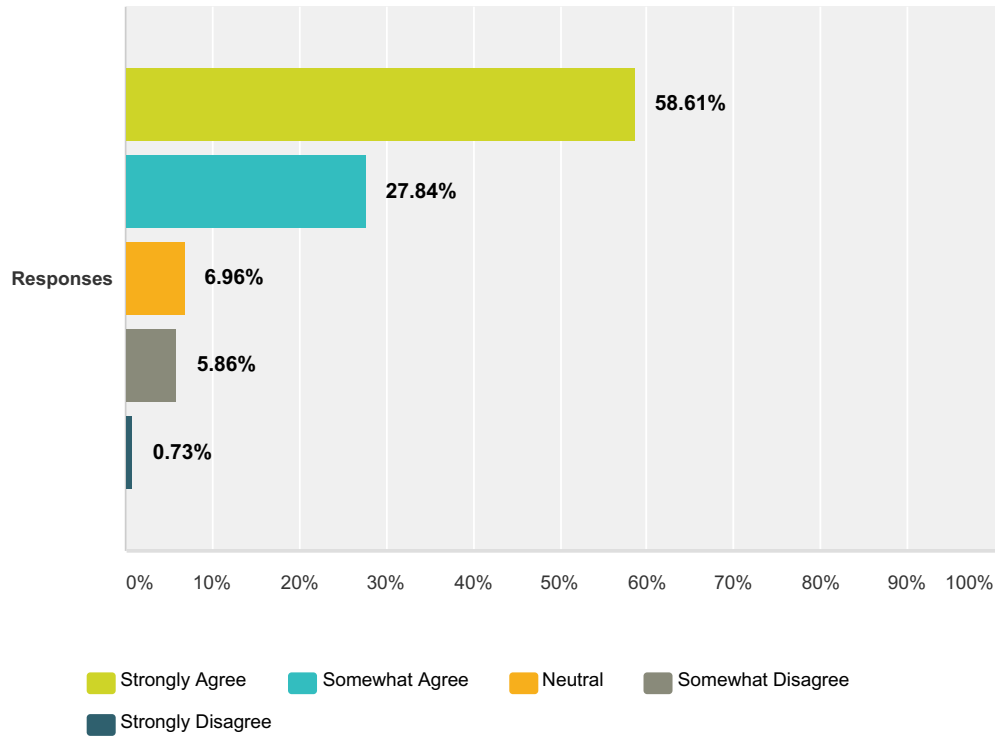
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	41.03% 112	30.04% 82	16.85% 46	7.69% 21	4.40% 12	273	2.04

### Q4 I know what is expected of me at work.

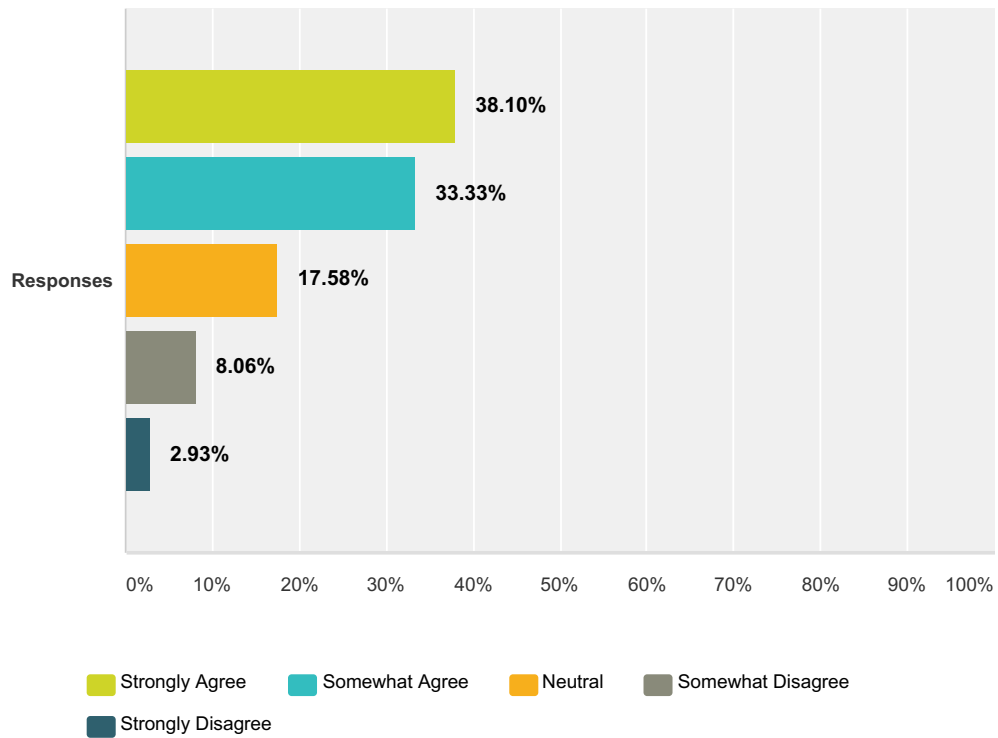
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	58.61% 160	27.84% 76	6.96% 19	5.86% 16	0.73% 2	273	1.62

### Q5 My co-workers are committed to doing quality work.

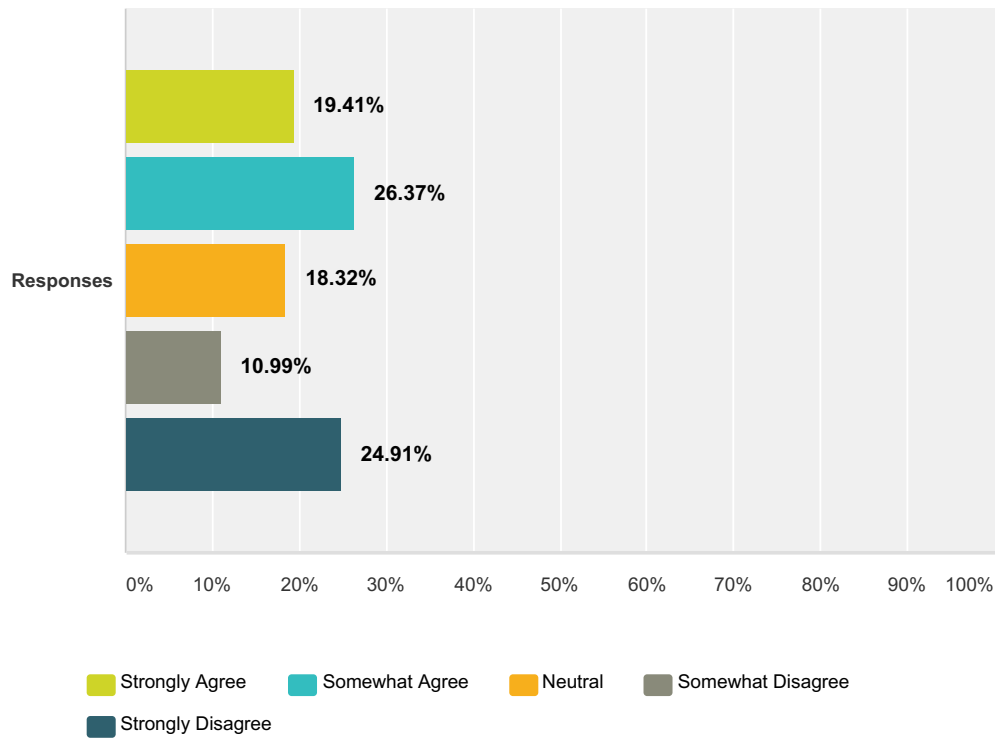
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	38.10% 104	33.33% 91	17.58% 48	8.06% 22	2.93% 8	273	2.04

**Q6 I have received recognition or praise for doing good work in the last two weeks.**

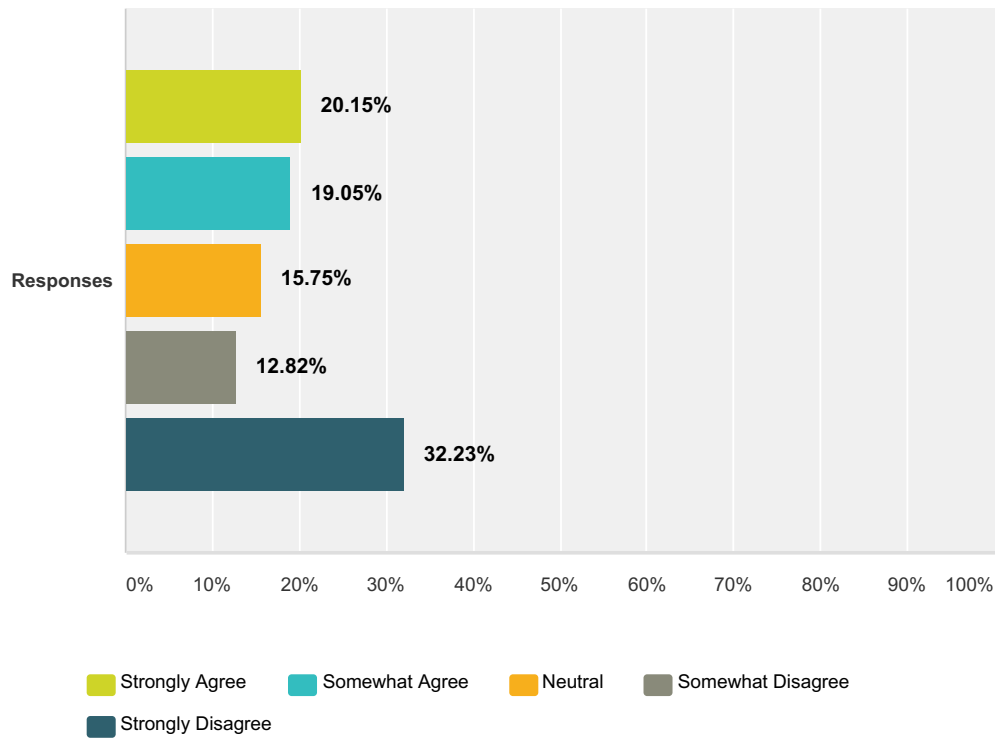
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	19.41% 53	26.37% 72	18.32% 50	10.99% 30	24.91% 68	273	2.96

**Q7 In the last six months, someone at work has talked to me about my progress.**

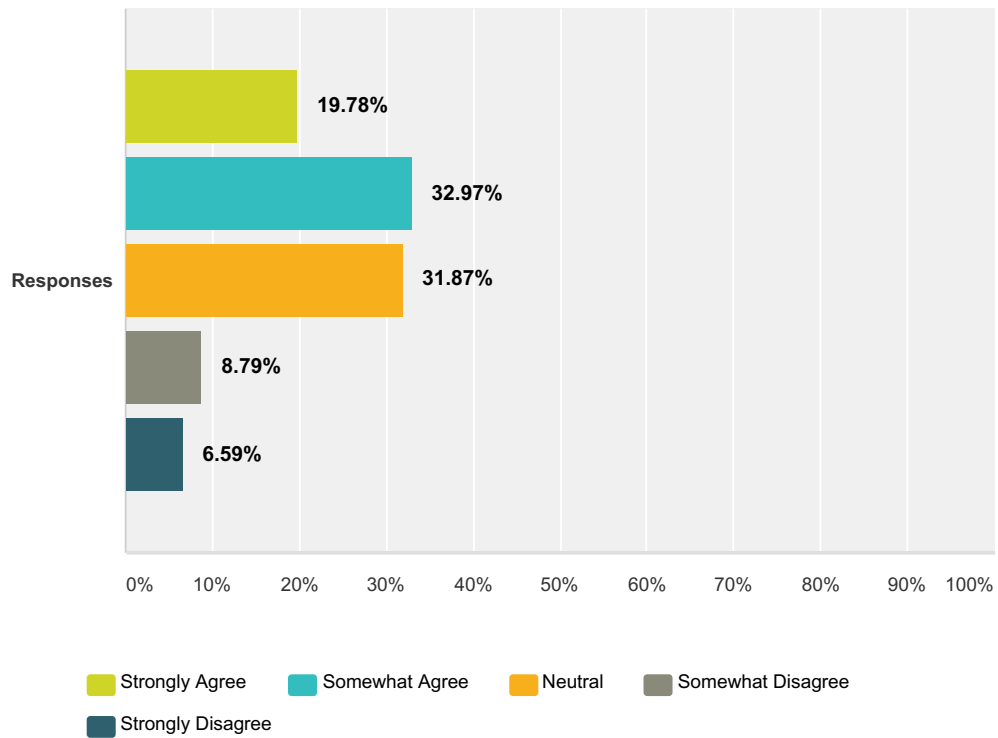
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	20.15% 55	19.05% 52	15.75% 43	12.82% 35	32.23% 88	273	3.18

**Q8 I want to discuss my job performance with my supervisor on a regular basis.**

Answered: 273 Skipped: 0

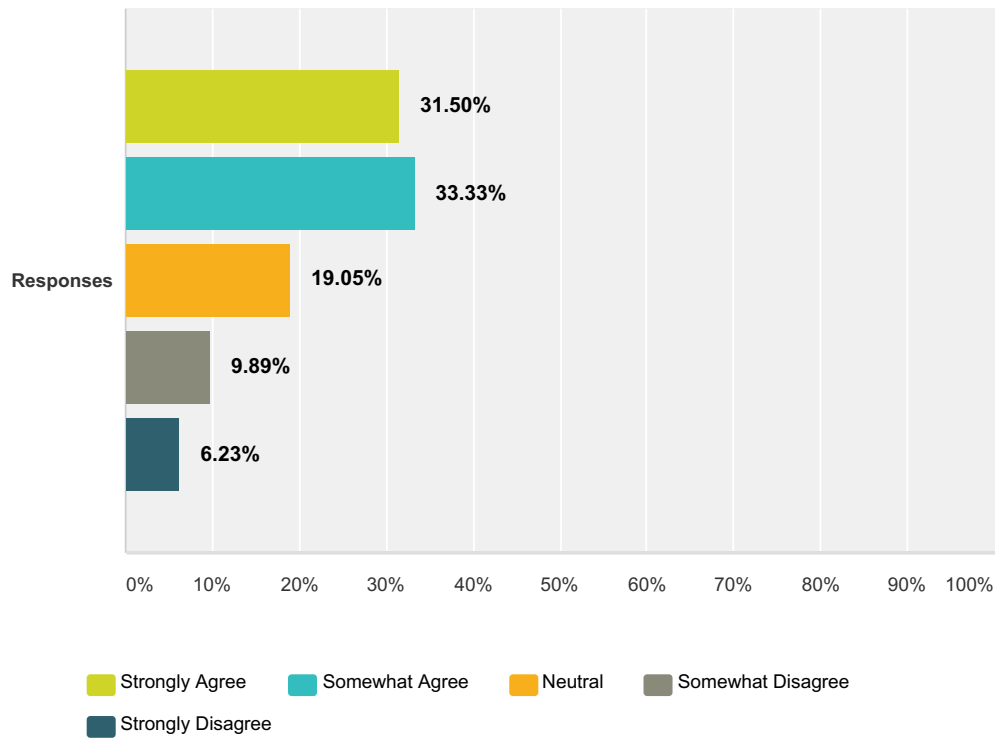


	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	19.78% 54	32.97% 90	31.87% 87	8.79% 24	6.59% 18	273	2.49



**Q9 I have a clear set of goals and objectives that I should accomplish during the year.**

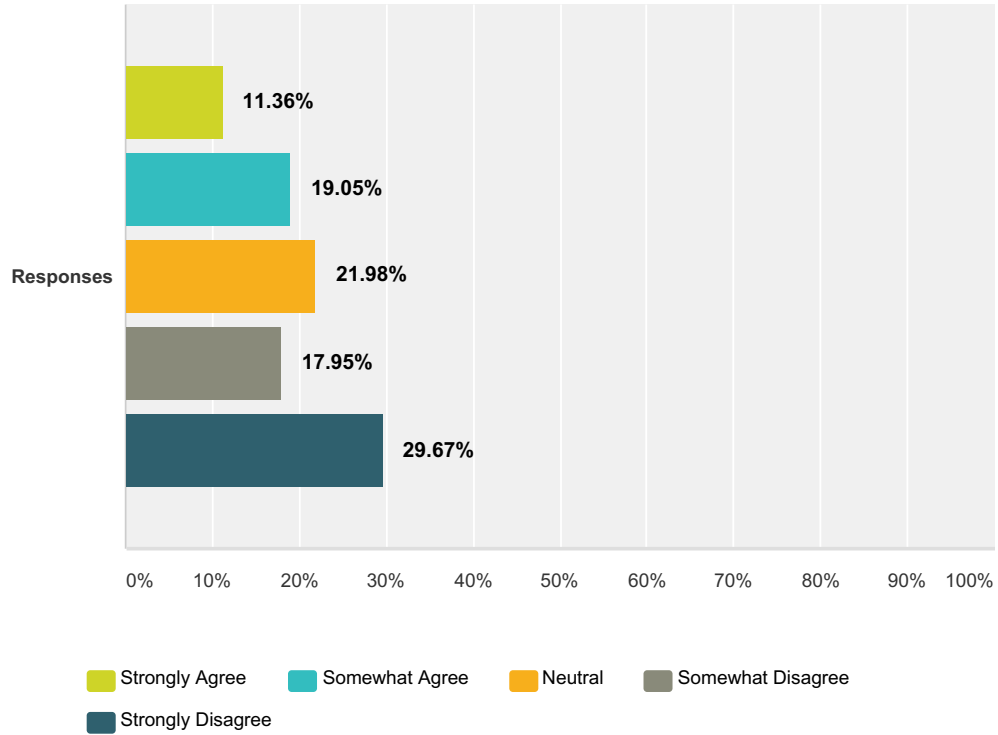
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	31.50% 86	33.33% 91	19.05% 52	9.89% 27	6.23% 17	273	2.26

**Q10 In my department, there is consistency in how employees are evaluated on job performance.**

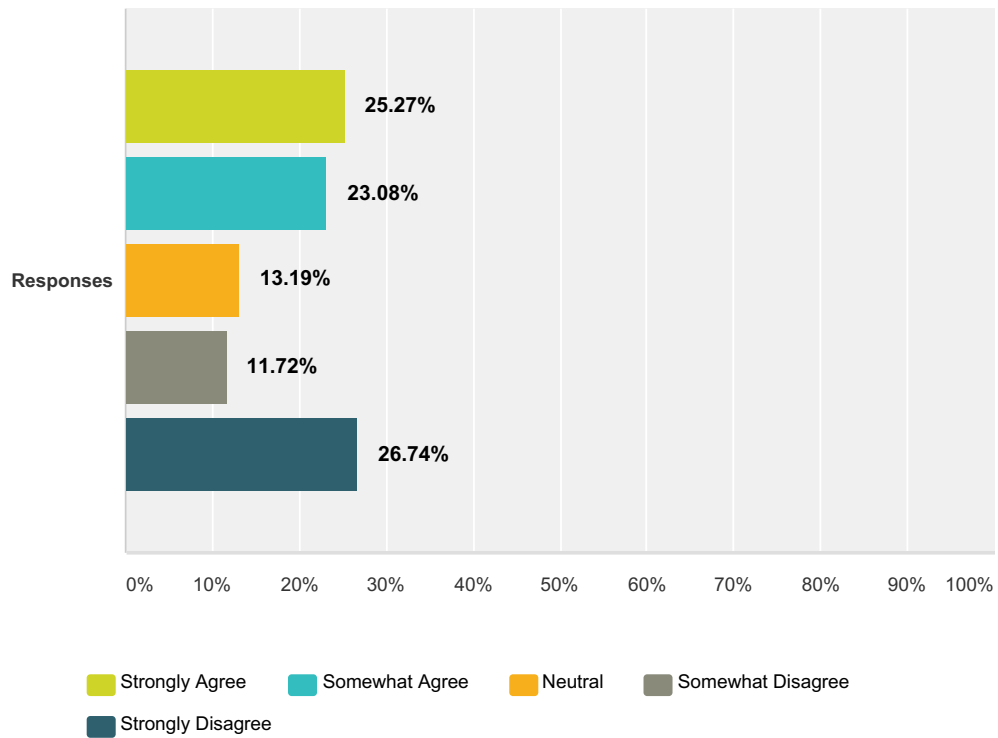
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	11.36% 31	19.05% 52	21.98% 60	17.95% 49	29.67% 81	273	3.36

### Q11 My supervisor has talked to me about my job performance in the last six months.

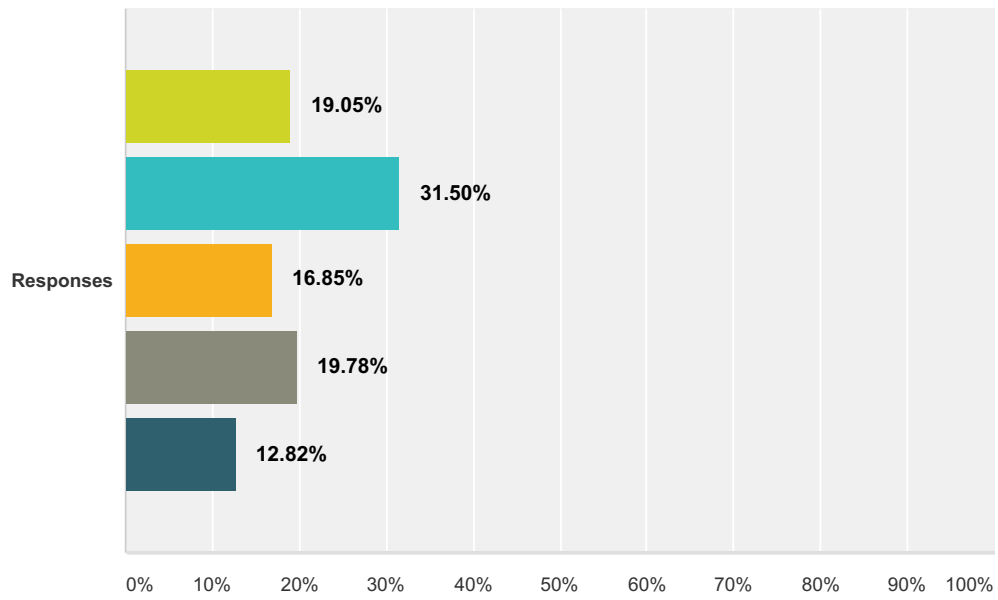
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	25.27% 69	23.08% 63	13.19% 36	11.72% 32	26.74% 73	273	2.92

### Q12 I believe that I am compensated fairly for the work that I do.

Answered: 273 Skipped: 0

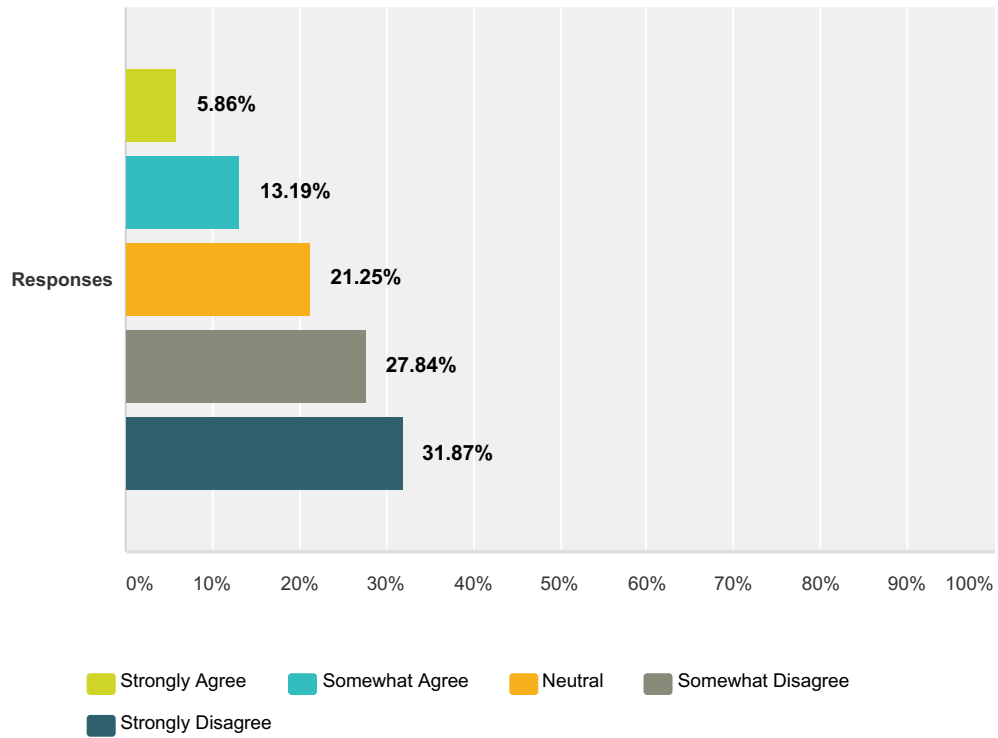


■ Strongly Agree   
 ■ Somewhat Agree   
 ■ Neutral   
 ■ Somewhat Disagree  
■ Strongly Disagree

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	19.05% 52	31.50% 86	16.85% 46	19.78% 54	12.82% 35	273	2.76

**Q13 All employees should be given the same increase in compensation every year regardless of job performance.**

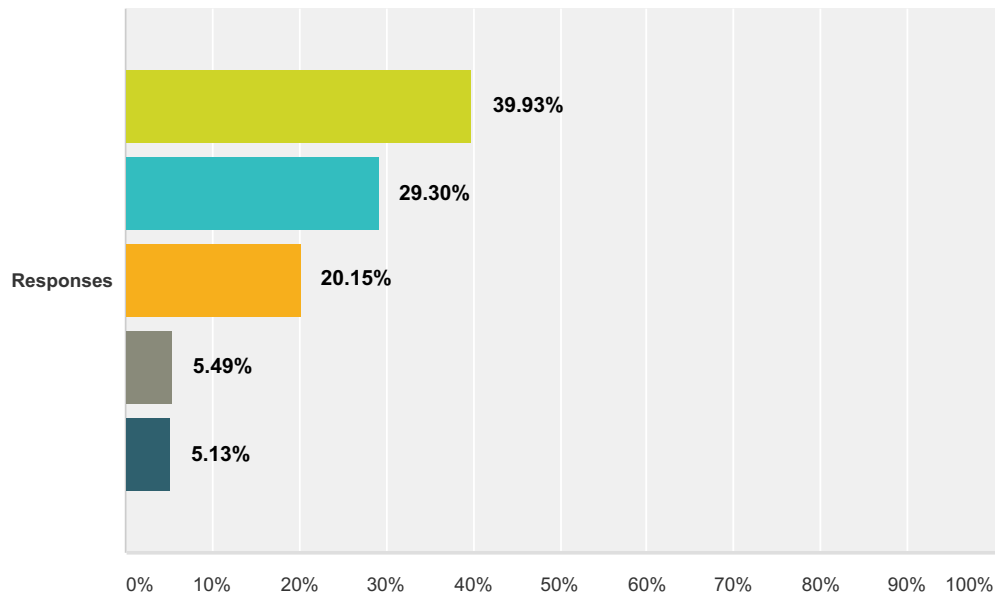
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	5.86% 16	13.19% 36	21.25% 58	27.84% 76	31.87% 87	273	3.67

### Q14 Employees who do a good job should be awarded with additional compensation.

Answered: 273 Skipped: 0

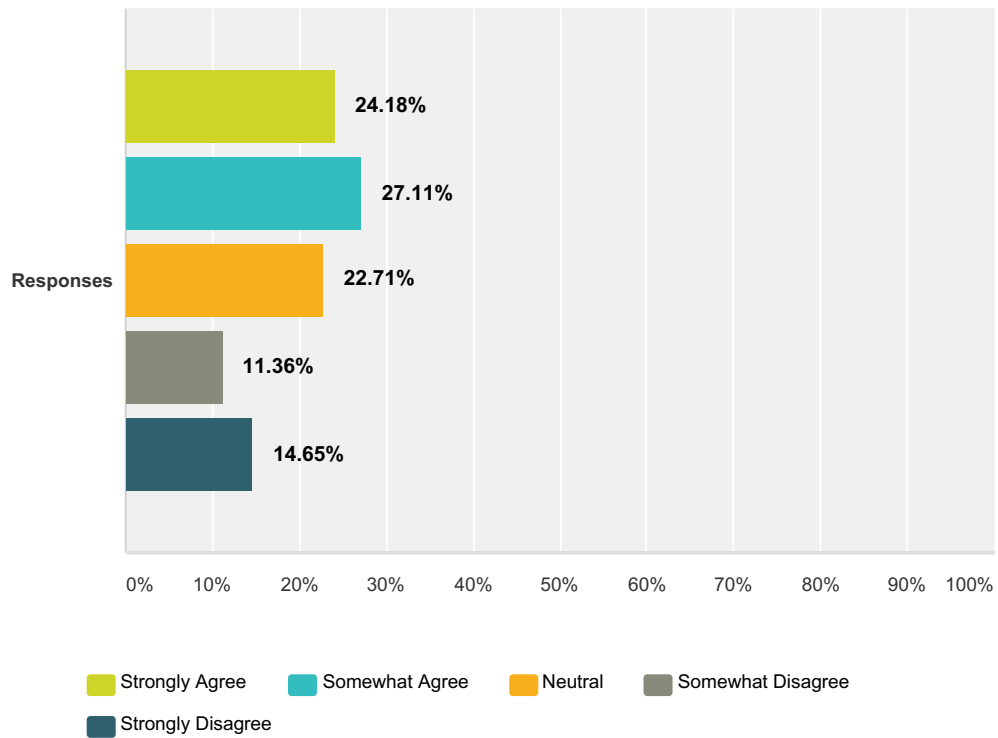


■ Strongly Agree   
 ■ Somewhat Agree   
 ■ Neutral   
 ■ Somewhat Disagree  
■ Strongly Disagree

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	39.93% 109	29.30% 80	20.15% 55	5.49% 15	5.13% 14	273	2.07

### Q15 I understand what it takes to get promoted.

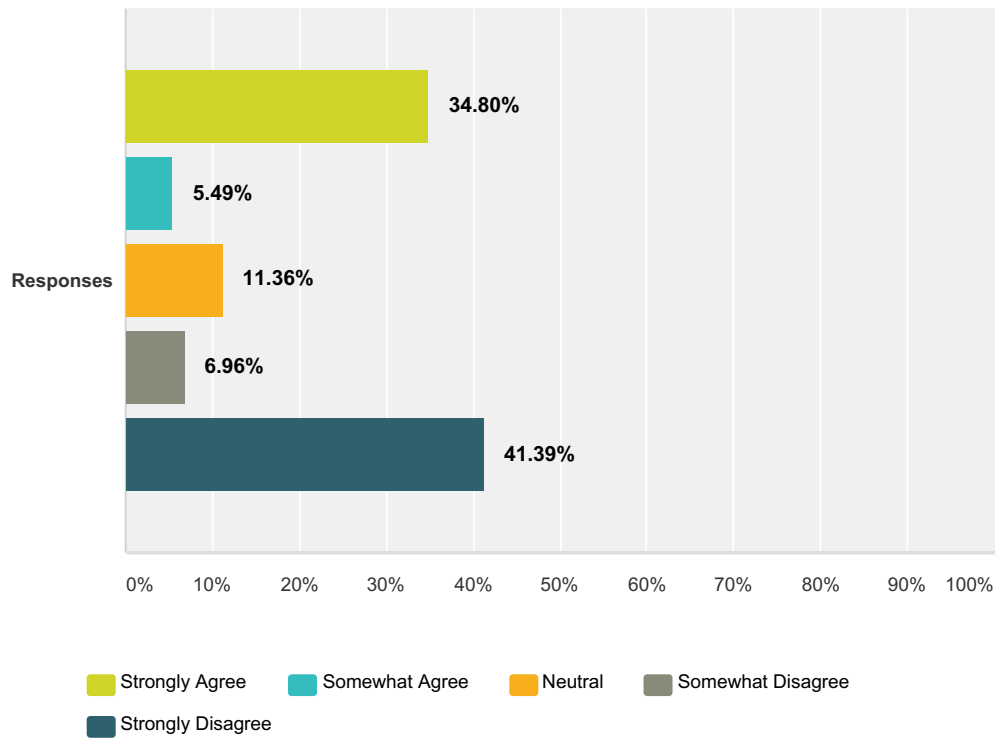
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	24.18% 66	27.11% 74	22.71% 62	11.36% 31	14.65% 40	273	2.65

### Q16 I have received a formal performance evaluation in the past year.

Answered: 273 Skipped: 0

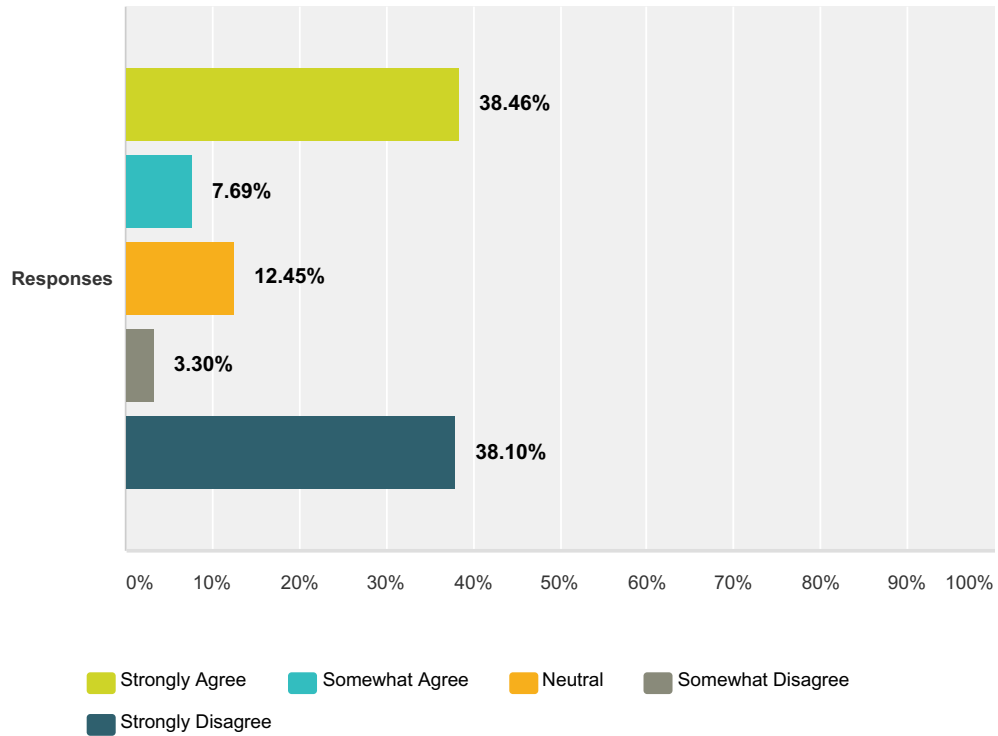


	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	34.80% 95	5.49% 15	11.36% 31	6.96% 19	41.39% 113	273	3.15



**Q17 I have received a formal performance evaluation in the past three years.**

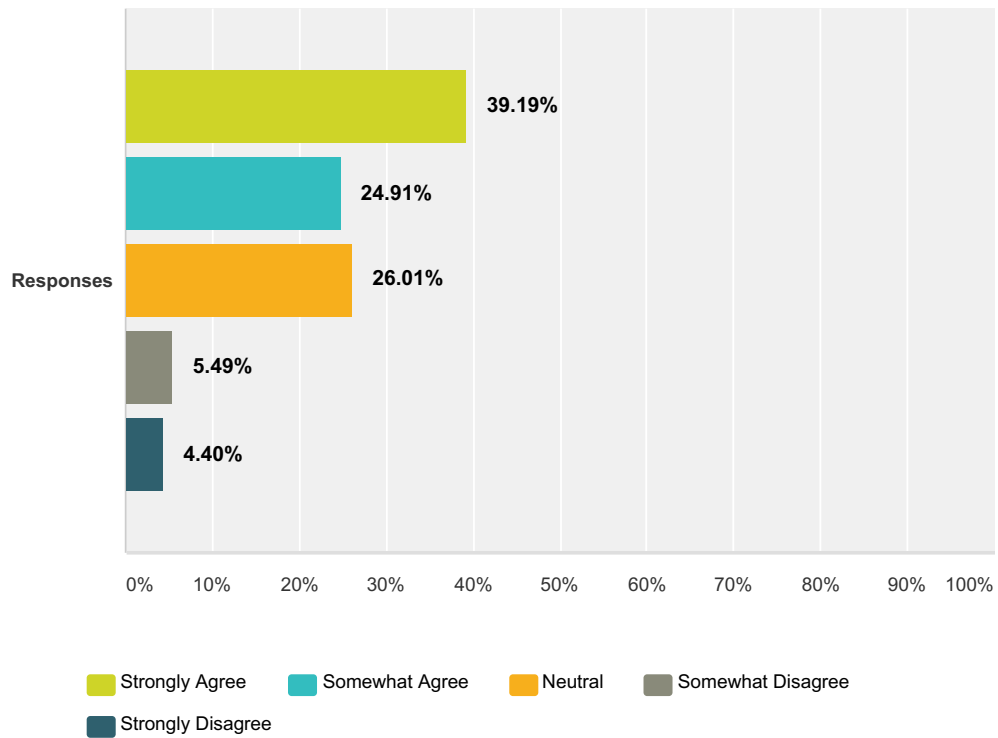
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	38.46% 105	7.69% 21	12.45% 34	3.30% 9	38.10% 104	273	2.95

### Q18 I want a formal annual performance evaluation from my supervisor.

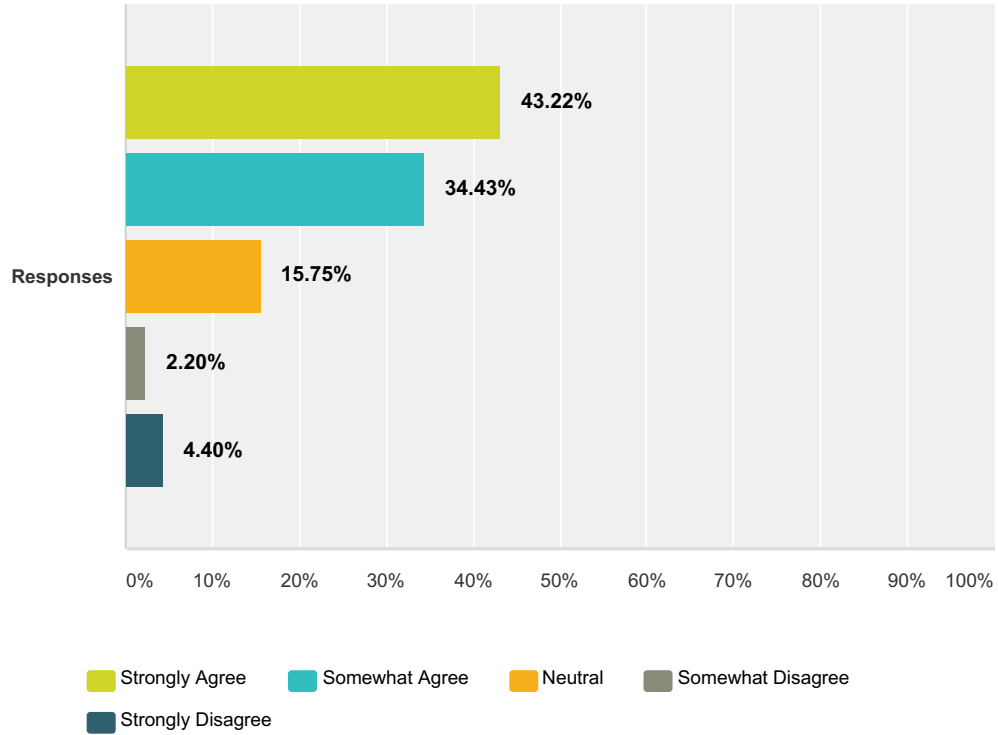
Answered: 273 Skipped: 0



	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	39.19% 107	24.91% 68	26.01% 71	5.49% 15	4.40% 12	273	2.11

### Q19 I would like to know what my supervisor thinks of my performance throughout the year.

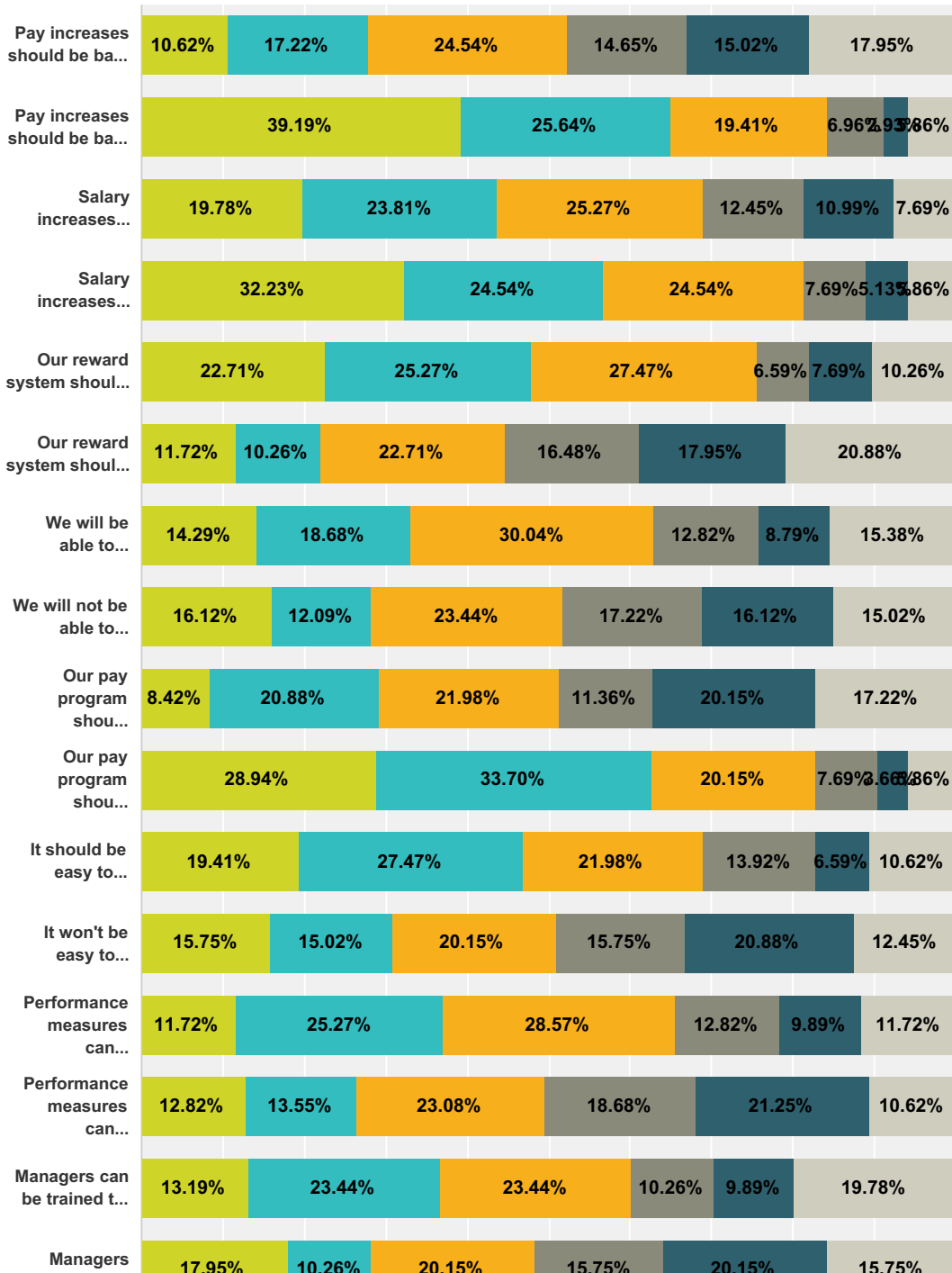
Answered: 273 Skipped: 0



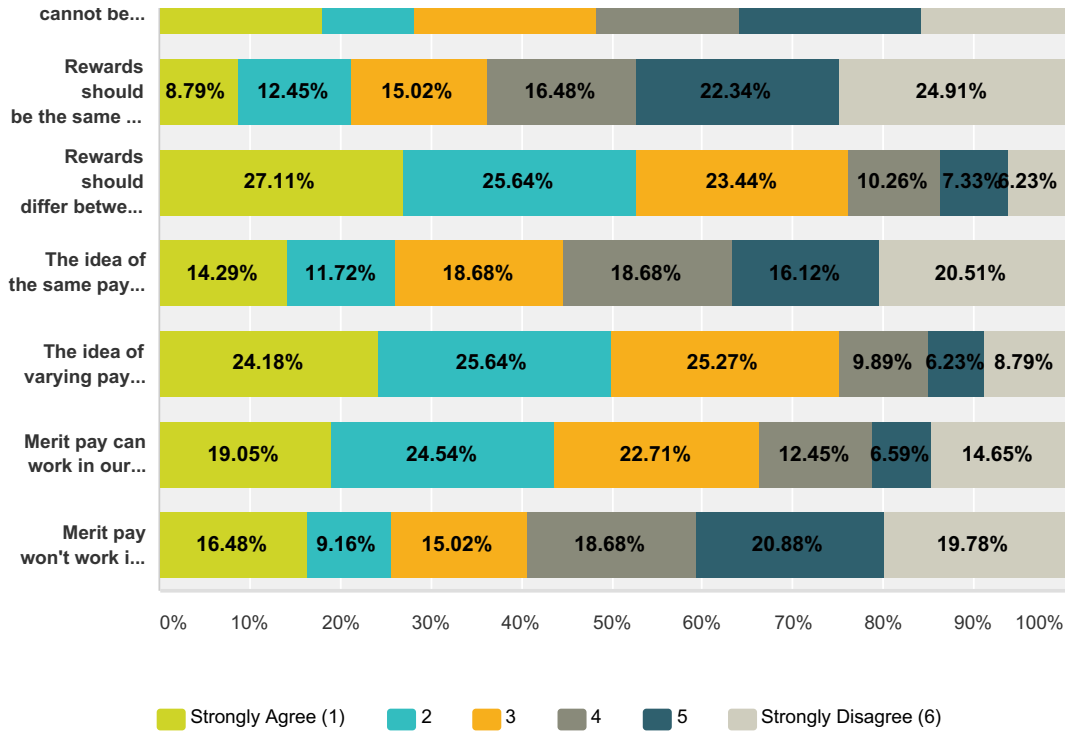
	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
Responses	43.22% 118	34.43% 94	15.75% 43	2.20% 6	4.40% 12	273	1.90

**Q20 Please read each statement and select the rating that that best reflects your opinion. A rating of 1 indicates that you strongly agree with the statement. A rating of 6 indicates that you strongly disagree with the statement. Please read each question carefully, as some questions contain slight differences.**

Answered: 273 Skipped: 0



## City of Waukesha Performance Evaluation and Culture Survey



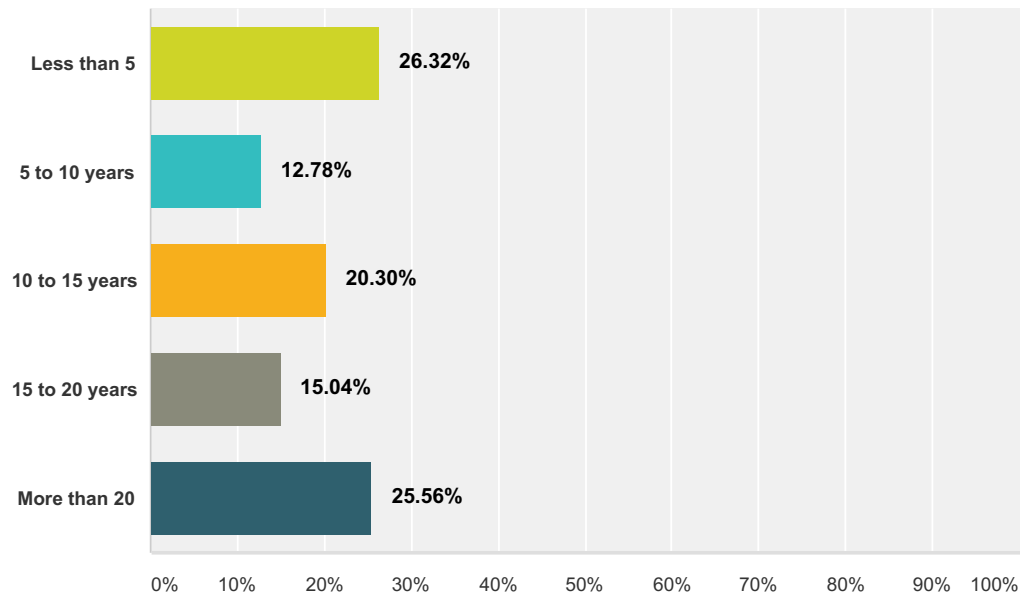
	Strongly Agree (1)	2	3	4	5	Strongly Disagree (6)	Total	Weighted Average
Pay increases should be based on longevity	10.62% 29	17.22% 47	24.54% 67	14.65% 40	15.02% 41	17.95% 49	273	3.60
Pay increases should be based on performance	39.19% 107	25.64% 70	19.41% 53	6.96% 19	2.93% 8	5.86% 16	273	2.26
Salary increases should be awarded across the board (assuming satisfactory performance)	19.78% 54	23.81% 65	25.27% 69	12.45% 34	10.99% 30	7.69% 21	273	2.94
Salary increases should vary in accordance with individual performance	32.23% 88	24.54% 67	24.54% 67	7.69% 21	5.13% 14	5.86% 16	273	2.47
Our reward system should provide variable pay	22.71% 62	25.27% 69	27.47% 75	6.59% 18	7.69% 21	10.26% 28	273	2.82
Our reward system should not provide variable pay	11.72% 32	10.26% 28	22.71% 62	16.48% 45	17.95% 49	20.88% 57	273	3.81
We will be able to effectively measure differences in performance if a structured system is established	14.29% 39	18.68% 51	30.04% 82	12.82% 35	8.79% 24	15.38% 42	273	3.29
We will not be able to effectively measure differences in performance regardless of the system that is established	16.12% 44	12.09% 33	23.44% 64	17.22% 47	16.12% 44	15.02% 41	273	3.50
Our pay program should be based on "time in job"	8.42% 23	20.88% 57	21.98% 60	11.36% 31	20.15% 55	17.22% 47	273	3.66
Our pay program should be based on performance	28.94% 79	33.70% 92	20.15% 55	7.69% 21	3.66% 10	5.86% 16	273	2.41
It should be easy to differentiate performance among employees if appropriate standards are established	19.41% 53	27.47% 75	21.98% 60	13.92% 38	6.59% 18	10.62% 29	273	2.93
It won't be easy to differentiate performance regardless of how standards are set	15.75% 43	15.02% 41	20.15% 55	15.75% 43	20.88% 57	12.45% 34	273	3.48
Performance measures can be set objectively	11.72% 32	25.27% 69	28.57% 78	12.82% 35	9.89% 27	11.72% 32	273	3.19

## City of Waukesha Performance Evaluation and Culture Survey

Performance measures cannot be set objectively	<b>12.82%</b> 35	<b>13.55%</b> 37	<b>23.08%</b> 63	<b>18.68%</b> 51	<b>21.25%</b> 58	<b>10.62%</b> 29	273	3.54
Managers can be trained to make appropriate pay decisions on an individual's performance	<b>13.19%</b> 36	<b>23.44%</b> 64	<b>23.44%</b> 64	<b>10.26%</b> 28	<b>9.89%</b> 27	<b>19.78%</b> 54	273	3.40
Managers cannot be trained to make appropriate pay decisions based on an individual's performance	<b>17.95%</b> 49	<b>10.26%</b> 28	<b>20.15%</b> 55	<b>15.75%</b> 43	<b>20.15%</b> 55	<b>15.75%</b> 43	273	3.57
Rewards should be the same for all employees	<b>8.79%</b> 24	<b>12.45%</b> 34	<b>15.02%</b> 41	<b>16.48%</b> 45	<b>22.34%</b> 61	<b>24.91%</b> 68	273	4.06
Rewards should differ between employees based on differences in their performance	<b>27.11%</b> 74	<b>25.64%</b> 70	<b>23.44%</b> 64	<b>10.26%</b> 28	<b>7.33%</b> 20	<b>6.23%</b> 17	273	2.64
The idea of the same pay increase going to all employees seems fair to me	<b>14.29%</b> 39	<b>11.72%</b> 32	<b>18.68%</b> 51	<b>18.68%</b> 51	<b>16.12%</b> 44	<b>20.51%</b> 56	273	3.72
The idea of varying pay increases based on performance seems fair to me	<b>24.18%</b> 66	<b>25.64%</b> 70	<b>25.27%</b> 69	<b>9.89%</b> 27	<b>6.23%</b> 17	<b>8.79%</b> 24	273	2.75
Merit pay can work in our environment with proper training	<b>19.05%</b> 52	<b>24.54%</b> 67	<b>22.71%</b> 62	<b>12.45%</b> 34	<b>6.59%</b> 18	<b>14.65%</b> 40	273	3.07
Merit pay won't work in our environment	<b>16.48%</b> 45	<b>9.16%</b> 25	<b>15.02%</b> 41	<b>18.68%</b> 51	<b>20.88%</b> 57	<b>19.78%</b> 54	273	3.78

### Q21 Please select your years of service with the City of Waukesha

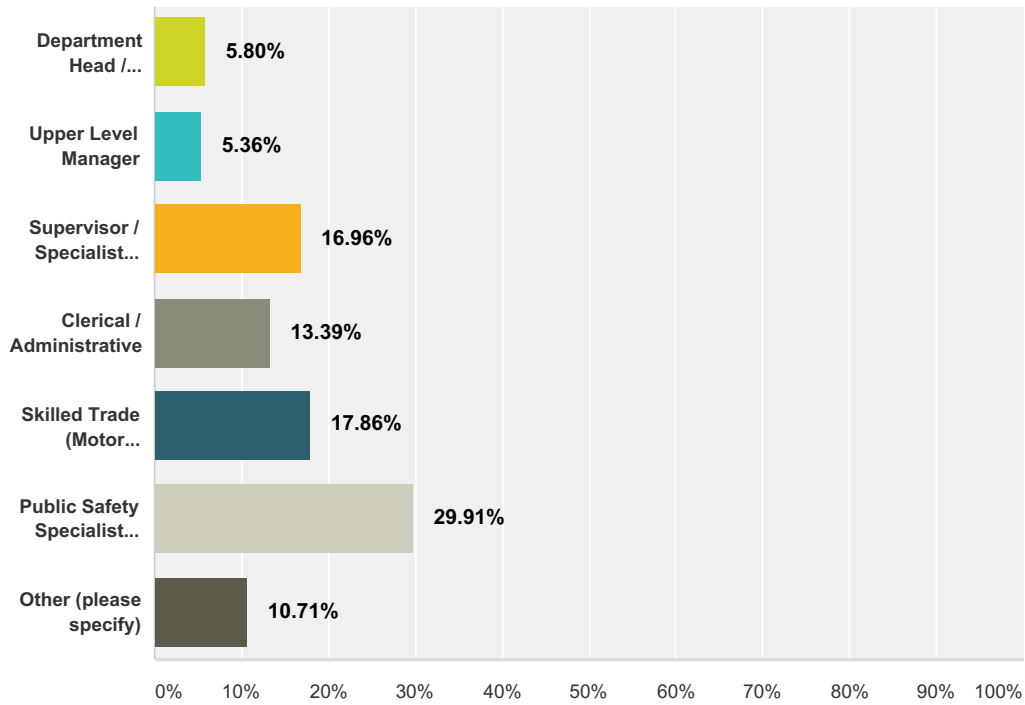
Answered: 266 Skipped: 7



Answer Choices	Responses	Count
Less than 5	26.32%	70
5 to 10 years	12.78%	34
10 to 15 years	20.30%	54
15 to 20 years	15.04%	40
More than 20	25.56%	68
<b>Total</b>		<b>266</b>

### Q22 Select the job category that best describes your position (Optional)

Answered: 224 Skipped: 49



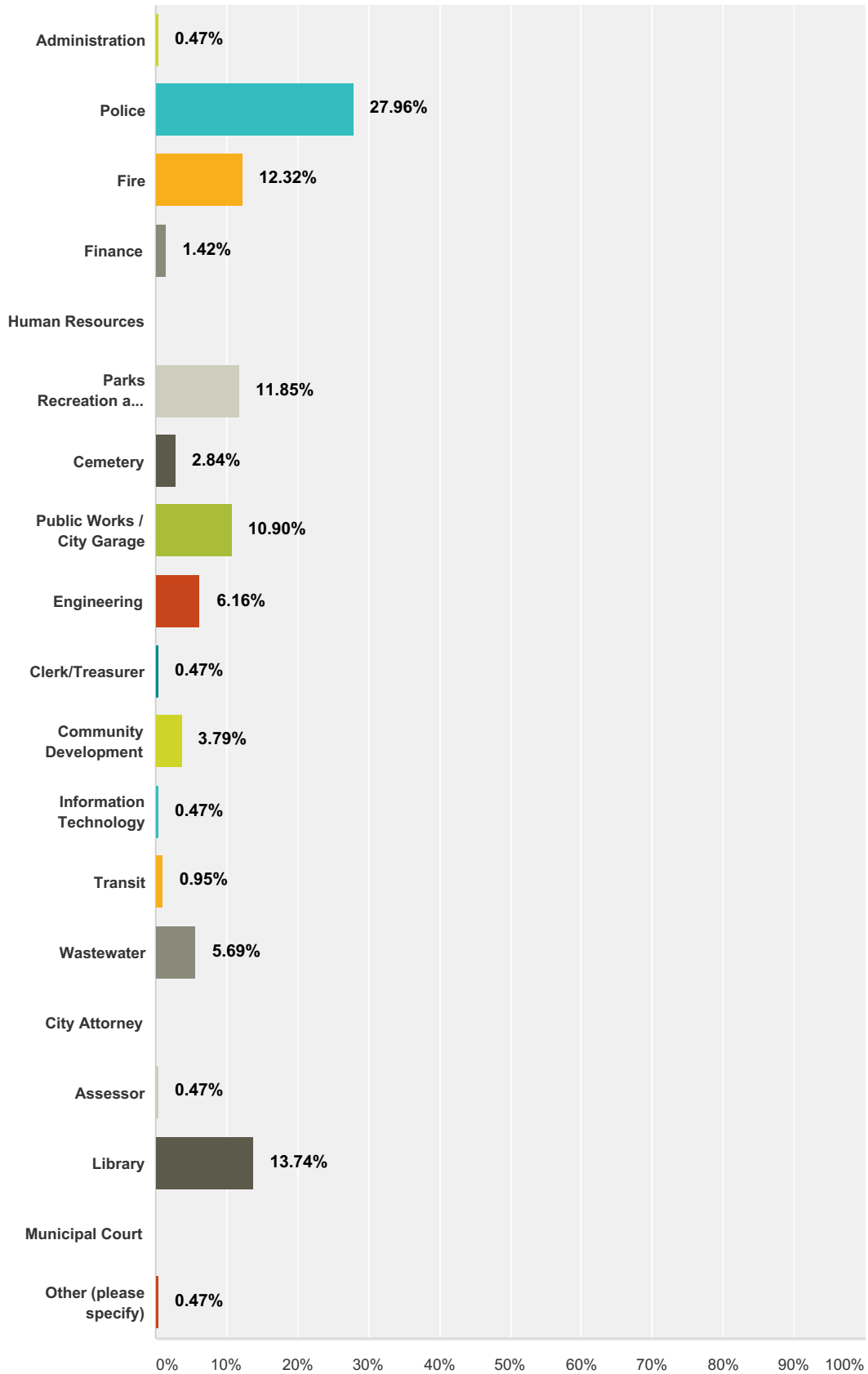
Answer Choices	Responses
Department Head / Assistant Department Head	5.80% 13
Upper Level Manager	5.36% 12
Supervisor / Specialist (Engineer, Code Enforcement Officer, Event Specialist)	16.96% 38
Clerical / Administrative	13.39% 30
Skilled Trade (Motor Operator, Parks Crew, Mechanic)	17.86% 40
Public Safety Specialist (Police Officer, Firefighter, Paramedic)	29.91% 67
Other (please specify)	10.71% 24
<b>Total</b>	<b>224</b>



**Q23 Select your Department (Optional)**

Answered: 211 Skipped: 62

## City of Waukesha Performance Evaluation and Culture Survey



Answer Choices	Responses
Administration	0.47% 1

## City of Waukesha Performance Evaluation and Culture Survey

Police	27.96%	59
Fire	12.32%	26
Finance	1.42%	3
Human Resources	0.00%	0
Parks Recreation and Forestry	11.85%	25
Cemetery	2.84%	6
Public Works / City Garage	10.90%	23
Engineering	6.16%	13
Clerk/Treasurer	0.47%	1
Community Development	3.79%	8
Information Technology	0.47%	1
Transit	0.95%	2
Wastewater	5.69%	12
City Attorney	0.00%	0
Assessor	0.47%	1
Library	13.74%	29
Municipal Court	0.00%	0
Other (please specify)	0.47%	1
<b>Total</b>		<b>211</b>

**Q24 As the team developing the new performance evaluation system goes forward, what additional information do you want us to know or consider?**

Answered: 100 Skipped: 173