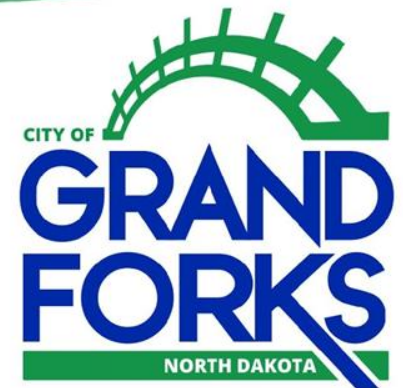
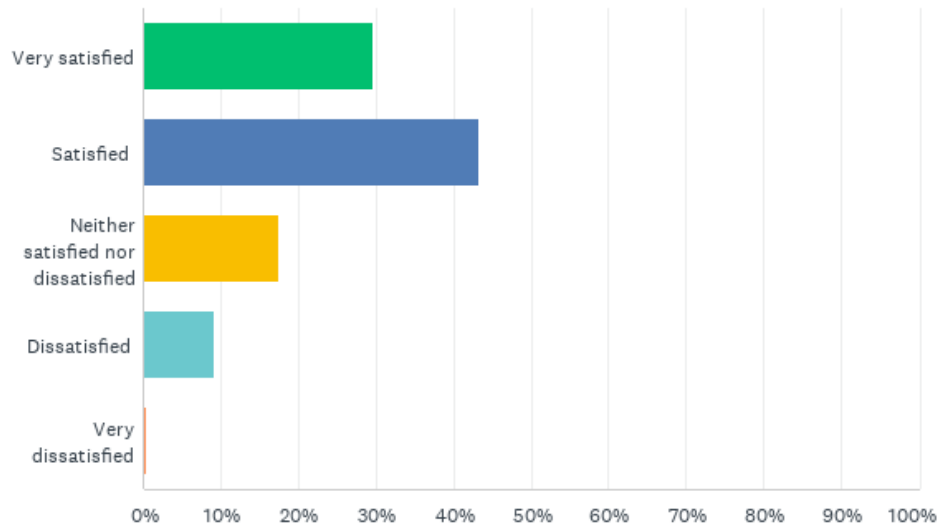


# Employee Compensation & Performance Evaluation System Survey Results



# OVERALL SATISFACTION WITH CURRENT STEP AND GRADE

How satisfied are you with the City's current Step and Grade Compensation Plan?

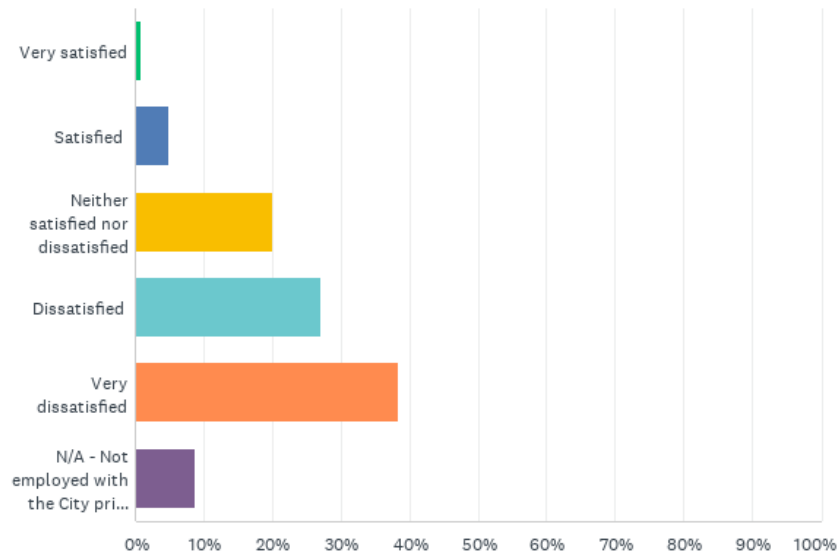


Overall, 72.91% of surveyed employees (252) are satisfied or very satisfied with the current plan.



# OVERALL SATISFACTION WITH THE CITY'S PREVIOUS PAY FOR PERFORMANCE COMPENSATION

How satisfied were you with the City's previous Pay for Performance compensation plan?



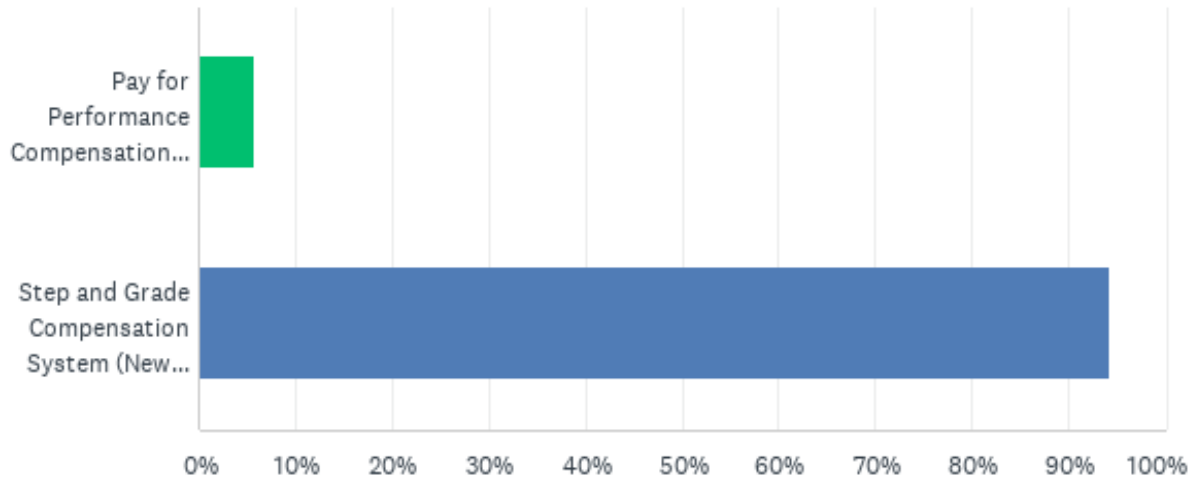
Overall, 65.41% of the 240 employees who answered the survey were dissatisfied or very dissatisfied with the previous plan.

\*21 employees (8.75%) were unable to answer due to not being employed with the City at that time.



# COMPENSATION PLAN PREFERENCE

Which compensation plan do you prefer?

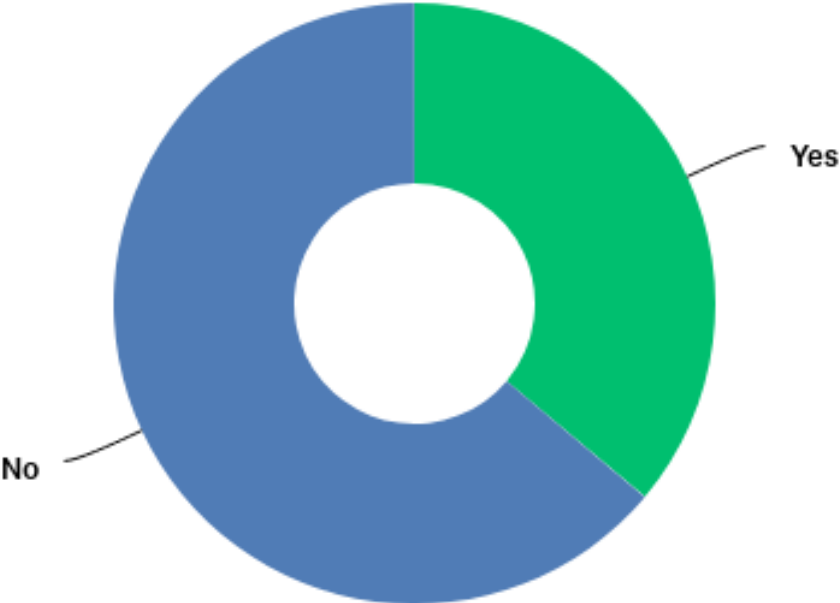


Overall, 94.17% of the 240 employees who answered the survey prefer the Step and Grade System.



# HIGH PERFORMANCE ALLOCATION SUGGESTION

A suggestion has been made to set aside a sum of money, specifically for high performing employees. Would you support City Council setting aside a pot of money for high performing employees?



Overall, 36.12% of the 227 employees who answered this question would support this initiative.

63.88% were not in favor of this initiative.

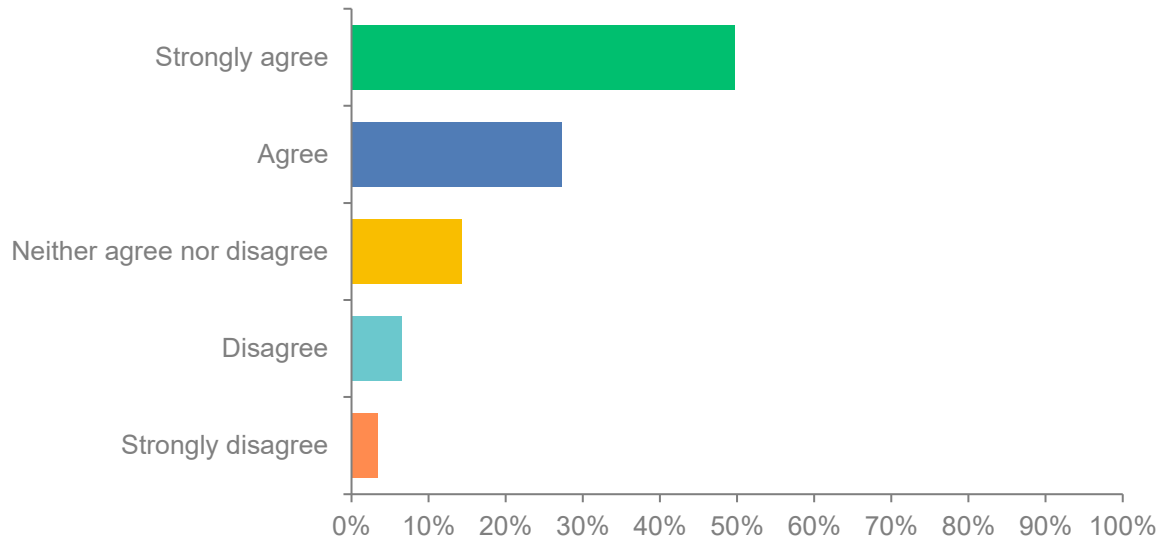


# Performance Evaluation System Survey Results



# EVALUATION STRUCTURE PREFERENCE

I prefer the pass/fail structure of the evaluation system (new plan) over the pay for performance structure (old plan).



ANSWER CHOICES	RESPONSES	
Strongly agree	49.78%	115
Agree	27.27%	63
Neither agree nor disagree	14.29%	33
Disagree	6.49%	15
Strongly disagree	3.46%	8
<b>TOTAL</b>		<b>234</b>

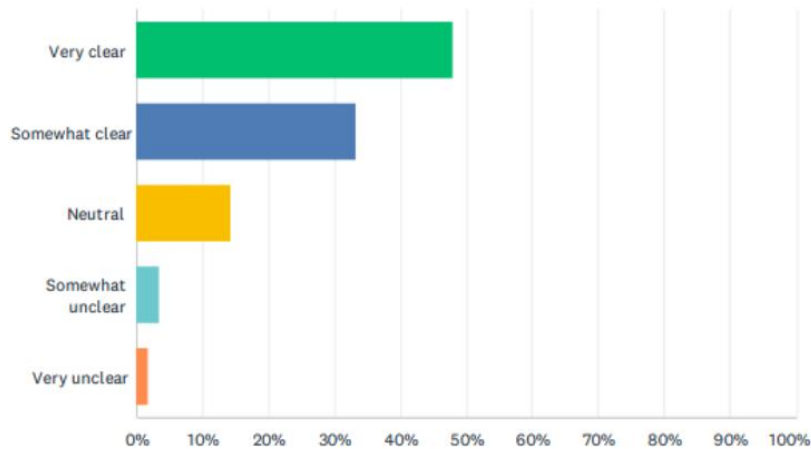


Overall, 77.05% of the 234 employees who answered the question prefer the Pass/Fail structure.

# EVALUATION STRUCTURE

How clear are the expectations and criteria used in your annual performance evaluation?

Answered: 231 Skipped: 21

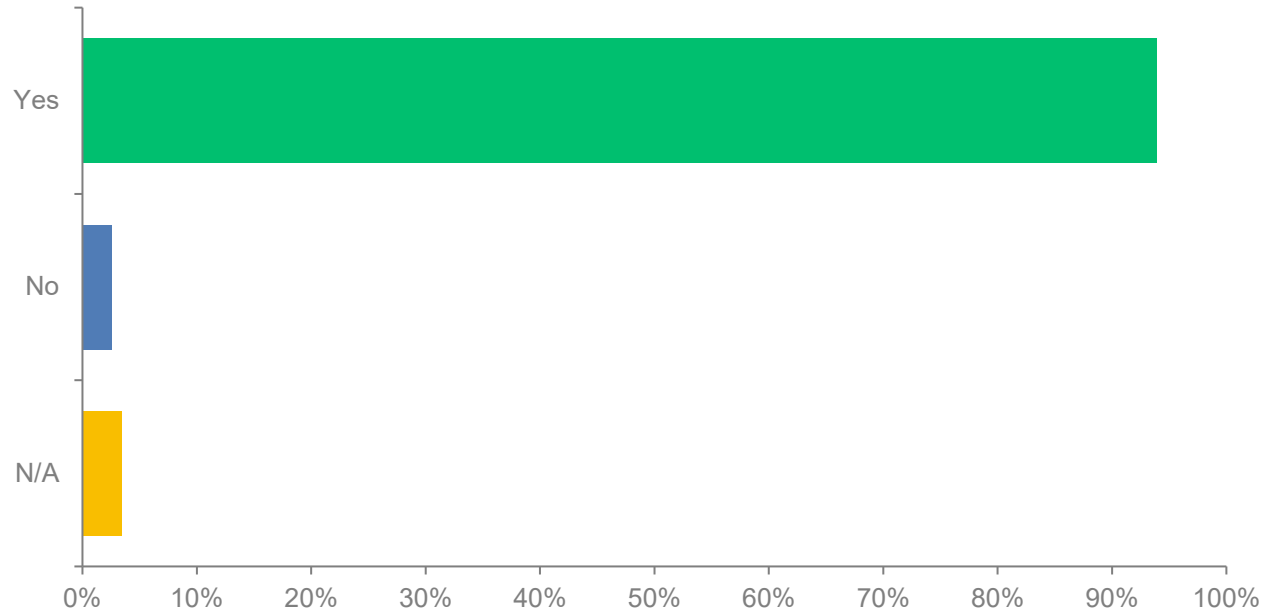


ANSWER CHOICES	RESPONSES	
Very clear	48.05%	111
Somewhat clear	33.33%	77
Neutral	14.29%	33
Somewhat unclear	3.46%	8
Very unclear	1.73%	4
Total Respondents: 231		



# OPPORTUNITY FOR INPUT

During your last performance evaluation, were you provided an opportunity to provide input or respond to your evaluation.



ANSWER CHOICES	RESPONSES
Yes	93.94% 217
No	2.60% 6
N/A	3.46% 8
TOTAL	231