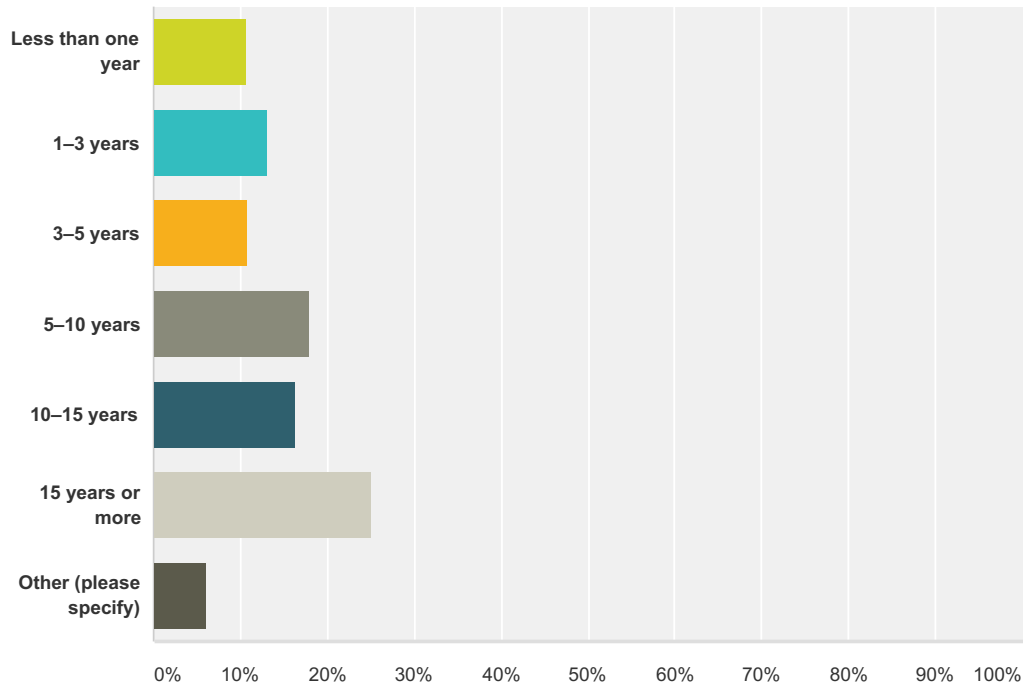


Q1 How long have you worked for the City of Roswell?

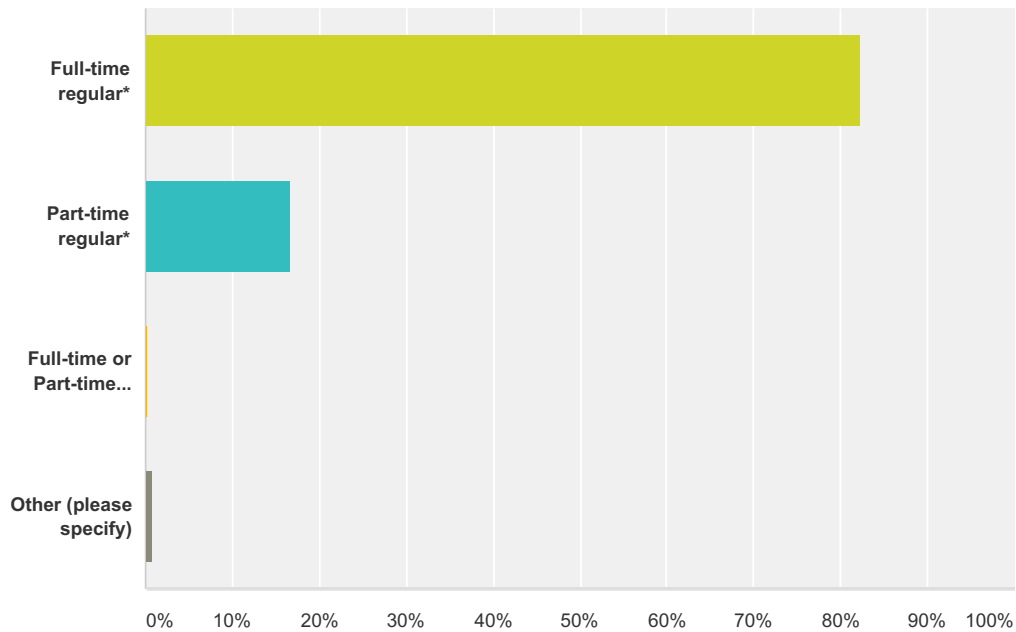
Answered: 552 Skipped: 0



Answer Choices	Responses
Less than one year	10.69% 59
1-3 years	13.22% 73
3-5 years	10.87% 60
5-10 years	17.93% 99
10-15 years	16.30% 90
15 years or more	25.00% 138
Other (please specify)	5.98% 33
Total	552

Q2 What type of position are you in? * A regular position is one that has been approved by Mayor and Council and has been established for an indefinite time period. An employee whose standard workweek is 40 hours or more is a regular full-time employee. An employee whose standard workweek is less than 40 hours per week is a part-time employee. A temporary position may be full-time or part-time position, not continuous in nature, which has been established for a temporary work situation. Such positions shall not normally be established for periods in excess of one year, but the position may be re-established annually.**

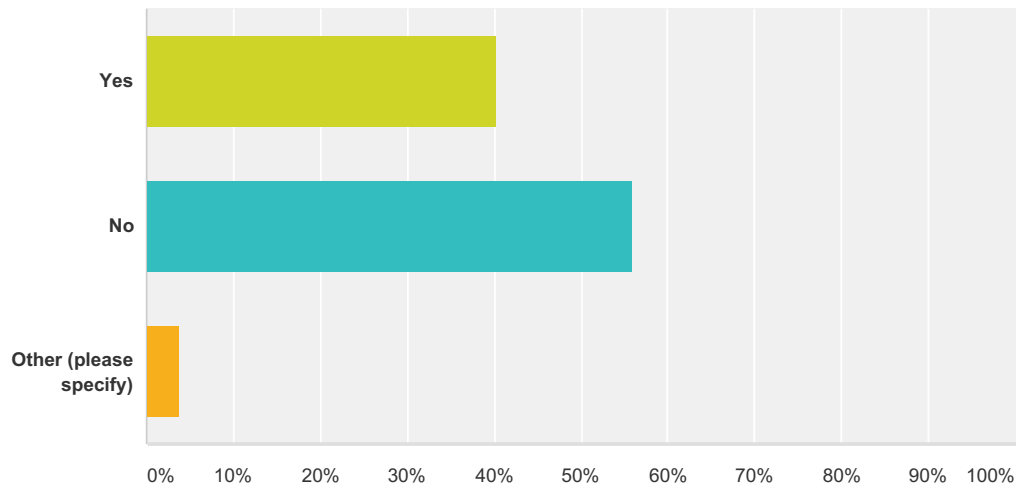
Answered: 552 Skipped: 0



Answer Choices	Responses	Count
Full-time regular*	82.25%	454
Part-time regular*	16.67%	92
Full-time or Part-time temporary**	0.18%	1
Other (please specify)	0.91%	5
Total		552

Q3 Do you have supervisory responsibility?

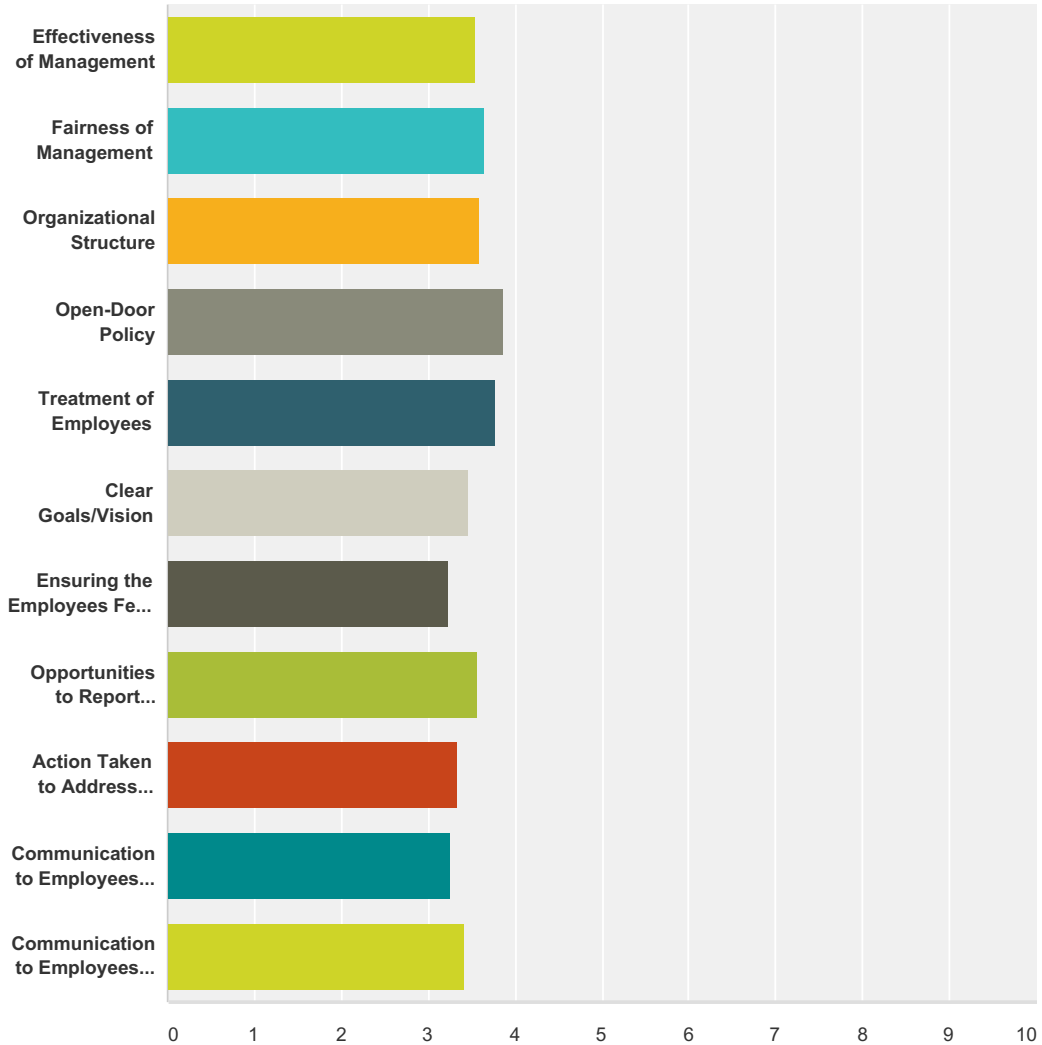
Answered: 552 Skipped: 0



Answer Choices	Responses
Yes	40.22% 222
No	55.98% 309
Other (please specify)	3.80% 21
Total	552

Q4 Management Your Perspective on Department Heads, Managers, and Supervisors

Answered: 463 Skipped: 89



	Poor	Fair	Average/Neutral	Good	Excellent	Total	Weighted Average
Effectiveness of Management	4.98% 23	12.12% 56	22.08% 102	44.16% 204	16.67% 77	462	3.55
Fairness of Management	5.22% 24	9.57% 44	20.22% 93	45.00% 207	20.00% 92	460	3.65
Organizational Structure	4.11% 19	11.69% 54	21.43% 99	46.97% 217	15.80% 73	462	3.59
Open-Door Policy	2.39% 11	9.76% 45	16.49% 76	41.00% 189	30.37% 140	461	3.87
Treatment of Employees	2.63% 12	11.18% 51	17.98% 82	42.98% 196	25.22% 115	456	3.77

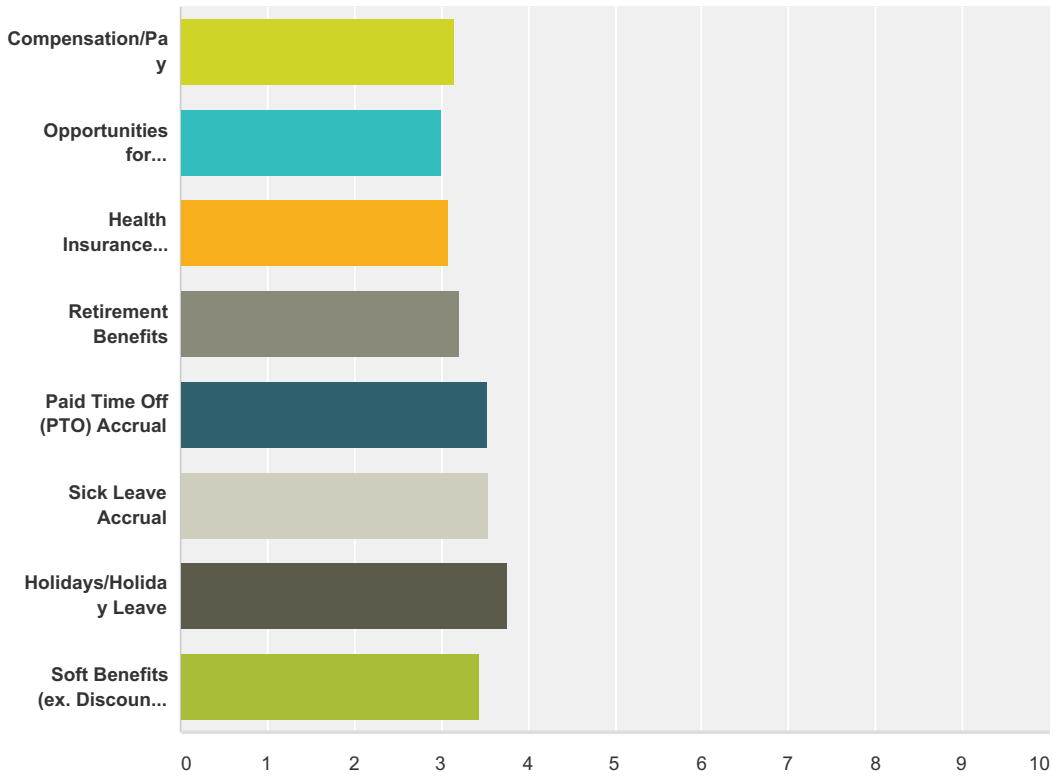
City of Roswell Employee Feedback Survey

Clear Goals/Vision	5.63% 26	13.20% 61	26.62% 123	37.88% 175	16.67% 77	462	3.47
Ensuring the Employees Feel They are Part of Goals/Vision	10.85% 50	14.32% 66	29.07% 134	31.45% 145	14.32% 66	461	3.24
Opportunities to Report Concerns/Share Solutions with Management	6.93% 32	10.17% 47	20.56% 95	42.64% 197	19.70% 91	462	3.58
Action Taken to Address Employee Concerns	8.24% 38	15.84% 73	26.03% 120	33.84% 156	16.05% 74	461	3.34
Communication to Employees from Department Management	13.20% 61	13.64% 63	23.38% 108	34.42% 159	15.37% 71	462	3.25
Communication to Employees from the City	6.71% 31	14.29% 66	24.46% 113	39.83% 184	14.72% 68	462	3.42

City of Roswell Employee Feedback Survey

Q5 Compensation and Benefits

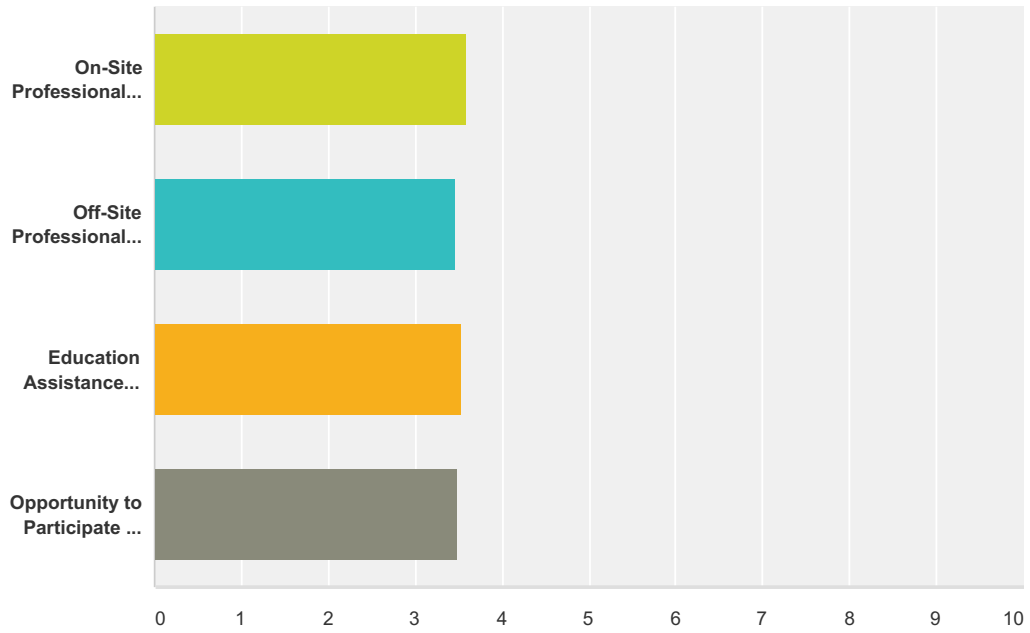
Answered: 463 Skipped: 89



	Poor	Fair	Average/Neutral	Good	Excellent	Total	Weighted Average
Compensation/Pay	7.16% 33	19.31% 89	30.15% 139	37.09% 171	6.29% 29	461	3.16
Opportunities for Advancement/Promotion	12.85% 59	16.99% 78	33.99% 156	29.19% 134	6.97% 32	459	3.00
Health Insurance Benefits	12.47% 57	16.19% 74	32.60% 149	27.13% 124	11.60% 53	457	3.09
Retirement Benefits	14.98% 68	13.44% 61	24.67% 112	29.74% 135	17.18% 78	454	3.21
Paid Time Off (PTO) Accrual	9.85% 45	7.66% 35	24.29% 111	35.89% 164	22.32% 102	457	3.53
Sick Leave Accrual	9.19% 42	7.88% 36	24.07% 110	37.20% 170	21.66% 99	457	3.54
Holidays/Holiday Leave	6.56% 30	5.69% 26	19.04% 87	42.89% 196	25.82% 118	457	3.76
Soft Benefits (ex. Discounts at local restaurants, Recreation & Parks' program discounts for full-time employees, etc.)	5.45% 25	9.37% 43	34.64% 159	35.95% 165	14.60% 67	459	3.45

Q6 Training and Education

Answered: 463 Skipped: 89

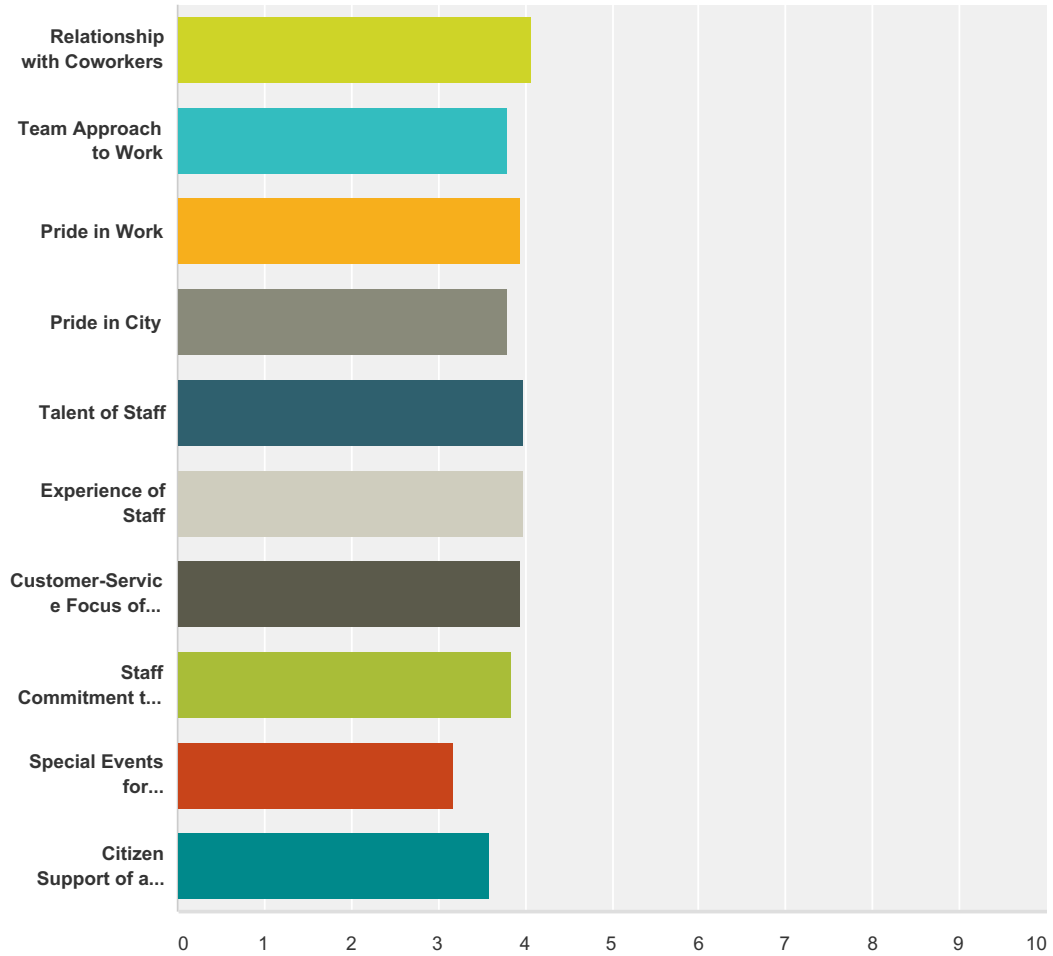


	Poor	Fair	Average/Neutral	Good	Excellent	Total	Weighted Average
On-Site Professional Development/Training Opportunities	4.75% 22	10.58% 49	22.25% 103	45.79% 212	16.63% 77	463	3.59
Off-Site Professional Development/Training Opportunities	7.16% 33	8.24% 38	30.15% 139	40.78% 188	13.67% 63	461	3.46
Education Assistance Policy/Tuition Reimbursement	3.96% 18	6.83% 31	36.78% 167	38.55% 175	13.88% 63	454	3.52
Opportunity to Participate in Professional Associations/Organizations Related to Your Job	7.00% 32	8.97% 41	30.63% 140	35.01% 160	18.38% 84	457	3.49

City of Roswell Employee Feedback Survey

Q7 Staff

Answered: 463 Skipped: 89



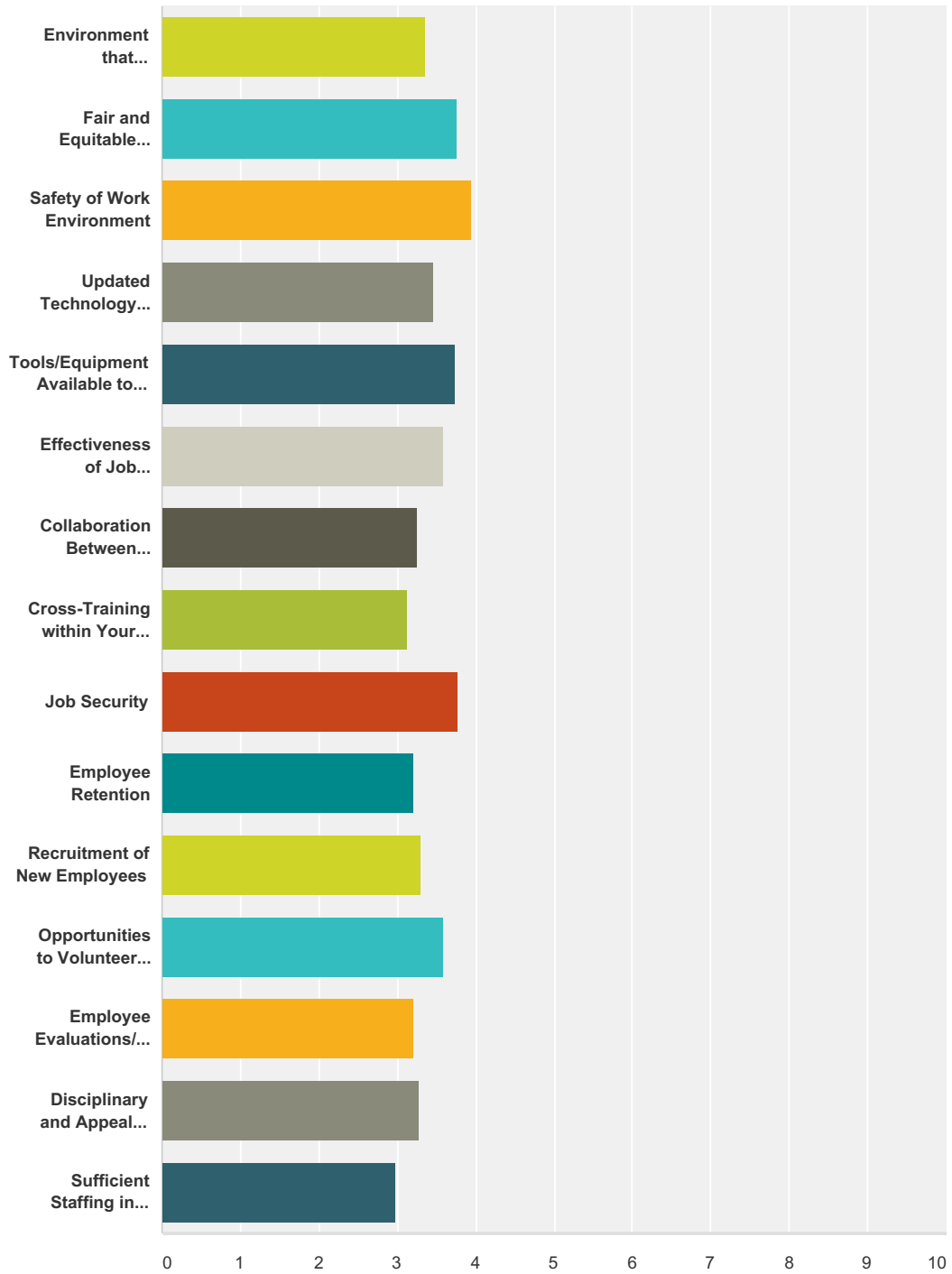
	Poor	Fair	Average/Neutral	Good	Excellent	Total	Weighted Average
Relationship with Coworkers	0.43% 2	4.75% 22	13.61% 63	49.46% 229	31.75% 147	463	4.07
Team Approach to Work	3.70% 17	8.91% 41	16.74% 77	43.91% 202	26.74% 123	460	3.81
Pride in Work	1.31% 6	6.32% 29	17.65% 81	45.75% 210	28.98% 133	459	3.95
Pride in City	3.04% 14	8.03% 37	21.26% 98	41.00% 189	26.68% 123	461	3.80
Talent of Staff	0.87% 4	6.30% 29	17.39% 80	44.78% 206	30.65% 141	460	3.98
Experience of Staff	0.65% 3	4.99% 23	18.44% 85	47.07% 217	28.85% 133	461	3.98
Customer-Service Focus of Staff	2.16% 10	5.62% 26	17.06% 79	44.92% 208	30.24% 140	463	3.95
Staff Commitment to Excellence	2.16% 10	6.48% 30	22.03% 102	44.28% 205	25.05% 116	463	3.84

City of Roswell Employee Feedback Survey

Special Events for Employees/Teambuilding/Fun Opportunities	12.12% 56	14.07% 65	31.82% 147	28.79% 133	13.20% 61	462	3.17
Citizen Support of and Respect for Staff	4.11% 19	11.47% 53	23.38% 108	42.86% 198	18.18% 84	462	3.60

Q8 Work Environment/Resources

Answered: 463 Skipped: 89



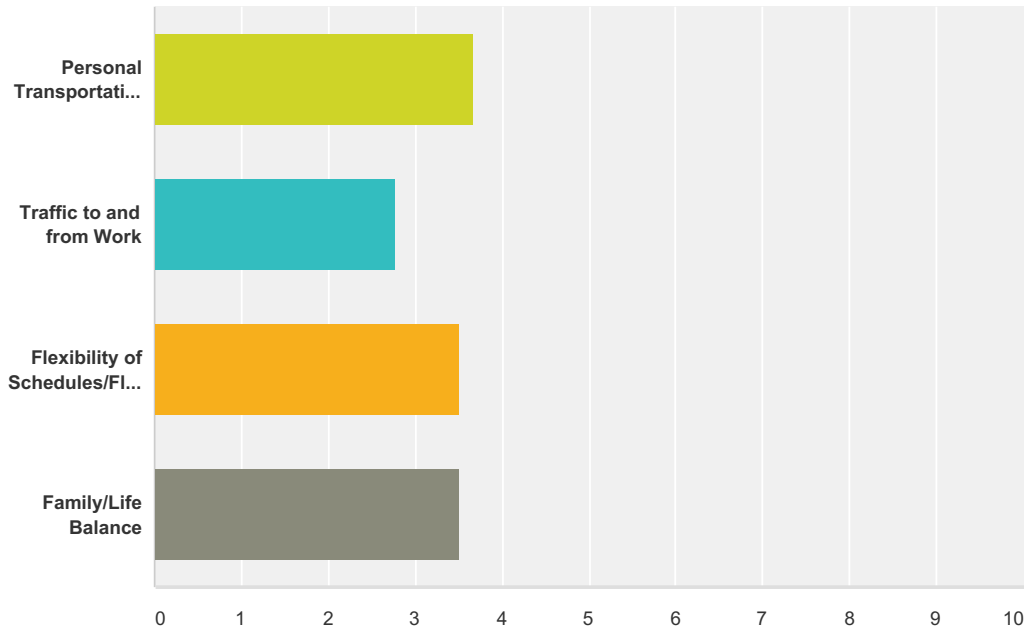
	Poor	Fair	Average/Neutral	Good	Excellent	Total	Weighted Average
Environment that Supports/Encourages Innovation/New Ideas/"Thinking Outside the Box"	7.34% 34	14.90% 69	25.27% 117	38.66% 179	13.82% 64	463	3.37

City of Roswell Employee Feedback Survey

Fair and Equitable Environment Regardless of Age, Gender, Race, etc.	3.46% 16	9.09% 42	19.70% 91	43.29% 200	24.46% 113	462	3.76
Safety of Work Environment	1.96% 9	5.65% 26	16.09% 74	48.91% 225	27.39% 126	460	3.94
Updated Technology Available to do Job	5.62% 26	12.96% 60	25.27% 117	41.90% 194	14.25% 66	463	3.46
Tools/Equipment Available to do Job	3.69% 17	7.38% 34	21.91% 101	46.20% 213	20.82% 96	461	3.73
Effectiveness of Job Procedures/Workflow	3.25% 15	9.09% 42	27.49% 127	45.45% 210	14.72% 68	462	3.59
Collaboration Between Departments	9.11% 42	14.53% 67	30.37% 140	33.41% 154	12.58% 58	461	3.26
Cross-Training within Your Department/Division	10.41% 48	15.18% 70	35.36% 163	27.98% 129	11.06% 51	461	3.14
Job Security	2.81% 13	7.56% 35	22.25% 103	44.06% 204	23.33% 108	463	3.78
Employee Retention	10.24% 47	13.07% 60	31.37% 144	35.08% 161	10.24% 47	459	3.22
Recruitment of New Employees	7.63% 35	11.55% 53	35.29% 162	34.64% 159	10.89% 50	459	3.30
Opportunities to Volunteer (those covered by Civic Engagement/Volunteerism Leave)	1.97% 9	5.02% 23	39.74% 182	37.34% 171	15.94% 73	458	3.60
Employee Evaluations/Performance Appraisals	10.17% 47	11.90% 55	33.33% 154	34.63% 160	9.96% 46	462	3.22
Disciplinary and Appeal Procedures	5.73% 26	10.35% 47	43.39% 197	32.38% 147	8.15% 37	454	3.27
Sufficient Staffing in Each Department	13.73% 63	21.13% 97	26.14% 120	31.59% 145	7.41% 34	459	2.98

Q9 Commute/Schedule

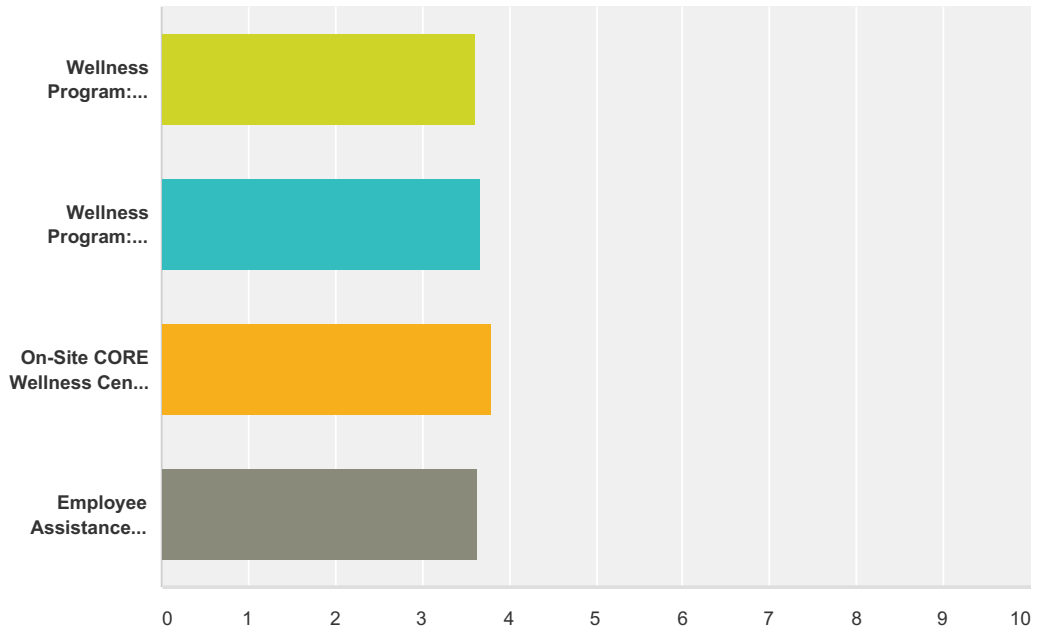
Answered: 463 Skipped: 89



	Poor	Fair	Average/Neutral	Good	Excellent	Total	Weighted Average
Personal Transportation to and from Work (How would you personally rate the ease of getting to and from work based on the transportation options available to you?)	5.64% 26	10.41% 48	21.69% 100	34.92% 161	27.33% 126	461	3.68
Traffic to and from Work	21.86% 101	20.35% 94	24.68% 114	24.89% 115	8.23% 38	462	2.77
Flexibility of Schedules/Flexible Work Arrangements	7.63% 35	12.64% 58	22.00% 101	36.60% 168	21.13% 97	459	3.51
Family/Life Balance	3.69% 17	13.88% 64	28.63% 132	36.66% 169	17.14% 79	461	3.50

Q10 Health and Wellness

Answered: 463 Skipped: 89



	Poor	Fair	Average/Neutral	Good	Excellent	Total	Weighted Average
Wellness Program: Nutritional Counseling	3.05% 14	8.50% 39	30.50% 140	40.31% 185	17.65% 81	459	3.61
Wellness Program: Exercise Classes	3.28% 15	6.78% 31	32.60% 149	34.57% 158	22.76% 104	457	3.67
On-Site CORE Wellness Center at Waller Park	1.98% 9	4.19% 19	29.96% 136	38.55% 175	25.33% 115	454	3.81
Employee Assistance Program (EAP)	1.56% 7	4.23% 19	38.31% 172	41.43% 186	14.48% 65	449	3.63

**Q11 What can the City of Roswell do to
make things better for employees?**

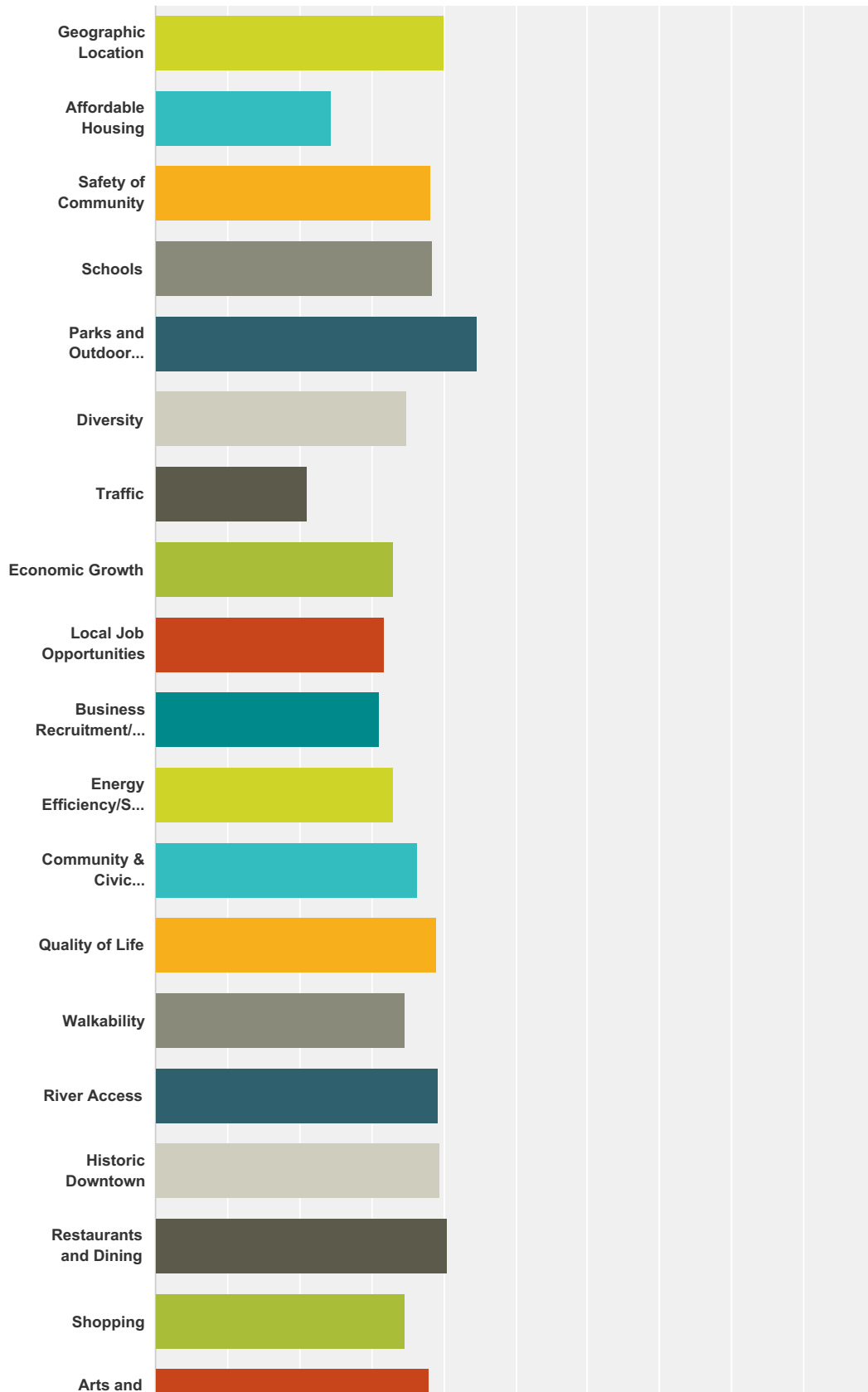
Answered: 213 Skipped: 339

Q12 What are some problems or concerns that management may not be aware of?

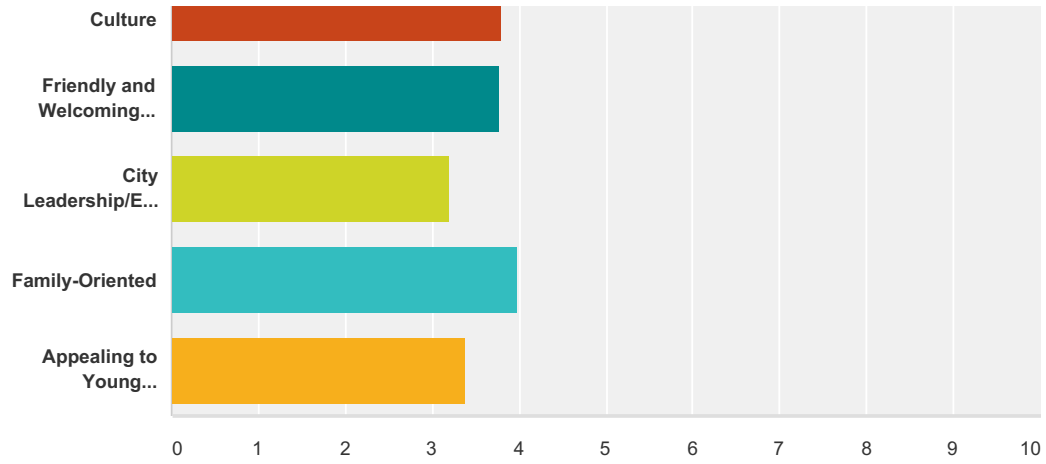
Answered: 151 Skipped: 401

Q13 How would you rate the following items or descriptions about Roswell?

Answered: 446 Skipped: 106



City of Roswell Employee Feedback Survey



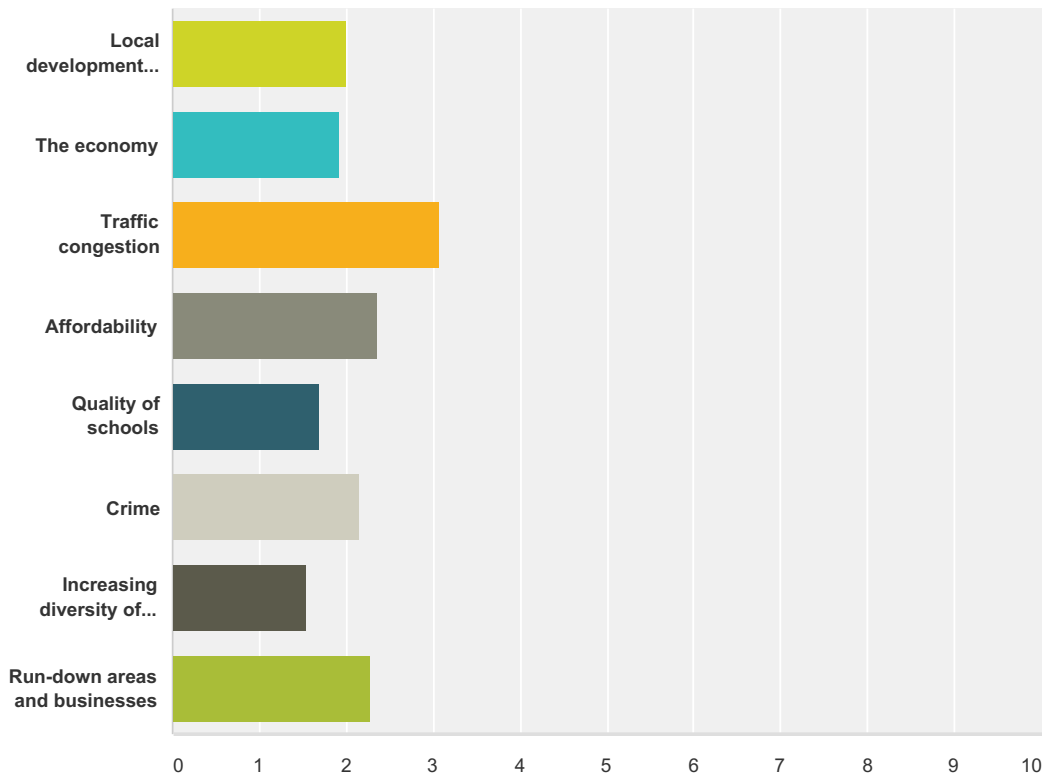
	Poor	Fair	Average/Neutral	Good	Excellent	Total	Weighted Average
Geographic Location	0.68% 3	2.25% 10	20.50% 91	49.32% 219	27.25% 121	444	4.00
Affordable Housing	24.60% 109	25.28% 112	32.28% 143	15.80% 70	2.03% 9	443	2.45
Safety of Community	1.35% 6	6.07% 27	20.67% 92	53.26% 237	18.65% 83	445	3.82
Schools	0.45% 2	4.55% 20	23.86% 105	51.36% 226	19.77% 87	440	3.85
Parks and Outdoor Recreation Opportunities	0.00% 0	1.35% 6	8.11% 36	33.56% 149	56.98% 253	444	4.46
Diversity	4.52% 20	8.14% 36	35.97% 159	37.56% 166	13.80% 61	442	3.48
Traffic	37.02% 164	27.99% 124	23.93% 106	9.48% 42	1.58% 7	443	2.11
Economic Growth	5.69% 25	12.76% 56	35.99% 158	38.27% 168	7.29% 32	439	3.29
Local Job Opportunities	4.33% 19	13.21% 58	47.38% 208	29.84% 131	5.24% 23	439	3.18
Business Recruitment/Retention	6.82% 30	14.09% 62	43.86% 193	30.68% 135	4.55% 20	440	3.12
Energy Efficiency/Sustainability	2.75% 12	11.90% 52	45.54% 199	33.18% 145	6.64% 29	437	3.29
Community & Civic Engagement	0.91% 4	5.68% 25	35.00% 154	46.59% 205	11.82% 52	440	3.63
Quality of Life	1.14% 5	3.20% 14	20.09% 88	54.34% 238	21.23% 93	438	3.91
Walkability	5.90% 26	10.20% 45	28.57% 126	41.95% 185	13.38% 59	441	3.47
River Access	1.60% 7	3.42% 15	21.00% 92	49.09% 215	24.89% 109	438	3.92
Historic Downtown	1.58% 7	2.93% 13	21.85% 97	46.85% 208	26.80% 119	444	3.94
Restaurants and Dining	1.81% 8	4.08% 18	16.10% 71	44.22% 195	33.79% 149	441	4.04

City of Roswell Employee Feedback Survey

Shopping	6.12% 27	9.75% 43	30.39% 134	38.78% 171	14.97% 66	441	3.47
Arts and Culture	1.14% 5	2.97% 13	29.75% 130	46.00% 201	20.14% 88	437	3.81
Friendly and Welcoming Community	2.71% 12	5.19% 23	26.19% 116	43.79% 194	22.12% 98	443	3.77
City Leadership/Elected Officials	7.03% 31	17.91% 79	31.97% 141	34.47% 152	8.62% 38	441	3.20
Family-Oriented	1.13% 5	2.27% 10	19.73% 87	50.57% 223	26.30% 116	441	3.99
Appealing to Young Professionals	4.58% 20	11.67% 51	34.55% 151	39.13% 171	10.07% 44	437	3.38

Q14 What are People in Roswell Worried About?

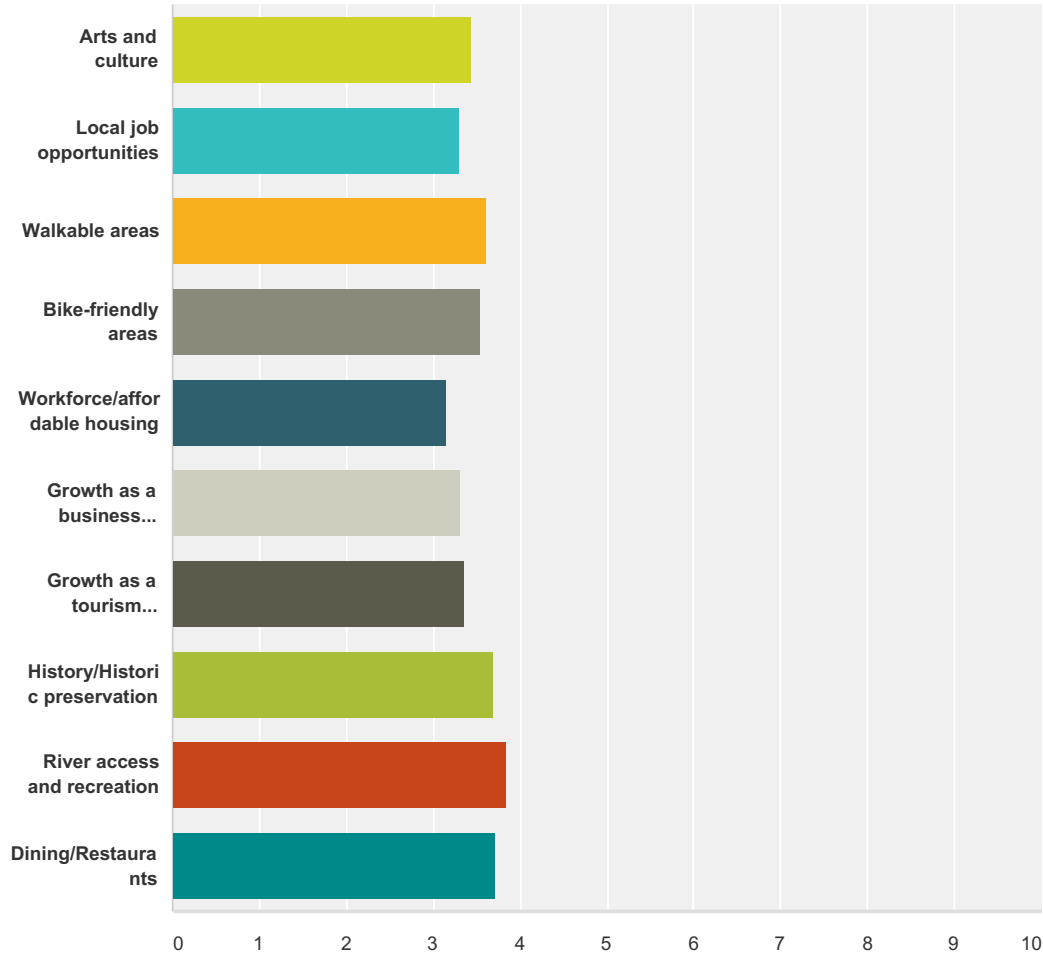
Answered: 446 Skipped: 106



	Not Worried	Somewhat Worried	Very Worried	Extremely Worried	Neutral	Total	Weighted Average
Local development projects	14.61% 64	33.33% 146	17.81% 78	16.44% 72	17.81% 78	438	2.00
The economy	16.63% 73	39.86% 175	22.10% 97	7.29% 32	14.12% 62	439	1.92
Traffic congestion	1.35% 6	14.22% 63	34.31% 152	43.34% 192	6.77% 30	443	3.06
Affordability	7.95% 35	36.82% 162	24.77% 109	20.00% 88	10.45% 46	440	2.36
Quality of schools	34.32% 151	28.86% 127	13.64% 60	9.09% 40	14.09% 62	440	1.69
Crime	10.81% 48	47.07% 209	21.40% 95	11.71% 52	9.01% 40	444	2.16
Increasing diversity of population	32.58% 144	30.09% 133	11.31% 50	7.01% 31	19.00% 84	442	1.55
Run-down areas and businesses	9.48% 42	34.99% 155	24.60% 109	18.74% 83	12.19% 54	443	2.28

Q15 In which areas does Roswell have the opportunity to grow and set itself apart from other cities in the Metro Atlanta region?

Answered: 446 Skipped: 106



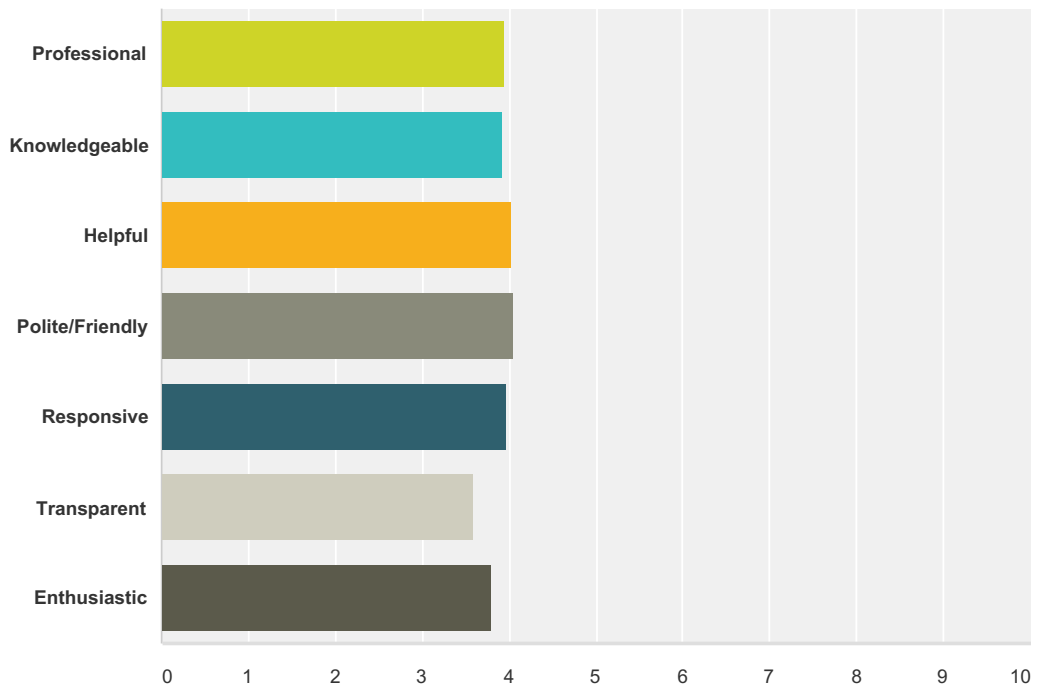
	Very Low Opportunity	Low Opportunity	Average/Neutral	High Opportunity	Very High Opportunity	Total	Weighted Average
Arts and culture	1.81% 8	5.64% 25	49.89% 221	31.60% 140	11.06% 49	443	3.44
Local job opportunities	1.59% 7	7.71% 34	56.24% 248	28.57% 126	5.90% 26	441	3.29
Walkable areas	0.46% 2	5.07% 22	39.63% 172	43.09% 187	11.75% 51	434	3.61
Bike-friendly areas	1.83% 8	7.31% 32	38.13% 167	40.18% 176	12.56% 55	438	3.54
Workforce/affordable housing	5.43% 24	16.74% 74	43.44% 192	25.57% 113	8.82% 39	442	3.16
Growth as a business destination	3.63% 16	9.98% 44	44.90% 198	33.33% 147	8.16% 36	441	3.32

City of Roswell Employee Feedback Survey

Growth as a tourism destination	4.08% 18	8.39% 37	43.76% 193	34.01% 150	9.75% 43	441	3.37
History/Historic preservation	1.35% 6	3.84% 17	37.25% 165	39.95% 177	17.61% 78	443	3.69
River access and recreation	1.59% 7	2.72% 12	29.25% 129	42.63% 188	23.81% 105	441	3.84
Dining/Restaurants	1.81% 8	4.07% 18	32.58% 144	43.44% 192	18.10% 80	442	3.72

Q16 How do you think people in Roswell feel about their interactions with city staff?

Answered: 446 Skipped: 106



	Poor	Fair	Average/Neutral	Good	Excellent	Total	Weighted Average
Professional	1.12% 5	3.14% 14	17.71% 79	55.83% 249	22.20% 99	446	3.95
Knowledgeable	1.12% 5	3.60% 16	19.55% 87	53.71% 239	22.02% 98	445	3.92
Helpful	1.12% 5	2.47% 11	16.40% 73	53.03% 236	26.97% 120	445	4.02
Polite/Friendly	0.90% 4	2.02% 9	16.18% 72	51.91% 231	28.99% 129	445	4.06
Responsive	1.35% 6	3.15% 14	20.00% 89	49.44% 220	26.07% 116	445	3.96
Transparent	3.61% 16	6.77% 30	31.38% 139	43.57% 193	14.67% 65	443	3.59
Enthusiastic	1.12% 5	3.60% 16	26.97% 120	51.46% 229	16.85% 75	445	3.79