

MyMinneapolis

Employee Engagement Survey

Health

2014 My Minneapolis Employee Engagement Survey

Survey Administered: May/June 2014



Confidential - Prepared by IBM

2014 My Minneapolis Employee Engagement Survey

Health

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I) Response Summary

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I) Response Summary

Report Grouping	Headcount	Surveys Completed	Response Rate
City of Minneapolis Overall	3,708	2,461	66%
Health	94	92	98%
Administration, Emergency Preparedness, Planning, Policy & Research	26	24	92%
Administrative Support Staff	6	4	67%
Environmental Services	9	11	122%
Food Lodging Pools	20	19	95%
Lead & Healthy Homes	10	11	110%
School Based Clinics	23	23	100%

II) Understanding Your Report

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II) Understanding Your Report

Survey Goals

The 2014 My Minneapolis Employee Engagement Survey has three goals:

1. Provide each employee an opportunity to share thoughts on what is working well and where there are opportunities for improvement in the City.
2. Develop effective action plans that respond to Citywide and department specific employee engagement issues.
3. Implement lasting change to our work environment that makes the City a great place to work, and supports the achievement of City goals.

In response to previous surveys, the City has successfully taken action and made changes designed to improve an employee's overall work experience. In response to the 2012 survey results, a team began work to improve employee recognition practices at both the enterprise and department levels. In May of 2014, the team announced a pilot Enterprise Employee Recognition Program.

Other examples of initiatives undertaken in response to previous surveys are:

1. Implementation of Business Process Improvement (BPI)
2. Total Compensation Statements
3. Minneapolis Matters Employee Newsletter
4. Alternative Work Arrangements Policy and procedures

In addition to City-wide efforts, departments have done significant work to take action in response to survey findings at the departmental level.

The concept of employee engagement is also incorporated into City goals and values which were approved by the City Council on March 28, 2014.

- Goal: "A City that works: City government runs well and connects to the community it serves. Engaged and talented employees reflect our community, have the resources they need to succeed and are empowered to improve our efficiency and effectiveness."
- Values: "We work by..."
 - o Showing employees they are valued - Employees are supported and take pride in public service.
 - o Innovating and being creative - New ideas drive continuous improvement.
 - o Driving toward results - Our efficient, effective work meets measurable goals for today and tomorrow.
 - o Engaging the community - All have a voice and are heard.
 - o Building public trust - All have access to services and information. We work in an open, ethical and transparent manner.
 - o Collaborating - We work better together as one team. We are a valued partner in the community."

Employee engagement was also integrated into other City processes including Results Minneapolis and Business Planning.

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II) Understanding Your Report

Before you can share survey results with others in your organization, it is essential to understand the data yourself. This report presents results for your organization and is arranged into several key sections:

Sections within Your Report

Engagement Index and Engagement Priority Items Summary

This section displays the Engagement Index results and the top priorities for improving engagement. Engagement is a combination of perceptions that have a positive impact on behavior; including commitment, pride and a willingness to be an advocate for the organization.

The engagement priority items are listed in rank order of importance. They identify the survey items most likely to influence engagement for your group. A minimum of 30 responses is required to perform the analysis. If your workgroup had fewer than 30 responses, you will see the priority items identified for a higher level in the organization (i.e. City Overall or Department), and the results for your specific work unit. This is noted above the priority items.

Performance Enablement Summary

Performance Enablement focuses on those things that reflect how the organization supports and enables employees' ability to get the work done.

Behavior Change Index

The Behavior Change Index measures the employee perception of the amount of action taken in response to the previous survey. Experience has demonstrated that constructively acting upon survey results leads to higher response rates and higher scores in subsequent surveys and consequent improvements in performance.

Theme Summary

Survey items are grouped into topic areas, or themes. Theme results give an overall representation for items with a similar focus.

Special note about Theme 2011% Favorable Scores: The following themes have been affected by changes made to the 2014 My Minneapolis Survey: Customer Service, Department Leadership, Equity, Ethics, Immediate Supervisor, Performance Management, Recognition and Work Environment. While the report shows a percent favorable rating for 2011, the rating may not be identical to the ratings shown on the reports published in 2011, as the items/questions which now make up these themes were changed. So, although all items in these themes were on your 2011 survey, they were grouped differently. IBM/Kenexa has recalculated the 2011 scores given the new 2014 theme configuration.

Item Summary

This section uses a combination of bar charts and tables to display results and comparative data for all survey items. Survey items are grouped by theme.

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II) Understanding Your Report

What to look for...

When comparing your results to those of other groups or to previous survey results, use the following guidelines to determine whether differences are meaningful.

If number of respondents in smallest unit compared is ...	Look for differences in Percent Favorable of...
100 or more	5% or more
50 to 99	10% or more
Less than 50	15% or more

Most Favorable / Most Unfavorable Summary

This section reflects your team's highest and lowest scoring items. Specifically, the Most Favorable items represent those with the highest Percent Favorable and the Most Unfavorable items represent those with the highest Percent Unfavorable scores.

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II) Understanding Your Report

Sample Results

Report Grouping	Valid Returns	Percent Favorable					2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity		
		Percent Favorable		Percent Neutral		Percent Unfavorable							
City Overall	500	28		38		16	10	8	66%	64%	75%	89%	S
Department	100	8	15	30	27	20	23%	30%	75%	89%	O		
Division	3						--	--	--	--	--		

Valid Returns

This number indicates how many employees provided an answer for a specific item in the survey. An "Unable to Rate" response is not considered valid. Thus Unable to Rate responses are not included in the "Valid Returns" count.

Bar Chart

To facilitate the interpretation of results, responses are grouped into three categories:

Percent Favorable - Top two most favorable responses (i.e. Strongly Agree & Agree)

Percent Neutral - Neither favorable nor unfavorable response (i.e. Neither Agree nor Disagree)

Percent Unfavorable - Bottom two least favorable responses (i.e. Strongly Disagree & Disagree)

2014 % Fav

The percentage of respondents who selected the most positive responses, typically the top two.

2014 % Unfav

The percentage of respondents who selected the most negative responses, typically the bottom two.

2011 % Fav

The percentage of respondents who selected the most positive responses, typically the top two. These values, if present, are reported from the previous survey administration.

City's Most Engaged Units

In order to calculate the "Most Engaged Units" we rank the work units within the City by their Employee Engagement scores; then, we select the top 20%. These groups make up the "Most Engaged Units" and become your internal benchmark. Scores for each question on the survey are then calculated for this group and offered for comparison purpose.

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II) Understanding Your Report

Kenexa US World Norm

The Kenexa US World Norm is a composite of employee responses for US based organizations. It provides comparative results that represent the average scores across multiple organizations. When a value is not displayed in this column, a norm is not available.

S/O (Strengths / Opportunities)

An “S” or an “O” in this column identifies items that are possible Strengths or Opportunities for improvement when compared to the City’s Most Engaged Unit scores. The guidelines below are used to determine which items represent strengths and which are opportunities for your organization. If your results do not meet either of the criteria, consider them “mid-range” results.

	Strengths	Opportunities for Improvement
Percent Favorable	65% or greater, and	50% or less, and
Percent Unfavorable	Less than 20%	either 20% or greater, or
Percent Neutral	--	30% or more

These guidelines should be used in interpreting all theme and item results contained in this report.

Insufficient Data to Report

Double dashes (--) are displayed for a report group when the number of responses for the item or dimension being reported did not meet the minimum required for reporting, or when scores are not available for an item or dimension.

III) Engagement Summary

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III) Engagement Summary

	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Engagement								
City of Minneapolis Overall	27	36	19	63%	56%	79%	69%	
Health	36	34	16	71%	67%	79%	69%	S
Administration, Emergency Preparedness, Planning, Policy & Research	41	31	19	71%	--	79%	69%	S
Administrative Support Staff				--	--	--	--	--
Environmental Services	51	21	9	72%	--	79%	69%	S
Food Lodging Pools	38	43	7	81%	--	79%	69%	S
Lead & Healthy Homes	35	33	12	67%	--	79%	69%	
School Based Clinics	27	31	27	58%	68%	79%	69%	

Survey Items Included

31. I rarely think about looking for a new job with another organization (If retiring or going on leave within the next 12 months, please do not answer this question).
32. I am proud to work for the City.
33. I would recommend the City as a great place to work.
34. Overall, I am extremely satisfied with the City as a place to work.

Priority Items

Items Determined by: Health

Scores Displayed for: Health

	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
26. My immediate supervisor treats employees fairly. (Equity)	80%	80%	83%	75%	S
29. City employees are encouraged to participate in making decisions that affect their work. (Employee Involvement)	67%	75%	74%	67%	S
40. My immediate supervisor does a good job of managing the people who work for him/her. (Immediate Supervisor)	78%	75%	77%	--	S
27. My performance on the job is evaluated fairly. (Equity)	78%	75%	83%	68%	S
50. I feel valued as an employee of the City. (Recognition)	69%	66%	70%	65%	S

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Priority Items

Items Determined by: Health

Scores Displayed for: Health

	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
7. My immediate supervisor gives me useful feedback on how well I'm doing my job. (Performance Management)	74%	75%	79%	70%	S
38. My immediate supervisor has my best interests at heart. (Immediate Supervisor)	77%	67%	79%	--	S
23. Where I work, I am treated with dignity and respect. (Inclusion)	84%	79%	82%	80%	S
41. My immediate supervisor supports my ongoing training and development. (Immediate Supervisor)	87%	78%	86%	--	S
28. City employees are encouraged to develop new and better ways of doing things. (Employee Involvement)	68%	70%	76%	70%	S

IV) Performance Enablement Summary

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IV) Performance Enablement Summary

		2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable			
Performance Enablement Index						
City of Minneapolis Overall		64%	57%	77%	72%	
Health		79%	73%	77%	72%	S
Administration, Emergency Preparedness, Planning, Policy & Research		78%	--	77%	72%	S
Administrative Support Staff		--	--	--	--	--
Environmental Services		73%	--	77%	72%	S
Food Lodging Pools		88%	--	77%	72%	S
Lead & Healthy Homes		76%	--	77%	72%	S
School Based Clinics		76%	72%	77%	72%	S

Scores Displayed for: Health

	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
14. Where I work, we set clear standards for product/service quality.	82%	74%	78%	75%	S
17. Where I work, customer feedback is used to improve our work processes.	77%	64%	72%	65%	S
18. Where I work, employees are getting the training and development needed to keep up with customer demands.	76%	59%	69%	63%	S
19. Customer problems get corrected quickly.	74%	67%	75%	74%	S
4. My Department Leadership is committed to providing high quality products and services to customers.	88%	91%	89%	77%	S
29. City employees are encouraged to participate in making decisions that affect their work.	67%	75%	74%	67%	S
48. The people I work with cooperate to get the job done.	87%	80%	85%	82%	S

V) Behavior Change Index

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V) Behavior Change Index

	Percent Favorable		Percent Neutral		Percent Unfavorable		2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Behavior Change Index											
City of Minneapolis Overall	18	37	24	12	8	56%	56%	74%	62%		
Health	35	41	18			77%	88%	74%	62%	S	
Administration, Emergency Preparedness, Planning, Policy & Research	54	42				96%	--	74%	62%	S	
Administrative Support Staff						--	--	--	--	--	--
Environmental Services	35	31	31			65%	--	74%	62%	S	
Food Lodging Pools	24	43	32			68%	--	74%	62%	S	
Lead & Healthy Homes	26	41	22	7		67%	--	74%	62%	S	
School Based Clinics	30	44	16		9	74%	73%	74%	62%	S	

Scores Displayed for: Health

	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
8. I was given an opportunity to see/hear about the 2011-2012 Employee Engagement Survey results.	89%	92%	86%	65%	S
9. I was given the opportunity to discuss my ideas about the results of the 2011-2012 Employee Engagement Survey.	72%	88%	69%	65%	S
10. My Department Leadership has taken action based on the feedback received from the 2011-2012 Employee Engagement Survey.	68%	84%	66%	55%	S

VI) Theme Summary

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VI) Theme Summary

						2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable							
Engagement										
City of Minneapolis Overall	27	36	19	11	7	63%	56%	79%	69%	
Health	36	34	16	9	5	71%	67%	79%	69%	S
Administration, Emergency Preparedness, Planning, Policy & Research	41	31	19	7		71%	--	79%	69%	S
Administrative Support Staff						--	--	--	--	--
Environmental Services	51	21	9	14	5	72%	--	79%	69%	S
Food Lodging Pools	38	43	7	8		81%	--	79%	69%	S
Lead & Healthy Homes	35	33	12	14	7	67%	--	79%	69%	
School Based Clinics	27	31	27	8	8	58%	68%	79%	69%	
Performance Enablement Index										
City of Minneapolis Overall	22	42	18	11	7	64%	57%	77%	72%	
Health	37	42	11	8		79%	73%	77%	72%	S
Administration, Emergency Preparedness, Planning, Policy & Research	32	46	14	7		78%	--	77%	72%	S
Administrative Support Staff						--	--	--	--	--
Environmental Services	42	31	14	9		73%	--	77%	72%	S
Food Lodging Pools	48	40	5	6		88%	--	77%	72%	S
Lead & Healthy Homes	31	45	8	16		76%	--	77%	72%	S
School Based Clinics	34	42	13	8		76%	72%	77%	72%	S

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VI) Theme Summary

	Percent Favorable		Percent Neutral		Percent Unfavorable		2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Behavior Change Index											
City of Minneapolis Overall	18	37	24	12	8		56%	56%	74%	62%	
Health	35	41	18				77%	88%	74%	62%	S
Administration, Emergency Preparedness, Planning, Policy & Research	54	42					96%	--	74%	62%	S
Administrative Support Staff							--	--	--	--	--
Environmental Services	35	31	31				65%	--	74%	62%	S
Food Lodging Pools	24	43	32				68%	--	74%	62%	S
Lead & Healthy Homes	26	41	22	7			67%	--	74%	62%	S
School Based Clinics	30	44	16		9		74%	73%	74%	62%	S
Communications											
City of Minneapolis Overall	15	39	19	16	11		54%	--	71%	--	
Health	24	46	12	12	6		70%	--	71%	--	S
Administration, Emergency Preparedness, Planning, Policy & Research	27	56	6	10			83%	--	71%	--	S
Administrative Support Staff							--	--	--	--	--
Environmental Services	18	48	18	12			67%	--	71%	--	S
Food Lodging Pools	35	45	11	5			80%	--	71%	--	S
Lead & Healthy Homes	15	45	9	21	9		61%	--	71%	--	
School Based Clinics	20	38	13	16	13		58%	--	71%	--	

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VI) Theme Summary

						2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable							
Customer Service										
City of Minneapolis Overall	22	43	19	10	6	65%	56%	77%	--	S
Health	39	42	10	8		81%	72%	77%	--	S
Administration, Emergency Preparedness, Planning, Policy & Research	34	44	15	7		77%	--	77%	--	S
Administrative Support Staff						--	--	--	--	--
Environmental Services	39	33	15	9		73%	--	77%	--	S
Food Lodging Pools	53	36			6	89%	--	77%	--	S
Lead & Healthy Homes	23	53	5	19		77%	--	77%	--	S
School Based Clinics	36	44	11	7		80%	73%	77%	--	S
Department Leadership										
City of Minneapolis Overall	24	37	17	12	10	61%	51%	81%	69%	
Health	43	43	8	5		86%	76%	81%	69%	S
Administration, Emergency Preparedness, Planning, Policy & Research	46	42	8			88%	--	81%	69%	S
Administrative Support Staff						--	--	--	--	--
Environmental Services	58	18	15	7		76%	--	81%	69%	S
Food Lodging Pools	57	38				96%	--	81%	69%	S
Lead & Healthy Homes	14	61	10	16		75%	--	81%	69%	S
School Based Clinics	34	47	11			82%	76%	81%	69%	S

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VI) Theme Summary

	Percent Favorable		Percent Neutral		Percent Unfavorable		2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Employee Involvement											
City of Minneapolis Overall	16	38	21	14	11		53%	--	75%	67%	
Health	31	37	16	13			68%	--	75%	67%	S
Administration, Emergency Preparedness, Planning, Policy & Research	33	47	10	10			81%	--	75%	67%	S
Administrative Support Staff							--	--	--	--	--
Environmental Services	42	24	15	12	6		67%	--	75%	67%	S
Food Lodging Pools	33	49	7	9			82%	--	75%	67%	S
Lead & Healthy Homes	42	15	18	24			58%	--	75%	67%	
School Based Clinics	20	33	25	14	7		54%	--	75%	67%	
Equity											
City of Minneapolis Overall	23	35	16	13	12		58%	54%	71%	--	
Health	32	32	17	10	9		65%	66%	71%	--	S
Administration, Emergency Preparedness, Planning, Policy & Research	34	34	14	13	5		69%	--	71%	--	S
Administrative Support Staff							--	--	--	--	--
Environmental Services	40	24	26	5	5		64%	--	71%	--	
Food Lodging Pools	32	38	17	10			69%	--	71%	--	S
Lead & Healthy Homes	41	23	9	14	14		64%	--	71%	--	
School Based Clinics	23	35	18	11	13		58%	64%	71%	--	

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VI) Theme Summary

	Percent Favorable		Percent Neutral		Percent Unfavorable		2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Ethics											
City of Minneapolis Overall	22	45	17	9	7		67%	56%	82%	--	S
Health	36	46	12				82%	78%	82%	--	S
Administration, Emergency Preparedness, Planning, Policy & Research	43	46	7				90%	--	82%	--	S
Administrative Support Staff							--	--	--	--	--
Environmental Services	47	41	13				88%	--	82%	--	S
Food Lodging Pools	42	42	12				84%	--	82%	--	S
Lead & Healthy Homes	30	42	18	9			73%	--	82%	--	S
School Based Clinics	18	54	16	6	6		72%	83%	82%	--	S
Immediate Supervisor											
City of Minneapolis Overall	31	40	14	9	7		71%	60%	80%	--	S
Health	39	40	10	7	5		79%	76%	80%	--	S
Administration, Emergency Preparedness, Planning, Policy & Research	34	44	14	5			78%	--	80%	--	S
Administrative Support Staff							--	--	--	--	--
Environmental Services	48	37	9	6			85%	--	80%	--	S
Food Lodging Pools	42	43			6		85%	--	80%	--	S
Lead & Healthy Homes	60	9	13	13	5		69%	--	80%	--	S
School Based Clinics	27	50	10	7	6		77%	78%	80%	--	S

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VI) Theme Summary

						2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable							
Inclusion										
City of Minneapolis Overall	27	40	16	10	8	67%	--	80%	76%	S
Health	45	31	10	8	6	76%	--	80%	76%	S
Administration, Emergency Preparedness, Planning, Policy & Research	38	35	12	10	5	73%	--	80%	76%	S
Administrative Support Staff						--	--	--	--	--
Environmental Services	61	16	16		5	77%	--	80%	76%	S
Food Lodging Pools	67	24				91%	--	80%	76%	S
Lead & Healthy Homes	50	23	5	14	9	73%	--	80%	76%	
School Based Clinics	29	40	11	9	11	70%	--	80%	76%	
My Career										
City of Minneapolis Overall	16	41	21	13	9	58%	--	71%	--	
Health	23	41	18	13	5	64%	--	71%	--	
Administration, Emergency Preparedness, Planning, Policy & Research	24	44	17	13		68%	--	71%	--	S
Administrative Support Staff						--	--	--	--	--
Environmental Services	31	33	16	11	9	64%	--	71%	--	
Food Lodging Pools	33	44	13	5		77%	--	71%	--	S
Lead & Healthy Homes	26	39	19	15		65%	--	71%	--	S
School Based Clinics	9	40	23	20	8	49%	--	71%	--	O

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VI) Theme Summary

						2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav					
Performance Management										
City of Minneapolis Overall	31	43	13	8	5	74%	67%	84%	77%	S
Health	44	39	10			83%	83%	84%	77%	S
Administration, Emergency Preparedness, Planning, Policy & Research	42	43	11			85%	--	84%	77%	S
Administrative Support Staff						--	--	--	--	--
Environmental Services	52	33	12			85%	--	84%	77%	S
Food Lodging Pools	49	35	9			84%	--	84%	77%	S
Lead & Healthy Homes	56	19	13	9		75%	--	84%	77%	S
School Based Clinics	37	49	9			85%	80%	84%	77%	S
Recognition										
City of Minneapolis Overall	13	37	23	15	11	50%	47%	66%	--	O
Health	19	46	16	14	6	65%	64%	66%	--	S
Administration, Emergency Preparedness, Planning, Policy & Research	19	49	16	14		67%	--	66%	--	S
Administrative Support Staff						--	--	--	--	--
Environmental Services	24	48	15	9		73%	--	66%	--	S
Food Lodging Pools	27	46	13	13		73%	--	66%	--	S
Lead & Healthy Homes	21	52	18	9		73%	--	66%	--	S
School Based Clinics	6	40	22	21	12	46%	56%	66%	--	O

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VI) Theme Summary

	Percent Favorable		Percent Neutral		Percent Unfavorable		2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Work Environment											
City of Minneapolis Overall	22	44	14	12	8	66%	63%	76%	--		
Health	29	44	10	12	5	73%	67%	76%	--	S	
Administration, Emergency Preparedness, Planning, Policy & Research	15	54	10	17	5	68%	--	76%	--		
Administrative Support Staff						--	--	--	--	--	
Environmental Services	29	39	14	14	5	68%	--	76%	--	S	
Food Lodging Pools	48	43		5		91%	--	76%	--	S	
Lead & Healthy Homes	34	45	8	9	5	78%	--	76%	--	S	
School Based Clinics	22	41	14	15	7	64%	58%	76%	--		

VII) Item Summary

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns						2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Engagement											
31. I rarely think about looking for a new job with another organization (If retiring or going on leave within the next 12 months, please do not answer this question).											
City of Minneapolis Overall	2,269	22	28	17	19	14	50%	49%	63%	58%	O
Health	83	22	27	17	20	14	48%	43%	63%	58%	O
Administration, Emergency Preparedness, Planning, Policy & Research	19	16	32	21	16	16	47%	--	63%	58%	O
Administrative Support Staff	3						--	--	--	--	--
Environmental Services	10	50	10	30	10		50%	--	63%	58%	O
Food Lodging Pools	18	28	33	11	17	11	61%	--	63%	58%	
Lead & Healthy Homes	10	10	20	10	40	20	30%	--	63%	58%	O
School Based Clinics	23	17	22	26	17	17	39%	52%	63%	58%	O
32. I am proud to work for the City.											
City of Minneapolis Overall	2,407	36	40	16	6		75%	68%	90%	79%	S
Health	91	52	34	10			86%	82%	90%	79%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	54	38	8			92%	--	90%	79%	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	64	18	9	9		82%	--	90%	79%	S
Food Lodging Pools	18	50	39	6	6		89%	--	90%	79%	S
Lead & Healthy Homes	11	64	27	9			91%	--	90%	79%	S
School Based Clinics	23	39	35	17			74%	73%	90%	79%	S

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns					2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity	
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Engagement											
33. I would recommend the City as a great place to work.											
City of Minneapolis Overall	2,400	27	37	21	10	6	63%	53%	82%	69%	
Health	90	40	37	16	6	1	77%	68%	82%	69%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	46	29	17	8		75%	--	82%	69%	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	45	36	9	9		82%	--	82%	69%	S
Food Lodging Pools	18	39	50	6	6		89%	--	82%	69%	S
Lead & Healthy Homes	11	36	36	18	9		73%	--	82%	69%	S
School Based Clinics	22	32	32	27	5	5	64%	68%	82%	69%	
34. Overall, I am extremely satisfied with the City as a place to work.											
City of Minneapolis Overall	2,413	25	38	20	11	6	62%	54%	81%	71%	
Health	90	31	39	20	7	1	70%	73%	81%	71%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	42	25	29			67%	--	81%	71%	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	45	27	9	18		73%	--	81%	71%	S
Food Lodging Pools	18	33	50	6	6	6	83%	--	81%	71%	S
Lead & Healthy Homes	11	27	45	9	9	9	73%	--	81%	71%	S
School Based Clinics	22	18	36	36	5	5	55%	77%	81%	71%	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
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Behavior Change Index

8. I was given an opportunity to see/hear about the 2011-2012 Employee Engagement Survey results.

City of Minneapolis Overall	2,136	24	50	15	7	73%	77%	86%	65%	S
Health	73	41	48	8		89%	92%	86%	65%	S
Administration, Emergency Preparedness, Planning, Policy & Research	18	50	44	6		94%	--	86%	65%	S
Administrative Support Staff	3					--	--	--	--	--
Environmental Services	9	33	56	11		89%	--	86%	65%	S
Food Lodging Pools	13	31	54	15		85%	--	86%	65%	S
Lead & Healthy Homes	10	50	30	10	10	80%	--	86%	65%	S
School Based Clinics	20	40	50	5	5	90%	80%	86%	65%	S

9. I was given the opportunity to discuss my ideas about the results of the 2011-2012 Employee Engagement Survey.

City of Minneapolis Overall	2,074	16	33	25	16	9	49%	50%	69%	65%	O
Health	64	38	34	22	5		72%	88%	69%	65%	S
Administration, Emergency Preparedness, Planning, Policy & Research	13	69	31				100%	--	69%	65%	S
Administrative Support Staff	2						--	--	--	--	--
Environmental Services	9	44	11	33	11		56%	--	69%	65%	
Food Lodging Pools	12	25	25	50			50%	--	69%	65%	O
Lead & Healthy Homes	9	22	44	22	11		67%	--	69%	65%	S
School Based Clinics	19	26	47	16	5	5	74%	74%	69%	65%	S

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity		
Behavior Change Index											
10. My Department Leadership has taken action based on the feedback received from the 2011-2012 Employee Engagement Survey.											
City of Minneapolis Overall	2,011	14	29	33	14	10	43%	40%	66%	55%	O
Health	66	27	41	26	6	68%	84%	66%	55%	S	
Administration, Emergency Preparedness, Planning, Policy & Research	17	47	47	6	94%	--	66%	55%	S		
Administrative Support Staff	3	--	--	--	--	--	--	--	--		
Environmental Services	8	25	25	50	50%	--	66%	55%	O		
Food Lodging Pools	12	17	50	33	67%	--	66%	55%	S		
Lead & Healthy Homes	8	50	38	13	50%	--	66%	55%	O		
School Based Clinics	18	22	33	28	17	56%	65%	66%	55%		

Communications

11. Where I work, we are told of upcoming changes in time to prepare for them.

City of Minneapolis Overall	2,402	14	39	19	18	11	53%	44%	73%	61%	
Health	91	23	51	9	12	5	74%	73%	73%	61%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	29	67				96%	--	73%	61%	S
Administrative Support Staff	4	--	--	--	--	--	--	--	--	--	
Environmental Services	11	18	45	18	9	9	64%	--	73%	61%	
Food Lodging Pools	18	33	50	6	11		83%	--	73%	61%	S
Lead & Healthy Homes	11	9	36	18	27	9	45%	--	73%	61%	O
School Based Clinics	23	17	43	9	17	13	61%	59%	73%	61%	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity		
Communications											
12. I can easily access the information I need to do my job.											
City of Minneapolis Overall	2,431	21	49	14	11	70%	67%	82%	--	S	
Health	91	29	52	11	5	80%	80%	82%	--	S	
Administration, Emergency Preparedness, Planning, Policy & Research	24	29	58	8		88%	--	82%	--	S	
Administrative Support Staff	4					--	--	--	--	--	
Environmental Services	11	18	64	9	9	82%	--	82%	--	S	
Food Lodging Pools	18	39	50	6	6	89%	--	82%	--	S	
Lead & Healthy Homes	11	18	73	9		91%	--	82%	--	S	
School Based Clinics	23	26	35	17	9	13	61%	73%	82%	--	
13. There is open and honest two-way communication at the City.											
City of Minneapolis Overall	2,408	10	28	22	20	19	38%	--	59%	59%	O
Health	91	21	36	16	18	9	57%	--	59%	59%	
Administration, Emergency Preparedness, Planning, Policy & Research	23	22	43	9	22		65%	--	59%	59%	
Administrative Support Staff	4						--	--	--	--	
Environmental Services	11	18	36	27	18		55%	--	59%	59%	
Food Lodging Pools	19	32	37	21	11		68%	--	59%	59%	S
Lead & Healthy Homes	11	18	27	36	18		45%	--	59%	59%	O
School Based Clinics	23	17	35	13	22	13	52%	--	59%	59%	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable			Percent Neutral	Percent Unfavorable			2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Customer Service													
14. Where I work, we set clear standards for product/service quality.													
City of Minneapolis Overall	2,413	22	45	15	12	6		67%	56%	78%	75%	S	
Health	90	40	42	6	9		82%	74%	78%	75%	S		
Administration, Emergency Preparedness, Planning, Policy & Research	23	30	52		13		83%	--	78%	75%	S		
Administrative Support Staff	3						--	--	--	--	--		
Environmental Services	11	45	27	9	9	9	73%	--	78%	75%	S		
Food Lodging Pools	19	53	37	5	5		89%	--	78%	75%	S		
Lead & Healthy Homes	11	27	64		9		91%	--	78%	75%	S		
School Based Clinics	23	39	35	9	13		74%	73%	78%	75%	S		
15. My department is actively working to strengthen its relationship with the communities we serve.													
City of Minneapolis Overall	2,356	27	44	19	6		72%	63%	84%	--	S		
Health	92	52	37	5	5		89%	91%	84%	--	S		
Administration, Emergency Preparedness, Planning, Policy & Research	24	54	38				92%	--	84%	--	S		
Administrative Support Staff	4						--	--	--	--	--		
Environmental Services	11	45	36	9	9		82%	--	84%	--	S		
Food Lodging Pools	19	79	21				100%	--	84%	--	S		
Lead & Healthy Homes	11	27	36	9	27		64%	--	84%	--			
School Based Clinics	23	39	52		9		91%	86%	84%	--	S		

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Indicates Priority Item for Your Group

	Valid Returns					2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity	
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Customer Service											
16. Where I work, day-to-day decisions demonstrate that providing quality service is a top priority.											
City of Minneapolis Overall	2,411	26	43	15	10	6	69%	58%	83%	76%	S
Health	90	48	37	7	9		84%	77%	83%	76%	S
Administration, Emergency Preparedness, Planning, Policy & Research	22	50	36	5	9		86%	--	83%	76%	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	55	18	18	9		73%	--	83%	76%	S
Food Lodging Pools	19	53	37	5	5		89%	--	83%	76%	S
Lead & Healthy Homes	11	27	45	9	18		73%	--	83%	76%	S
School Based Clinics	23	43	43		9		87%	82%	83%	76%	S
17. Where I work, customer feedback is used to improve our work processes.											
City of Minneapolis Overall	2,307	18	39	24	13	6	57%	50%	72%	65%	
Health	83	39	39	12	11		77%	64%	72%	65%	S
Administration, Emergency Preparedness, Planning, Policy & Research	19	32	37	21	11		68%	--	72%	65%	S
Administrative Support Staff	2						--	--	--	--	--
Environmental Services	11	45	18	18	18		64%	--	72%	65%	
Food Lodging Pools	18	39	50	6	6		89%	--	72%	65%	S
Lead & Healthy Homes	10	10	50	40			60%	--	72%	65%	
School Based Clinics	23	52	35		13		87%	64%	72%	65%	S

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Indicates Priority Item for Your Group

	Valid Returns					2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity	
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Customer Service											
18. Where I work, employees are getting the training and development needed to keep up with customer demands.											
City of Minneapolis Overall	2,384	16	40	20	14	10	57%	51%	69%	63%	
Health	84	26	50	11	11		76%	59%	69%	63%	S
Administration, Emergency Preparedness, Planning, Policy & Research	20	10	55	25	5	5	65%	--	69%	63%	S
Administrative Support Staff	1						--	--	--	--	--
Environmental Services	11	27	45	18	9		73%	--	69%	63%	S
Food Lodging Pools	19	53	42			5	95%	--	69%	63%	S
Lead & Healthy Homes	11	27	55			18	82%	--	69%	63%	S
School Based Clinics	22	18	50	9	18	5	68%	60%	69%	63%	
19. Customer problems get corrected quickly.											
City of Minneapolis Overall	2,308	21	45	22	7	5	66%	59%	75%	74%	S
Health	81	27	47	19	6		74%	67%	75%	74%	S
Administration, Emergency Preparedness, Planning, Policy & Research	16	19	44	38			63%	--	75%	74%	
Administrative Support Staff	2						--	--	--	--	--
Environmental Services	11	18	55	18	9		73%	--	75%	74%	S
Food Lodging Pools	19	42	32	11	16		74%	--	75%	74%	S
Lead & Healthy Homes	10	20	70			10	90%	--	75%	74%	S
School Based Clinics	23	26	48	22			74%	71%	75%	74%	S

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Indicates Priority Item for Your Group

	Valid Returns						2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Department Leadership											
1. My Department Leadership has communicated a vision of the future that motivates me.											
City of Minneapolis Overall	2,416	18	35	21	15	11	54%	47%	72%	59%	
Health	91	38	47	7	7		86%	88%	72%	59%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	46	33	13	8		79%	--	72%	59%	S
Administrative Support Staff	3						--	--	--	--	--
Environmental Services	11	45	27	18	9		73%	--	72%	59%	S
Food Lodging Pools	19	53	42			5	95%	--	72%	59%	S
Lead & Healthy Homes	11	18	73			9	91%	--	72%	59%	S
School Based Clinics	23	30	57				87%	86%	72%	59%	S
2. My Department Leadership demonstrates that employees are important to the success of the City.											
City of Minneapolis Overall	2,425	24	36	14	14	12	60%	49%	81%	68%	
Health	90	43	43	8			87%	82%	81%	68%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	46	42	8			88%	--	81%	68%	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	73	9	9	9		82%	--	81%	68%	S
Food Lodging Pools	18	61	33			6	94%	--	81%	68%	S
Lead & Healthy Homes	10	10	70			20	80%	--	81%	68%	S
School Based Clinics	23	30	52	9			83%	77%	81%	68%	S

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	Valid Returns						2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Department Leadership											
3. My Department Leadership has the ability to deal with the challenges we face.											
City of Minneapolis Overall	2,406	23	38	17	12	10	60%	50%	80%	73%	
Health	90	40	44	9	6		84%	75%	80%	73%	S
Administration, Emergency Preparedness, Planning, Policy & Research	23	39	48	9			87%	--	80%	73%	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	64	18	9	9		82%	--	80%	73%	S
Food Lodging Pools	19	58	42				100%	--	80%	73%	S
Lead & Healthy Homes	10	70	30				70%	--	80%	73%	
School Based Clinics	23	35	39	22			74%	77%	80%	73%	S
4. My Department Leadership is committed to providing high quality products and services to customers.											
City of Minneapolis Overall	2,405	32	40	14	8	6	71%	61%	89%	77%	S
Health	90	50	38	7			88%	91%	89%	77%	S
Administration, Emergency Preparedness, Planning, Policy & Research	23	52	43				96%	--	89%	77%	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	64	18	18			64%	--	89%	77%	
Food Lodging Pools	19	58	37	5			95%	--	89%	77%	S
Lead & Healthy Homes	10	30	30	20	20		60%	--	89%	77%	
School Based Clinics	23	43	52				96%	86%	89%	77%	S

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	Valid Returns						2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Department Leadership											
5. I have confidence in the future of my department.											
City of Minneapolis Overall	2,418	25	35	16	12	11	60%	45%	83%	68%	
Health	90	41	42	11			83%	45%	83%	68% S	
Administration, Emergency Preparedness, Planning, Policy & Research	24	46	46	8			92%	--	83%	68% S	
Administrative Support Staff	4						--	--	--	--	
Environmental Services	11	45	36	18			82%	--	83%	68% S	
Food Lodging Pools	19	58	37	5			95%	--	83%	68% S	
Lead & Healthy Homes	10	10	60	10	20		70%	--	83%	68%	
School Based Clinics	22	32	36	23	5	5	68%	55%	83%	68% S	
Employee Involvement											
28. City employees are encouraged to develop new and better ways of doing things.											
City of Minneapolis Overall	2,384	17	39	21	13	9	56%	47%	76%	70%	
Health	92	34	35	17	13		68%	70%	76%	70% S	
Administration, Emergency Preparedness, Planning, Policy & Research	24	33	50	8	8		83%	--	76%	70% S	
Administrative Support Staff	4						--	--	--	--	
Environmental Services	11	45	18	18	9	9	64%	--	76%	70%	
Food Lodging Pools	19	42	42	11	5		84%	--	76%	70% S	
Lead & Healthy Homes	11	45	18	9	27		64%	--	76%	70%	
School Based Clinics	23	22	26	30	22		48%	75%	76%	70% O	

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	Valid Returns	Percent Favorable			Percent Neutral			Percent Unfavorable			2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Employee Involvement															
29. City employees are encouraged to participate in making decisions that affect their work.															
City of Minneapolis Overall	2,381	15	38	20	15	11				53%	43%	74%	67%		
Health	91	30	37	15	13					67%	75%	74%	67%	S	
Administration, Emergency Preparedness, Planning, Policy & Research	24	33	42	13	13					75%	--	74%	67%	S	
Administrative Support Staff	3									--	--	--	--	--	
Environmental Services	11	36	36	9	9	9				73%	--	74%	67%	S	
Food Lodging Pools	19	32	47	5	11	5				79%	--	74%	67%	S	
Lead & Healthy Homes	11	45	9	18	27					55%	--	74%	67%		
School Based Clinics	23	17	39	22	13	9				57%	74%	74%	67%		
30. My ideas and suggestions count.															
City of Minneapolis Overall	2,394	16	35	21	14	14				51%	--	74%	64%		
Health	92	29	40	15	12					70%	--	74%	64%	S	
Administration, Emergency Preparedness, Planning, Policy & Research	24	33	50	8	8					83%	--	74%	64%	S	
Administrative Support Staff	4									--	--	--	--	--	
Environmental Services	11	45	18	18	18					64%	--	74%	64%		
Food Lodging Pools	19	26	58	5	11					84%	--	74%	64%	S	
Lead & Healthy Homes	11	36	18	27	18					55%	--	74%	64%		
School Based Clinics	23	22	35	22	9	13				57%	--	74%	64%		

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	Valid Returns	Percent Favorable		Percent Neutral		Percent Unfavorable		2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
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Equity

24. The process for selecting people for special assignments/projects is fair.

City of Minneapolis Overall	2,290	12	32	21	18	17	44%	40%	63%	--	O
Health	84	14	44	23	11	8	58%	60%	63%	--	
Administration, Emergency Preparedness, Planning, Policy & Research	20	10	55	25	5	5	65%	--	63%	--	S
Administrative Support Staff	3						--	--	--	--	--
Environmental Services	10	20	30	30	20		50%	--	63%	--	O
Food Lodging Pools	18	17	44	22	6	11	61%	--	63%	--	
Lead & Healthy Homes	11	18	36	18	18	9	55%	--	63%	--	
School Based Clinics	22	14	41	18	14	14	55%	58%	63%	--	

25. In my department, all employees have equal opportunity for advancement.

City of Minneapolis Overall	2,323	13	31	17	19	19	44%	41%	56%	75%	O
Health	84	17	24	29	17	14	40%	48%	56%	75%	O
Administration, Emergency Preparedness, Planning, Policy & Research	21	14	24	24	33	5	38%	--	56%	75%	O
Administrative Support Staff	3						--	--	--	--	--
Environmental Services	10	30	10	40	20		40%	--	56%	75%	O
Food Lodging Pools	18	17	33	33	17		50%	--	56%	75%	O
Lead & Healthy Homes	11	27	27	9	18	18	55%	--	56%	75%	
School Based Clinics	21	10	19	33	19	19	29%	45%	56%	75%	O

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity			
Equity												
26. My immediate supervisor treats employees fairly.												
City of Minneapolis Overall	2,400	<div style="display: flex; justify-content: space-between;"><div style="width: 37%; background-color: #0056b3; height: 15px;"></div><div style="width: 37%; background-color: #add8e6; height: 15px;"></div><div style="width: 11%; background-color: #cccccc; height: 15px;"></div><div style="width: 8%; background-color: #008080; height: 15px;"></div><div style="width: 7%; background-color: #ff0000; height: 15px;"></div></div>	37	37	11	8	7	74%	69%	83%	75%	S
Health	91	<div style="display: flex; justify-content: space-between;"><div style="width: 51%; background-color: #0056b3; height: 15px;"></div><div style="width: 30%; background-color: #add8e6; height: 15px;"></div><div style="width: 9%; background-color: #cccccc; height: 15px;"></div><div style="width: 5%; background-color: #008080; height: 15px;"></div><div style="width: 5%; background-color: #ff0000; height: 15px;"></div></div>	51	30	9	5	5	80%	80%	83%	75%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	<div style="display: flex; justify-content: space-between;"><div style="width: 58%; background-color: #0056b3; height: 15px;"></div><div style="width: 29%; background-color: #add8e6; height: 15px;"></div><div style="width: 1%; background-color: #cccccc; height: 15px;"></div><div style="width: 1%; background-color: #008080; height: 15px;"></div><div style="width: 1%; background-color: #ff0000; height: 15px;"></div></div>	58	29				88%	--	83%	75%	S
Administrative Support Staff	4						--	--	--	--	--	
Environmental Services	11	<div style="display: flex; justify-content: space-between;"><div style="width: 55%; background-color: #0056b3; height: 15px;"></div><div style="width: 27%; background-color: #add8e6; height: 15px;"></div><div style="width: 18%; background-color: #cccccc; height: 15px;"></div></div>	55	27			18	82%	--	83%	75%	S
Food Lodging Pools	18	<div style="display: flex; justify-content: space-between;"><div style="width: 50%; background-color: #0056b3; height: 15px;"></div><div style="width: 33%; background-color: #add8e6; height: 15px;"></div><div style="width: 6%; background-color: #cccccc; height: 15px;"></div><div style="width: 6%; background-color: #008080; height: 15px;"></div><div style="width: 6%; background-color: #ff0000; height: 15px;"></div></div>	50	33	6	6	6	83%	--	83%	75%	S
Lead & Healthy Homes	11	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0056b3; height: 15px;"></div><div style="width: 9%; background-color: #add8e6; height: 15px;"></div><div style="width: 9%; background-color: #cccccc; height: 15px;"></div><div style="width: 9%; background-color: #008080; height: 15px;"></div><div style="width: 9%; background-color: #ff0000; height: 15px;"></div></div>	64	9	9	9	9	73%	--	83%	75%	S
School Based Clinics	23	<div style="display: flex; justify-content: space-between;"><div style="width: 35%; background-color: #0056b3; height: 15px;"></div><div style="width: 39%; background-color: #add8e6; height: 15px;"></div><div style="width: 9%; background-color: #cccccc; height: 15px;"></div><div style="width: 9%; background-color: #008080; height: 15px;"></div><div style="width: 9%; background-color: #ff0000; height: 15px;"></div></div>	35	39	9	9	9	74%	82%	83%	75%	S
27. My performance on the job is evaluated fairly.												
City of Minneapolis Overall	2,342	<div style="display: flex; justify-content: space-between;"><div style="width: 30%; background-color: #0056b3; height: 15px;"></div><div style="width: 41%; background-color: #add8e6; height: 15px;"></div><div style="width: 15%; background-color: #cccccc; height: 15px;"></div><div style="width: 8%; background-color: #008080; height: 15px;"></div><div style="width: 6%; background-color: #ff0000; height: 15px;"></div></div>	30	41	15	8	6	71%	65%	83%	68%	S
Health	87	<div style="display: flex; justify-content: space-between;"><div style="width: 46%; background-color: #0056b3; height: 15px;"></div><div style="width: 32%; background-color: #add8e6; height: 15px;"></div><div style="width: 9%; background-color: #cccccc; height: 15px;"></div><div style="width: 6%; background-color: #008080; height: 15px;"></div><div style="width: 7%; background-color: #ff0000; height: 15px;"></div></div>	46	32	9	6	7	78%	75%	83%	68%	S
Administration, Emergency Preparedness, Planning, Policy & Research	22	<div style="display: flex; justify-content: space-between;"><div style="width: 50%; background-color: #0056b3; height: 15px;"></div><div style="width: 32%; background-color: #add8e6; height: 15px;"></div><div style="width: 5%; background-color: #cccccc; height: 15px;"></div><div style="width: 9%; background-color: #008080; height: 15px;"></div><div style="width: 5%; background-color: #ff0000; height: 15px;"></div></div>	50	32	5	9	5	82%	--	83%	68%	S
Administrative Support Staff	3						--	--	--	--	--	
Environmental Services	11	<div style="display: flex; justify-content: space-between;"><div style="width: 55%; background-color: #0056b3; height: 15px;"></div><div style="width: 27%; background-color: #add8e6; height: 15px;"></div><div style="width: 18%; background-color: #cccccc; height: 15px;"></div></div>	55	27			18	82%	--	83%	68%	S
Food Lodging Pools	18	<div style="display: flex; justify-content: space-between;"><div style="width: 44%; background-color: #0056b3; height: 15px;"></div><div style="width: 39%; background-color: #add8e6; height: 15px;"></div><div style="width: 6%; background-color: #cccccc; height: 15px;"></div><div style="width: 6%; background-color: #008080; height: 15px;"></div><div style="width: 6%; background-color: #ff0000; height: 15px;"></div></div>	44	39	6	6	6	83%	--	83%	68%	S
Lead & Healthy Homes	11	<div style="display: flex; justify-content: space-between;"><div style="width: 55%; background-color: #0056b3; height: 15px;"></div><div style="width: 18%; background-color: #add8e6; height: 15px;"></div><div style="width: 9%; background-color: #cccccc; height: 15px;"></div><div style="width: 9%; background-color: #008080; height: 15px;"></div><div style="width: 18%; background-color: #ff0000; height: 15px;"></div></div>	55	18	9		18	73%	--	83%	68%	
School Based Clinics	22	<div style="display: flex; justify-content: space-between;"><div style="width: 32%; background-color: #0056b3; height: 15px;"></div><div style="width: 41%; background-color: #add8e6; height: 15px;"></div><div style="width: 14%; background-color: #cccccc; height: 15px;"></div><div style="width: 5%; background-color: #008080; height: 15px;"></div><div style="width: 9%; background-color: #ff0000; height: 15px;"></div></div>	32	41	14	5	9	73%	68%	83%	68%	S

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
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Ethics

35. Where I work, ethical issues can be discussed without negative consequences.

City of Minneapolis Overall	2,341	18	41	20	12	9	59%	52%	75%	69%	
Health	87	32	41	16	6	5	74%	70%	75%	69%	S
Administration, Emergency Preparedness, Planning, Policy & Research	23	35	43	13	9		78%	--	75%	69%	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	45	36	18			82%	--	75%	69%	S
Food Lodging Pools	16	44	31	19	6		75%	--	75%	69%	S
Lead & Healthy Homes	11	27	27	36	9		55%	--	75%	69%	
School Based Clinics	22	14	55	9	9	14	68%	82%	75%	69%	

36. Where I work, people comply with the City's Ethics in Government Code.

City of Minneapolis Overall	2,343	23	48	16	8	5	71%	56%	85%	--	S
Health	90	36	49	11			84%	81%	85%	--	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	42	54				96%	--	85%	--	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	45	45	9			91%	--	85%	--	S
Food Lodging Pools	17	41	47	12			88%	--	85%	--	S
Lead & Healthy Homes	11	36	45	9	9		82%	--	85%	--	S
School Based Clinics	23	17	48	22	9		65%	86%	85%	--	S

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
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Ethics

37. My Department Leadership complies with the City's Ethics in Government Code.

City of Minneapolis Overall	2,275	26	45	16	7	7	71%	62%	86%	--	S
Health	86	40	49	9			88%	84%	86%	--	S
Administration, Emergency Preparedness, Planning, Policy & Research	22	55	41	5			95%	--	86%	--	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	10	50	40	10			90%	--	86%	--	S
Food Lodging Pools	17	41	47	6	6		88%	--	86%	--	S
Lead & Healthy Homes	11	27	55	9	9		82%	--	86%	--	S
School Based Clinics	22	23	59	18			82%	82%	86%	--	S

Immediate Supervisor

38. My immediate supervisor has my best interests at heart.

City of Minneapolis Overall	2,396	31	37	16	9	7	68%	34%	79%	--	S
Health	92	42	35	9	7	8	77%	67%	79%	--	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	46	42				88%	--	79%	--	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	64	18	9	9		82%	--	79%	--	S
Food Lodging Pools	19	37	37	11	5	11	74%	--	79%	--	S
Lead & Healthy Homes	11	55	18	18	9		73%	--	79%	--	
School Based Clinics	23	30	39	17	9		70%	73%	79%	--	S

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable			Percent Neutral			Percent Unfavorable			2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Immediate Supervisor															
39. My immediate supervisor does a good job of "managing the work," that is, making appropriate work assignments, setting priorities, scheduling, etc.															
City of Minneapolis Overall	2,380	29	40	14	10	7	69%	66%	77%	69%	S				
Health	91	37	35	11	11	5	73%	76%	77%	69%	S				
Administration, Emergency Preparedness, Planning, Policy & Research	24	33	29	21	13		63%	--	77%	69%					
Administrative Support Staff	4						--	--	--	--	--				
Environmental Services	10	30	50	10	10		80%	--	77%	69%	S				
Food Lodging Pools	19	47	42	5	5		89%	--	77%	69%	S				
Lead & Healthy Homes	11	55	9	27	9		55%	--	77%	69%					
School Based Clinics	23	26	48	13	9		74%	82%	77%	69%	S				
40. <input type="checkbox"/> My immediate supervisor does a good job of managing the people who work for him/her.															
City of Minneapolis Overall	2,397	30	40	13	9	8	70%	64%	77%	--	S				
Health	91	32	46	8	7	8	78%	75%	77%	--	S				
Administration, Emergency Preparedness, Planning, Policy & Research	23	17	57	17			74%	--	77%	--	S				
Administrative Support Staff	4						--	--	--	--	--				
Environmental Services	11	36	45	9	9		82%	--	77%	--	S				
Food Lodging Pools	19	42	47		11		89%	--	77%	--	S				
Lead & Healthy Homes	11	64	18	9	9		64%	--	77%	--					
School Based Clinics	23	22	57	13	9		78%	73%	77%	--					

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Immediate Supervisor									
41. My immediate supervisor supports my ongoing training and development.									
City of Minneapolis Overall	2,385	<div style="display: flex; justify-content: space-between;"><div style="width: 35%; background-color: #0056b3; color: white; text-align: center;">35</div><div style="width: 40%; background-color: #add8e6; color: white; text-align: center;">40</div><div style="width: 14%; background-color: #cccccc; color: black; text-align: center;">14</div><div style="width: 7%; background-color: #008080; color: white; text-align: center;">7</div><div style="width: 5%; background-color: #ff0000; color: white; text-align: center;">5</div></div>			75%	67%	86%	--	S
Health	91	<div style="display: flex; justify-content: space-between;"><div style="width: 46%; background-color: #0056b3; color: white; text-align: center;">46</div><div style="width: 41%; background-color: #add8e6; color: white; text-align: center;">41</div><div style="width: 8%; background-color: #cccccc; color: black; text-align: center;">8</div><div style="width: 5%; background-color: #008080; color: white; text-align: center;">5</div></div>			87%	78%	86%	--	S
Administration, Emergency Preparedness, Planning, Policy & Research	23	<div style="display: flex; justify-content: space-between;"><div style="width: 43%; background-color: #0056b3; color: white; text-align: center;">43</div><div style="width: 48%; background-color: #add8e6; color: white; text-align: center;">48</div><div style="width: 9%; background-color: #cccccc; color: black; text-align: center;">9</div></div>			91%	--	86%	--	S
Administrative Support Staff	4				--	--	--	--	--
Environmental Services	11	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0056b3; color: white; text-align: center;">64</div><div style="width: 27%; background-color: #add8e6; color: white; text-align: center;">27</div><div style="width: 9%; background-color: #cccccc; color: black; text-align: center;">9</div></div>			91%	--	86%	--	S
Food Lodging Pools	19	<div style="display: flex; justify-content: space-between;"><div style="width: 47%; background-color: #0056b3; color: white; text-align: center;">47</div><div style="width: 47%; background-color: #add8e6; color: white; text-align: center;">47</div><div style="width: 5%; background-color: #008080; color: white; text-align: center;">5</div></div>			95%	--	86%	--	S
Lead & Healthy Homes	11	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0056b3; color: white; text-align: center;">64</div><div style="width: 18%; background-color: #add8e6; color: white; text-align: center;">18</div><div style="width: 18%; background-color: #cccccc; color: black; text-align: center;">18</div></div>			82%	--	86%	--	S
School Based Clinics	23	<div style="display: flex; justify-content: space-between;"><div style="width: 30%; background-color: #0056b3; color: white; text-align: center;">30</div><div style="width: 48%; background-color: #add8e6; color: white; text-align: center;">48</div><div style="width: 13%; background-color: #cccccc; color: black; text-align: center;">13</div><div style="width: 7%; background-color: #008080; color: white; text-align: center;">7</div><div style="width: 2%; background-color: #ff0000; color: white; text-align: center;">2</div></div>			78%	81%	86%	--	S
42. My immediate supervisor clearly communicates what I am expected to do.									
City of Minneapolis Overall	2,408	<div style="display: flex; justify-content: space-between;"><div style="width: 30%; background-color: #0056b3; color: white; text-align: center;">30</div><div style="width: 42%; background-color: #add8e6; color: white; text-align: center;">42</div><div style="width: 14%; background-color: #cccccc; color: black; text-align: center;">14</div><div style="width: 9%; background-color: #008080; color: white; text-align: center;">9</div><div style="width: 5%; background-color: #ff0000; color: white; text-align: center;">5</div></div>			72%	69%	81%	78%	S
Health	92	<div style="display: flex; justify-content: space-between;"><div style="width: 36%; background-color: #0056b3; color: white; text-align: center;">36</div><div style="width: 43%; background-color: #add8e6; color: white; text-align: center;">43</div><div style="width: 13%; background-color: #cccccc; color: black; text-align: center;">13</div><div style="width: 6%; background-color: #008080; color: white; text-align: center;">6</div><div style="width: 2%; background-color: #ff0000; color: white; text-align: center;">2</div></div>			79%	82%	81%	78%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	<div style="display: flex; justify-content: space-between;"><div style="width: 29%; background-color: #0056b3; color: white; text-align: center;">29</div><div style="width: 46%; background-color: #add8e6; color: white; text-align: center;">46</div><div style="width: 21%; background-color: #cccccc; color: black; text-align: center;">21</div><div style="width: 4%; background-color: #ff0000; color: white; text-align: center;">4</div></div>			75%	--	81%	78%	S
Administrative Support Staff	4				--	--	--	--	--
Environmental Services	11	<div style="display: flex; justify-content: space-between;"><div style="width: 45%; background-color: #0056b3; color: white; text-align: center;">45</div><div style="width: 45%; background-color: #add8e6; color: white; text-align: center;">45</div><div style="width: 9%; background-color: #cccccc; color: black; text-align: center;">9</div></div>			91%	--	81%	78%	S
Food Lodging Pools	19	<div style="display: flex; justify-content: space-between;"><div style="width: 37%; background-color: #0056b3; color: white; text-align: center;">37</div><div style="width: 42%; background-color: #add8e6; color: white; text-align: center;">42</div><div style="width: 11%; background-color: #cccccc; color: black; text-align: center;">11</div><div style="width: 5%; background-color: #008080; color: white; text-align: center;">5</div><div style="width: 5%; background-color: #ff0000; color: white; text-align: center;">5</div></div>			79%	--	81%	78%	S
Lead & Healthy Homes	11	<div style="display: flex; justify-content: space-between;"><div style="width: 64%; background-color: #0056b3; color: white; text-align: center;">64</div><div style="width: 9%; background-color: #add8e6; color: white; text-align: center;">9</div><div style="width: 18%; background-color: #cccccc; color: black; text-align: center;">18</div><div style="width: 9%; background-color: #008080; color: white; text-align: center;">9</div></div>			73%	--	81%	78%	S
School Based Clinics	23	<div style="display: flex; justify-content: space-between;"><div style="width: 26%; background-color: #0056b3; color: white; text-align: center;">26</div><div style="width: 57%; background-color: #add8e6; color: white; text-align: center;">57</div><div style="width: 9%; background-color: #cccccc; color: black; text-align: center;">9</div><div style="width: 4%; background-color: #008080; color: white; text-align: center;">4</div><div style="width: 4%; background-color: #ff0000; color: white; text-align: center;">4</div></div>			83%	82%	81%	78%	S

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable			Percent Neutral			Percent Unfavorable			2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Inclusion															
20. I feel that I am part of a team.															
City of Minneapolis Overall	2,428	29	39	12	10	9	69%	--	83%	77%	S				
Health	92	53	27	8	8	80%	--	83%	77%	S					
Administration, Emergency Preparedness, Planning, Policy & Research	24	54	29	13		83%	--	83%	77%	S					
Administrative Support Staff	4					--	--	--	--	--					
Environmental Services	11	64	18	18		82%	--	83%	77%	S					
Food Lodging Pools	19	63	26	11		89%	--	83%	77%	S					
Lead & Healthy Homes	11	64	18	18		82%	--	83%	77%	S					
School Based Clinics	23	39	30	9	9	13	70%	--	83%	77%					
21. My department has a strong track record of hiring people from diverse backgrounds.															
City of Minneapolis Overall	2,294	29	39	19	8	5	68%	67%	78%	79%	S				
Health	89	37	35	12	9	7	72%	70%	78%	79%	S				
Administration, Emergency Preparedness, Planning, Policy & Research	22	18	41	18	14	9	59%	--	78%	79%					
Administrative Support Staff	4					--	--	--	--	--					
Environmental Services	11	55	18	18	9	73%	--	78%	79%	S					
Food Lodging Pools	18	72	22	6		94%	--	78%	79%	S					
Lead & Healthy Homes	11	55	18	18	9	73%	--	78%	79%						
School Based Clinics	23	17	48	13	13	9	65%	64%	78%	79%					

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity		
Inclusion											
22. The City has a work environment in which diverse perspectives are valued.											
City of Minneapolis Overall	2,349	22	41	21	10	7	63%	65%	74%	68%	
Health	92	39	29	14	10	8	68%	61%	74%	68%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	29	33	13	17	8	63%	--	74%	68%	
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	64	9	18	9		73%	--	74%	68%	S
Food Lodging Pools	19	63	21	5	5	5	84%	--	74%	68%	S
Lead & Healthy Homes	11	36	18	18	9	18	55%	--	74%	68%	
School Based Clinics	23	26	43	13	9	9	70%	60%	74%	68%	S
23. <input type="checkbox"/> Where I work, I am treated with dignity and respect.											
City of Minneapolis Overall	2,418	26	41	14	10	9	67%	65%	82%	80%	S
Health	92	51	33	7	5		84%	79%	82%	80%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	50	38		8		88%	--	82%	80%	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	64	18	9	9		82%	--	82%	80%	S
Food Lodging Pools	19	68	26	5			95%	--	82%	80%	S
Lead & Healthy Homes	11	45	36	9	9		82%	--	82%	80%	S
School Based Clinics	23	35	39	9	13		74%	73%	82%	80%	S

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable			Percent Neutral	Percent Unfavorable			2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
My Career													
52. My job makes good use of my talents, skills and abilities.													
City of Minneapolis Overall	2,418	20	46	15	11	8		66%	--	80%	74%	S	
Health	92	30	46	8	13			76%	--	80%	74%	S	
Administration, Emergency Preparedness, Planning, Policy & Research	24	42	33		21			75%	--	80%	74%		
Administrative Support Staff	4							--	--	--	--	--	
Environmental Services	11	27	45	9	9	9		73%	--	80%	74%	S	
Food Lodging Pools	19	26	53	5	16			79%	--	80%	74%	S	
Lead & Healthy Homes	11	27	55	9	9			82%	--	80%	74%	S	
School Based Clinics	23	26	48	9	9	9		74%	--	80%	74%	S	
53. There is a promising future for me at the City.													
City of Minneapolis Overall	2,364	16	35	28	11	10		50%	39%	65%	58%	O	
Health	88	17	31	32	14	7		48%	25%	65%	58%	O	
Administration, Emergency Preparedness, Planning, Policy & Research	23	17	26	39	13			43%	--	65%	58%	O	
Administrative Support Staff	4							--	--	--	--	--	
Environmental Services	11	27	18	27	9	18		45%	--	65%	58%	O	
Food Lodging Pools	17	29	41	12	6	12		71%	--	65%	58%	S	
Lead & Healthy Homes	11	18	27	45		9		45%	--	65%	58%	O	
School Based Clinics	22	5	36	27	27	5		41%	33%	65%	58%	O	

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns					2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity	
		Percent Favorable	Percent Neutral	Percent Unfavorable							
My Career											
54. I receive the training I need to perform my current job effectively.											
City of Minneapolis Overall	2,423	17	48	18	12	5	65%	62%	81%	76%	S
Health	92	26	53	11	10		79%	73%	81%	76%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	13	75		8		88%	--	81%	76%	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	36	36	9	18		73%	--	81%	76%	S
Food Lodging Pools	19	47	42		11		89%	--	81%	76%	S
Lead & Healthy Homes	11	55	36		9		91%	--	81%	76%	S
School Based Clinics	23		57	26	13		61%	68%	81%	76%	
55. I am satisfied with my opportunity for career development in the City.											
City of Minneapolis Overall	2,389	14	35	24	16	12	48%	42%	57%	60%	O
Health	88	15	25	33	16	11	40%	35%	57%	60%	O
Administration, Emergency Preparedness, Planning, Policy & Research	23	22	22	39	9	9	43%	--	57%	60%	O
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	27	27	18	9	18	55%	--	57%	60%	
Food Lodging Pools	19	21	32	32	5	11	53%	--	57%	60%	
Lead & Healthy Homes	10	20	30	40		10	20%	--	57%	60%	O
School Based Clinics	21	5	24	33	24	14	29%	29%	57%	60%	O

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable			2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
My Career															
56. I am satisfied with my access to training.															
City of Minneapolis Overall	2,409	15	43	21	13	8		58%	54%	73%	--				
Health	90	26	48	10	13			73%	60%	73%	--		S		
Administration, Emergency Preparedness, Planning, Policy & Research	23	26	61		13			87%	--	73%	--		S		
Administrative Support Staff	4							--	--	--	--		--		
Environmental Services	11	36	36	18	9			73%	--	73%	--		S		
Food Lodging Pools	19	42	53		5			95%	--	73%	--		S		
Lead & Healthy Homes	11	27	55	9	9			82%	--	73%	--		S		
School Based Clinics	22	5	32	23	27	14		36%	36%	73%	--		O		
Performance Management															
42. My immediate supervisor clearly communicates what I am expected to do.															
City of Minneapolis Overall	2,408	30	42	14	9	6		72%	69%	81%	78%		S		
Health	92	36	43	13				79%	82%	81%	78%		S		
Administration, Emergency Preparedness, Planning, Policy & Research	24	29	46	21				75%	--	81%	78%		S		
Administrative Support Staff	4							--	--	--	--		--		
Environmental Services	11	45	45		9			91%	--	81%	78%		S		
Food Lodging Pools	19	37	42	11	5	5		79%	--	81%	78%		S		
Lead & Healthy Homes	11	64	9	18	9			73%	--	81%	78%		S		
School Based Clinics	23	26	57	9				83%	82%	81%	78%		S		

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity		
Performance Management											
6. I understand how my work links to the goals of the City.											
City of Minneapolis Overall	2,422	31	48	12	5	80%	66%	93%	84%	S	
Health	92	52	43			96%	91%	93%	84%	S	
Administration, Emergency Preparedness, Planning, Policy & Research	24	46	54			100%	--	93%	84%	S	
Administrative Support Staff	4					--	--	--	--	--	
Environmental Services	11	36	45	18		82%	--	93%	84%	S	
Food Lodging Pools	19	58	42			100%	--	93%	84%	S	
Lead & Healthy Homes	11	64	27	9		91%	--	93%	84%	S	
School Based Clinics	23	61	39			100%	82%	93%	84%	S	
7. My immediate supervisor gives me useful feedback on how well I'm doing my job.											
City of Minneapolis Overall	2,389	33	37	12	10	7	70%	64%	79%	70%	S
Health	90	44	30	13	8		74%	75%	79%	70%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	50	29	13	8		79%	--	79%	70%	S
Administrative Support Staff	4					--	--	--	--	--	
Environmental Services	11	73	9	9	9		82%	--	79%	70%	S
Food Lodging Pools	19	53	21	16	5	5	74%	--	79%	70%	S
Lead & Healthy Homes	10	40	20	10	20	10	60%	--	79%	70%	
School Based Clinics	22	23	50	18	9		73%	77%	79%	70%	S

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable			2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Recognition															
49. I receive recognition that is meaningful to me.															
City of Minneapolis Overall	2,390	12	37	25	16	11		49%	50%	63%	--	O			
Health	91	16	45	18	16		62%	63%	63%	--					
Administration, Emergency Preparedness, Planning, Policy & Research	23	22	48	9	17		70%	--	63%	--					
Administrative Support Staff	4						--	--	--	--	--				
Environmental Services	11	27	55	9	9		82%	--	63%	--	S				
Food Lodging Pools	19	21	42	21	16		63%	--	63%	--					
Lead & Healthy Homes	11	9	55	27	9		64%	--	63%	--					
School Based Clinics	23		35	26	26	9	39%	55%	63%	--	O				
50. <input type="checkbox"/> I feel valued as an employee of the City.															
City of Minneapolis Overall	2,420	14	38	22	14	12		52%	46%	70%	65%				
Health	91	22	47	15	9	7		69%	66%	70%	65%	S			
Administration, Emergency Preparedness, Planning, Policy & Research	24	25	42	29			67%	--	70%	65%	S				
Administrative Support Staff	4						--	--	--	--	--				
Environmental Services	11	27	45	9	9	9		73%	--	70%	65%	S			
Food Lodging Pools	18	28	44	11	11	6		72%	--	70%	65%	S			
Lead & Healthy Homes	11	36	55			9		91%	--	70%	65%	S			
School Based Clinics	23		52	17	13	13		57%	59%	70%	65%				

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable		Percent Neutral		Percent Unfavorable		2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
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Recognition

51. I regularly receive appropriate recognition when I do a good job.

City of Minneapolis Overall	2,402	13	37	23	17	11	49%	44%	65%	59%	O
Health	90	18	46	16	16	6	63%	63%	65%	59%	
Administration, Emergency Preparedness, Planning, Policy & Research	23	9	57	9	22		65%	--	65%	59%	
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	18	45	27	9		64%	--	65%	59%	
Food Lodging Pools	19	32	53	5	11		84%	--	65%	59%	S
Lead & Healthy Homes	11	18	45	27	9		64%	--	65%	59%	
School Based Clinics	22	9	32	23	23	14	41%	55%	65%	59%	O

Work Environment

43. The City supports me via programs, resources, etc., in attaining my health and wellness goals.

City of Minneapolis Overall	2,370	25	51	15	6		75%	74%	87%	--	S
Health	88	25	57	11	6		82%	79%	87%	--	S
Administration, Emergency Preparedness, Planning, Policy & Research	23	13	74	13			87%	--	87%	--	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	18	55	18	9		73%	--	87%	--	S
Food Lodging Pools	18	39	61				100%	--	87%	--	S
Lead & Healthy Homes	10	30	70				100%	--	87%	--	S
School Based Clinics	22	23	36	18	18	5	59%	68%	87%	--	

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns					2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity	
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Work Environment											
44. Safety in the workplace is a high priority.											
City of Minneapolis Overall	2,378	32	45	14	5	5	76%	73%	85%	88%	S
Health	92	36	51	10			87%	96%	85%	88%	S
Administration, Emergency Preparedness, Planning, Policy & Research	24	17	71	13			88%	--	85%	88%	S
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	36	36	18	9		73%	--	85%	88%	S
Food Lodging Pools	19	63	37				100%	--	85%	88%	S
Lead & Healthy Homes	11	45	55				100%	--	85%	88%	S
School Based Clinics	23	26	48	17	9		74%	95%	85%	88%	S
45. I am satisfied with my overall physical work environment (e.g. ventilation, noise, lighting, space).											
City of Minneapolis Overall	2,411	19	42	14	16	9	61%	62%	66%	71%	
Health	90	29	32	10	20	9	61%	46%	66%	71%	
Administration, Emergency Preparedness, Planning, Policy & Research	24	8	33	13	38	8	42%	--	66%	71%	O
Administrative Support Staff	4						--	--	--	--	--
Environmental Services	11	27	36	9	18	9	64%	--	66%	71%	
Food Lodging Pools	18	61	33	6			94%	--	66%	71%	S
Lead & Healthy Homes	11	45	27	9	18		73%	--	66%	71%	S
School Based Clinics	22	14	36	9	18	23	50%	35%	66%	71%	O

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns						2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity	
		Percent Favorable	Percent Neutral	Percent Unfavorable								
Work Environment												
46. Where I work, we have enough people to get the work done.												
City of Minneapolis Overall	2,408	10	30	15	24	20	41%	33%	52%	52%	O	
Health	92	9	33	15	30	13	41%	31%	52%	52%	O	
Administration, Emergency Preparedness, Planning, Policy & Research	24	21	8	46		21	25%	--	52%	52%	O	
Administrative Support Staff	4						--	--	--	--	--	
Environmental Services	11	36	9	36	18		36%	--	52%	52%	O	
Food Lodging Pools	19	21	37	21	21		58%	--	52%	52%		
Lead & Healthy Homes	11	18	27	27	27		18%	--	52%	52%	O	
School Based Clinics	23	9	48	13	22	9	57%	41%	52%	52%		
47. I have access to the resources (e.g. equipment, information, materials, technology) I need to do my job effectively.												
City of Minneapolis Overall	2,423	16	49	15	13	7	66%	61%	80%	75%		
Health	91	27	55	9	8		82%	68%	80%	75%	S	
Administration, Emergency Preparedness, Planning, Policy & Research	24	8	75			8	8	83%	--	80%	75%	S
Administrative Support Staff	4						--	--	--	--	--	
Environmental Services	11	36	36	18	9		73%	--	80%	75%	S	
Food Lodging Pools	19	47	53					100%	--	80%	75%	S
Lead & Healthy Homes	11	27	64			9		91%	--	80%	75%	S
School Based Clinics	22	23	45	14	14	5	68%	36%	80%	75%	S	

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VII) Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2014 % Fav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Work Environment									
48. The people I work with cooperate to get the job done.									
City of Minneapolis Overall	2,423	31	48	12 6	79%	76%	85%	82%	S
Health	91	47	40	8 1	87%	80%	85%	82%	S
Administration, Emergency Preparedness, Planning, Policy & Research	23	39	48	9	87%	--	85%	82%	S
Administrative Support Staff	4				--	--	--	--	--
Environmental Services	11	55	36	9	91%	--	85%	82%	S
Food Lodging Pools	19	58	37	5	95%	--	85%	82%	S
Lead & Healthy Homes	11	55	36	9	91%	--	85%	82%	S
School Based Clinics	23	39	35	13 9	74%	73%	85%	82%	S

VIII) Most Favorable/Most Unfavorable Summary

2014 My Minneapolis Employee Engagement Survey

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VIII) Most Favorable/Most Unfavorable Summary

Most Favorable Items	2014 % Fav	2014 % Unfav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm
Health					
6. I understand how my work links to the goals of the City.	96%	0%	91%	93%	84%
15. My department is actively working to strengthen its relationship with the communities we serve.	89%	5%	91%	84%	--
8. I was given an opportunity to see/hear about the 2011-2012 Employee Engagement Survey results.	89%	3%	92%	86%	65%
4. My Department Leadership is committed to providing high quality products and services to customers.	88%	6%	91%	89%	77%
37. My Department Leadership complies with the City's Ethics in Government Code.	88%	2%	84%	86%	--
48. The people I work with cooperate to get the job done.	87%	5%	80%	85%	82%
41. My immediate supervisor supports my ongoing training and development.	87%	5%	78%	86%	--
2. My Department Leadership demonstrates that employees are important to the success of the City.	87%	6%	82%	81%	68%
44. Safety in the workplace is a high priority.	87%	3%	96%	85%	88%
32. I am proud to work for the City.	86%	4%	82%	90%	79%
Most Unfavorable Items					
	2014 % Fav	2014 % Unfav	2011 % Fav	City's Most Engaged Units	Kenexa US World Norm
Health					
46. Where I work, we have enough people to get the work done.	41%	43%	31%	52%	52%
31. I rarely think about looking for a new job with another organization (If retiring or going on leave within the next 12 months, please do not answer this question).	48%	35%	43%	63%	58%
25. In my department, all employees have equal opportunity for advancement.	40%	31%	48%	56%	75%
45. I am satisfied with my overall physical work environment (e.g. ventilation, noise, lighting, space).	61%	29%	46%	66%	71%
55. I am satisfied with my opportunity for career development in the City.	40%	27%	35%	57%	60%
13. There is open and honest two-way communication at the City.	57%	26%	--	59%	59%
49. I receive recognition that is meaningful to me.	62%	21%	63%	63%	--
51. I regularly receive appropriate recognition when I do a good job.	63%	21%	63%	65%	59%
53. There is a promising future for me at the City.	48%	20%	25%	65%	58%
24. The process for selecting people for special assignments/projects is fair.	58%	19%	60%	63%	--