

General Information

1. What department do you work for?

- Administrative Services
- City Attorney
- Community and Economic Development
- Community Services
- Court
- Executive
- Human Resources & Risk Management
- Police
- Public Works

2. How long have you worked for the City?

- Less than a year
- 1 - 5 years
- 6-12years
- 13-20 years
- 21-30 years
- More than 30 years
- I'd rather not say

3. Supervision: Do you supervise other employee(s)?

- Yes
- No
- Other (please specify)

4. Do you believe that the City of Renton is a great place to work?

Yes

No

Please comment on your yes or no response.

City-Wide Direction and Culture

The following questions relate to your perceptions of our City-Wide culture, leadership and direction.

5. I have a clear view of where the City is going and how we plan to get there.

Strongly agree.

Mostly agree.

Mostly disagree.

Strongly disagree.

Do not know.

Feel free to expand on your response here.

6. I believe the City is moving in the right direction.

Strongly agree

Mostly agree

Mostly disagree

Strongly disagree

Do not know

Feel free to expand on your response here.

7. The City uses taxpayers' dollars wisely and cost-effectively.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Feel free to expand on your response here.

8. Decisions in the City are made in a timely manner

- Strongly agree.
- Mostly agree.
- Mostly disagree.
- Strongly disagree.
- Do not know.

Feel free to expand on your response here.

9. I have a clear understanding of the senior leadership vision for the City.

- Strongly agree.
- Mostly agree.
- Mostly disagree.
- Strongly disagree.
- Do not know.

Feel free to expand on your response here.

10. I trust the information that my department administrator provides employees.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Feel free to expand on your response here.

11. I believe that important information about the City is provided to me in a timely manner.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Feel free to expand on your response here.

12. Customer service is a high priority in the City.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Feel free to expand on your response here.

13. The City has high standards and ethics.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Feel free to expand on your response here.

14. The City treats employees with respect.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Feel free to expand on your response here.

15. The City is effectively helping employees to recognize biases that foster workplace discrimination or exclusion.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Feel free to expand on your response here.

16. I feel comfortable and included at work in terms of my gender identity, race, sexual orientation, religious affiliation, etc.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Please share your thoughts or concerns with us...

17. Employees are held personally accountable for the results of their work.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Feel free to expand on your response here.

18. The City applies policies and procedures fairly to all employees.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Feel free to expand on your response here.

19. The City does a good job of involving employees in decisions that affect them.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Feel free to expand on your response here.

20. The City provides me the training I need in order to do my job.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not agree

Feel free to expand on your response here.

21. Employees receive the support they need to successfully carry out their job responsibilities.
(Resources, equipment, and information.)

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

Feel free to expand on your response here and/or let us know how we can do better!

22. I would recommend working for the City to a friend.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

23. Please feel free to express any additional thoughts, concerns or suggestions regarding City-Wide culture, leadership and direction.

Inter-departmental Cooperation

The following questions relate to your experience or perception of the cooperation between departments.

24. There is generally good interdepartmental teamwork.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

25. I believe that communication between departments is effective.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

26. I am treated as a customer by other City departments.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

27. Please share any comments, concerns or suggestions regarding the cooperation between our departments.

Your Department

The following questions relate to the culture, actions and leadership within your own department.

28. I have trust in my department administrator.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

29. My department administrator has done a thorough job of supporting and communicating the *mission, values, and goals of the City.*

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

30. I have a clear understanding of the *mission and goals of my department*.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

31. My department administrator communicates the importance of customer service.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

32. My department facilitates, encourages and engages in open, honest, and constructive communication.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

33. I believe that there is a high level of mutual trust in my department.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

34. It is safe to ask questions after decisions have been made.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

35. My department does a good job of planning.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

36. My department does a good job at anticipating issues and problems.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

37. Employees are willing to give extra to get the job done and to be responsive.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

38. Employees in my department cooperate and work as a team.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

39. Employees are recognized for collaborating and working cooperatively together.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

40. It is normal for my coworkers to offer their help even when it requires them to go above and beyond for me.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

41. It is normal for my coworkers to show their appreciation of my work.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

42. My coworkers are respectful of my culture and beliefs.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

43. My department encourages employees to actively improve work processes.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

44. In my department, my ideas are heard and given appropriate consideration..

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

45. When errors occur, my department emphasizes lessons learned rather than placing blame on someone.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

46. It is normal for my coworkers to provide constructive feedback.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

47. It is normal for my coworkers to quickly and genuinely apologize to one another when they say or do something inappropriate.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

48. It is normal for my coworkers to openly admit their weaknesses and mistakes.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

49. Please feel free to express any additional thoughts or concerns regarding the culture, actions and leadership within your own department, and any solutions you may have to address the issue(s).

Your Job

The following questions relate to the experience you have in your day-to-day work.

50. My direct supervisor (the supervisor to whom I report) is an effective manager.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

51. I have a clear understanding of how my job fits in with the mission of the City.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

52. I have a clear understanding of my job responsibilities and expectations.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

53. I know how the quality of my work is measured.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

54. I have regular, meaningful conversations about my progress and development.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

55. I have access to and am encouraged to seek out opportunities to learn and grow.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

56. My department uses my time and talents well.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

57. My workload is appropriate.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

58. I have a safe workplace.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

59. When things go well in the job, my contribution is recognized.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

60. I am empowered to make decisions to solve problems for my customer.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

61. My job gives me the opportunity to use my own judgment and initiative.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

62. I feel responsible for achieving the organization's mission and goals.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

63. I have positive relationships with coworkers *within my department*.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

64. I have positive relationships with coworkers *outside of my department*.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

65. I have a supportive network of coworkers that take an interest in me and encourage my development.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

66. I regularly feel valued and appreciated for my work at the City.

- Strongly agree
- Mostly agree
- Mostly disagree
- Strongly disagree
- Do not know

67. Please feel free to express any additional thoughts or concerns regarding your experience in your job, and any solutions you may have to address the issue(s).