

Employee Survey-City of Toledo

City of Toledo Employee Survey

Thank you for participating in the City of Toledo employee survey. Your feedback is important and your responses are confidential.

The survey results will help us identify ways to support our workforce.

This survey should take about 15 minutes of your time.

Please turn to the next page to begin the survey. Thank you.

Employee Survey-City of Toledo

1. I have the tools, resources and information that I need to do my job well

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

2. I have opportunities to use my skills and abilities in my work

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

3. Trying to improve my job performance is important to me

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

4. I am satisfied with my job

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

5. I am held accountable for my work product

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

6. I find my work meaningful

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

7. I have good working relationships with the people I work with

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

8. I trust the people I work with

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

9. I have a good working relationship with my supervisor

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

10. My supervisor gives me feedback that helps me improve my job performance

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

11. My supervisor treats people fairly

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

12. My supervisor deals fairly with me

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

13. I receive recognition for doing good work

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

14. Communication channels are open here between management & employees

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

15. Employee concerns/problems are effectively handled by management

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

16. Policies and procedures are administered fairly by management

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

17. I have a clear understanding of the goals, vision & mission of our city government

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

18. I believe in the goals, vision and mission of our city government

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

19. I feel physically safe in my work environment

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

20. I feel included and respected by my co-workers

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

21. I feel included and respected by my supervisor

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

22. If I had a concern about discriminatory treatment, I would feel comfortable reporting it

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

23. I have personally witnessed instances of bias toward diverse groups here

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

24. I have personally experienced instances of bias toward me

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

25. Overall, employees at all levels are treated respectfully by management regardless of their differences (race, sex, position, etc.)

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

26. Overall, employees at all levels are treated fairly by management regardless of their differences (race, sex, position, etc.)

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

27. Management is committed to a diverse and inclusive workplace

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

28. Management shows that a diverse and inclusive workplace is important through its actions

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

29. Management is invested in employees' careers through training and professional development opportunities

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

30. I understand the expectations for my career advancement

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

31. I am proud to work here

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

32. I would recommend working here to others

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

33. What are the reasons you enjoy working here?

34. What recommendations do you have for improvements?

35. What is Your Department?

- City Council 10100
- Office of the Mayor 10200
- Auditor 10300
- Plan Commission 10400
- Human Relations Commission 10600
- Diversity & Inclusion 10700
- Municipal Court Judges 10800
- Clerk of Municipal Court 10900
- Financial Analysis 11100
- General Fund Utilities 11200
- Law 12000
- Finance Administration 14100
- Treasury 14200
- Taxation 14400
- Accounts 14600
- Finance ERP 14700
- Debt Management 14800
- Neighborhoods Administration 16100
- Housing Division 16200
- Economic Development 16400

- Real Estate 16500
- Third Party Partners 16700
- Erie Street Market 16900
- Human Resources 17100
- Information & Communications Technology 17500
- Purchasing & Supplies 17700
- Transportation 22500
- Streets, Bridges & Harbor 23100
- Waste Disposal 24500
- Fleet Operations 25000
- Facility Operations 26100
- Utility Administrative Services 31000
- Water Treatment 32000
- Water Distribution 34000
- Engineering Services 35000
- Water Reclamation 36000
- Sewer & Drainage Services 37000
- Environmental Services 38000
- Safety Administration 51000
- Police 52000
- Fire & Rescue 53000
- Building Inspection 56300
- Code Enforcement 56400
- Natural Resources Administration 60100
- Recreation 60300
- Parks & Forestry 60500
- Beautification Action Team 60600
- Other

36. What Job Category do you hold?

- Service Worker
- Laborer & Helper
- Operative
- Craft Worker
- Administrative Support Worker
- Technician
- Professional
- First/Mid Level Official & Manager
- Executive/Senior Level Official & Manager

37. How long have you worked for the city?

- 1-3 Years
- 4-6 Years
- 7-10 Years
- 11-15 Years
- 16-20 Years
- Over 20 Years

38. What is your racial or ethnic background?

- White or Caucasian
- Black or African American
- Hispanic or Latino
- Asian or Asian American
- Native American
- Another race or ethnicity

39. What is your gender?

- Male
- Female
- Other