

DPS Employee Climate Survey Data - Types Breakout Percentage Comparison		Strongly Disagree			Disagree			Agree			Strongly Agree			Neither			N/A			Skipped/ Responded as Optional Comment		
		All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn

Agency Leadership																						
Q1	I have a high level of respect for the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	24.21%	25.41%	17.05%	21.65%	24.86%	12.50%	24.57%	22.16%	31.82%	12.77%	10.27%	22.73%	16.67%	17.12%	15.91%	0.12%	0.18%	0.00%			
Q2	Direct communication (e.g., meetings, office visits) from the Director and senior executives helps me understand the SCDPS mission and strategy.	21.86%	24.73%	13.07%	23.20%	24.01%	17.61%	23.32%	21.84%	31.25%	8.30%	7.76%	10.80%	21.37%	20.04%	23.30%	1.95%	1.62%	3.98%			
Q3	The SCDPS's senior executives maintain high standards of honesty and integrity.	21.34%	23.06%	13.07%	17.80%	20.36%	10.23%	20.85%	18.02%	27.27%	11.22%	9.73%	17.05%	27.80%	27.93%	30.68%	0.98%	0.90%	1.70%			
Q4	I believe SCDPS executives set a positive example for the organization by adhering to applicable rules, regulations, and policies.	22.22%	22.88%	14.77%	21.00%	23.96%	15.34%	21.86%	19.64%	26.70%	10.87%	8.83%	19.32%	23.44%	24.14%	22.73%	0.61%	0.54%	1.14%			
Q5	Agency leadership demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	18.90%	19.46%	13.07%	20.98%	21.80%	19.32%	27.20%	26.13%	30.11%	11.59%	10.09%	17.61%	20.98%	22.16%	19.32%	0.37%	0.36%	0.57%			
Q6	Employee morale is important to the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	38.98%	42.16%	27.27%	24.48%	25.95%	19.32%	13.52%	10.81%	20.45%	8.53%	7.75%	12.45%	14.25%	13.15%	19.89%	0.24%	0.18%	0.57%			
Q7	I have trust and confidence in my agency leadership.	28.87%	32.07%	16.48%	22.29%	22.34%	22.16%	18.51%	17.48%	21.02%	10.11%	8.65%	16.48%	19.98%	19.28%	23.30%	0.24%	0.18%	0.57%			
Q8	Considering everything, how satisfied are you with the SCDPS leadership and the status of the agency?	23.26%	26.49%	16.48%	24.36%	25.59%	19.32%	19.12%	17.66%	25.57%	8.65%	6.31%	16.48%	9.14%	9.19%	7.95%	0.12%	0.00%	0.57%	15.35%	14.77%	13.64%

Division Leadership																						
Q9	The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	14.39%	14.44%	12.50%	15.78%	18.05%	11.36%	33.08%	33.21%	34.66%	18.18%	15.52%	25.57%	18.18%	18.23%	15.91%	0.38%	0.54%	0.00%			
Q10	Employee morale is important to my Division leadership.	24.21%	24.68%	20.45%	20.93%	22.16%	18.18%	23.20%	24.68%	20.45%	15.13%	12.07%	23.30%	16.14%	16.04%	17.05%	0.38%	0.36%	0.57%			
Q11	Division leadership has a positive impact on our Division performance.	17.40%	18.02%	13.64%	17.78%	19.46%	13.64%	25.73%	26.67%	25.57%	17.78%	14.95%	24.43%	21.06%	20.72%	22.16%	0.25%	0.18%	0.57%			
Q12	How satisfied are you with the information you receive from your Division leadership on what is going on in the DPS?	13.62%	14.23%	11.36%	18.28%	20.00%	15.91%	22.95%	22.52%	26.14%	11.73%	7.93%	22.73%	21.69%	23.42%	15.34%	0.50%	0.54%	0.57%	11.22%	11.35%	7.95%
Q13	Leaders in my Division encourage and consider alternative points of view and recommendations.	20.30%	22.34%	13.07%	16.65%	17.84%	15.91%	18.54%	17.12%	26.14%	11.22%	9.01%	17.05%	20.30%	20.36%	19.32%	0.38%	0.54%	0.00%	12.61%	12.79%	8.52%
Q14	Division leadership empowers and supports supervisors to perform their jobs.	21.82%	24.32%	13.64%	21.56%	22.70%	16.48%	22.70%	20.90%	28.98%	12.74%	10.09%	20.45%	20.05%	20.72%	19.32%	1.13%	1.26%	1.14%			
Q15	I have trust and confidence in my Division leadership.	19.92%	21.62%	14.20%	19.29%	20.36%	16.48%	25.98%	25.95%	23.30%	14.38%	11.53%	24.43%	20.18%	20.36%	21.02%	0.25%	0.18%	0.57%			1.4%

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Supervisory Leadership

Q16	My supervisor provides guidance and instruction regarding expectations.	7.50%	7.57%	5.68%	5.30%	4.50%	8.52%	41.40%	42.70%	37.50%	34.93%	34.95%	34.66%	10.61%	9.91%	13.64%	0.26%	0.36%	0.00%			
Q17	My supervisor provides the resources and support for me to do my job.	6.73%	6.85%	5.68%	9.44%	9.73%	9.66%	39.33%	41.26%	35.23%	32.73%	32.25%	31.82%	11.38%	9.37%	17.61%	0.39%	0.54%	0.00%			
Q18	My supervisor leads by example.	6.73%	6.31%	7.39%	7.12%	6.85%	9.09%	28.33%	29.37%	23.86%	34.54%	35.14%	31.82%	14.62%	13.33%	19.89%	0.39%	0.54%	0.00%	8.28%	8.47%	7.95%
Q19	My supervisor is approachable.	5.56%	5.59%	4.55%	3.88%	4.32%	3.41%	31.95%	31.35%	34.09%	49.55%	50.45%	46.59%	8.67%	7.75%	11.36%	0.39%	0.54%	0.00%			
Q20	My supervisor treats people fairly.	6.99%	6.49%	7.39%	5.95%	5.23%	9.66%	31.95%	32.07%	29.55%	44.11%	45.59%	40.34%	10.61%	10.27%	12.50%	0.39%	0.36%	0.57%			
Q21	My supervisor uses financial resources efficiently and effectively.	2.98%	2.88%	3.43%	3.76%	3.78%	4.00%	27.20%	25.05%	34.29%	25.13%	23.06%	32.00%	20.47%	21.80%	16.00%	20.47%	23.42%	10.29%			
Q22	My supervisor takes actions to hold others accountable.	4.02%	3.24%	5.71%	5.57%	5.59%	6.29%	38.47%	40.90%	30.29%	26.81%	26.31%	28.57%	16.71%	15.86%	20.00%	1.17%	1.26%	0.57%	7.25%	6.85%	8.57%
Q23	My supervisor makes sound judgments based upon common sense, practical experience, and applicable laws.	6.34%	6.49%	5.11%	5.95%	6.13%	6.82%	41.14%	41.98%	37.50%	35.45%	34.95%	37.50%	10.61%	10.09%	11.93%	0.52%	0.36%	1.14%			
Q24	My supervisor supports organizational change in a positive and productive manner.	4.01%	3.78%	3.98%	5.69%	6.49%	3.41%	35.96%	36.04%	34.09%	26.39%	24.32%	33.52%	20.05%	20.72%	19.89%	1.42%	1.44%	1.14%	6.47%	7.21%	3.98%
Q25	My supervisor clearly communicates ideas verbally and in writing.	4.53%	4.50%	3.98%	7.12%	5.77%	11.93%	41.27%	43.42%	34.66%	29.50%	27.93%	34.09%	11.51%	11.89%	10.80%	1.03%	1.08%	1.14%	5.05%	5.41%	3.41%
Q26	My supervisor listens to what others have to say.	5.83%	5.59%	5.71%	6.87%	7.21%	6.86%	41.97%	43.42%	36.00%	32.25%	30.99%	36.57%	11.92%	11.71%	13.14%	1.17%	1.08%	1.71%			
Q27	My supervisor proactively addresses issues or problems.	5.70%	5.23%	5.68%	11.01%	10.65%	13.07%	39.77%	42.06%	30.11%	28.37%	28.16%	30.68%	14.38%	13.18%	19.32%	0.78%	0.72%	1.14%			
Q28	My supervisor promotes and supports sharing job knowledge.	4.40%	3.78%	5.11%	5.43%	5.77%	5.11%	38.29%	37.84%	38.64%	34.67%	35.50%	33.52%	12.16%	11.89%	13.07%	0.65%	0.72%	0.57%	4.40%	4.50%	3.98%
Q29	My supervisor has sufficient technical skill necessary to perform the job or coach others with less skill.	6.87%	6.32%	7.39%	6.22%	5.23%	8.52%	39.64%	41.34%	35.23%	34.97%	34.12%	36.93%	11.14%	11.73%	10.80%	1.17%	1.26%	1.14%			
Q30	My supervisor acts with integrity, honesty, fairness, and empathy.	7.12%	6.31%	7.95%	4.66%	5.59%	2.84%	37.39%	38.38%	31.82%	39.59%	39.82%	42.05%	10.61%	9.37%	14.20%	0.65%	0.54%	1.14%			
Q31	My supervisor recognizes and appreciates employees who are doing a good job.	6.09%	5.23%	7.39%	5.83%	7.04%	2.84%	39.51%	40.07%	34.09%	36.01%	36.64%	36.36%	12.05%	10.65%	18.18%	0.52%	0.36%	1.14%			
Q32	My supervisor awards promotions in my work unit based on merit.	14.90%	14.08%	15.91%	11.79%	12.27%	11.36%	17.62%	17.69%	17.05%	15.80%	14.98%	17.61%	23.58%	24.01%	23.30%	16.32%	16.97%	14.77%			
Q33	I have trust and confidence in my supervisor as a leader.	7.91%	7.96%	6.82%	7.26%	7.41%	8.52%	38.00%	38.88%	33.52%	34.37%	33.82%	36.93%	11.93%	11.39%	13.64%	0.52%	0.54%	0.57%			
Q34	My supervisor cares about me as a person.	6.99%	7.03%	6.25%	6.73%	6.31%	9.09%	33.64%	35.32%	27.27%	37.65%	36.04%	43.18%	14.62%	14.77%	14.20%	0.39%	0.54%	0.00%			
Q35	I have opportunities to voice my ideas about making work more efficient and/or to meet the public's needs more effectively.	11.77%	13.15%	6.82%	13.20%	14.95%	7.95%	36.22%	36.58%	36.36%	24.58%	21.80%	32.39%	13.20%	12.61%	14.77%	1.03%	0.90%	1.70%			

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Work Environment																					
Q36	Morale at work is good.	40.16%	44.32%	27.84%	23.49%	24.14%	20.45%	17.98%	14.77%	26.70%	6.04%	4.68%	10.80%	12.20%	12.07%	13.64%	0.13%	0.00%	0.57%		
Q37	I have the technology needed (e.g. software, hardware, etc.) to get my job done.	20.31%	23.96%	9.66%	17.17%	19.28%	11.93%	34.86%	32.61%	39.20%	11.66%	8.65%	21.02%	15.99%	15.50%	18.18%	0.00%	0.00%	0.00%		
Q38	I have the tools needed to execute my administrative and reporting requirements.	9.84%	11.89%	2.84%	12.60%	15.14%	5.68%	50.00%	49.55%	50.57%	12.60%	9.55%	21.59%	13.91%	13.87%	14.77%	1.05%	0.00%	4.55%		
Q39	Employees report misconduct to the appropriate authorities.	5.39%	5.23%	5.11%	9.59%	9.21%	12.50%	41.39%	43.32%	32.95%	7.88%	7.04%	11.36%	29.96%	30.87%	28.41%	5.78%	4.33%	9.66%		
Q40	I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	12.99%	12.43%	13.64%	19.16%	20.36%	17.05%	31.23%	30.99%	32.39%	11.94%	11.17%	14.20%	22.44%	23.24%	19.32%	2.23%	1.80%	3.41%		
Q41	Employees are protected from health and safety hazards on the job.	9.71%	10.99%	6.25%	9.06%	9.73%	6.82%	46.98%	46.67%	47.73%	14.30%	12.07%	21.02%	18.37%	19.10%	17.05%	1.57%	1.44%	1.14%		
Q42	Access to information systems and confidential information is adequately controlled.	2.76%	2.52%	2.84%	4.20%	3.60%	5.68%	56.43%	57.30%	54.55%	19.95%	19.28%	22.73%	15.62%	16.40%	13.07%	1.05%	0.90%	1.14%		

Integrity and Professionalism																					
Q43	The employees here are competent and know how to get the job done.	3.98%	4.50%	2.29%	10.88%	11.53%	9.14%	48.54%	49.19%	46.29%	14.46%	13.33%	18.29%	22.02%	21.26%	24.00%	0.13%	0.18%	0.00%		
Q44	The people in my Division conduct themselves in a professional manner.	1.99%	1.44%	2.84%	6.75%	5.59%	9.66%	58.28%	61.44%	48.30%	20.13%	19.46%	22.73%	12.58%	11.71%	16.48%	0.26%	0.36%	0.00%		
Q45	The people in my Division treat each other with respect and consideration.	3.05%	2.70%	3.43%	11.80%	12.07%	11.43%	49.87%	51.53%	45.71%	18.17%	16.76%	22.29%	16.98%	16.76%	17.14%	0.13%	0.18%	0.00%		
Q46	People in my Division are treated in a fair and consistent manner.	15.10%	16.40%	10.80%	20.79%	22.52%	15.91%	32.58%	32.43%	32.39%	14.30%	12.61%	19.32%	17.22%	16.04%	21.59%	0.00%	0.00%	0.00%		
Q47	Personnel policies (e.g., performance appraisal, promotion, rewards) are applied consistently across employees.	27.19%	28.88%	22.16%	23.74%	25.45%	17.61%	19.50%	19.68%	19.89%	8.22%	6.68%	13.07%	20.56%	18.95%	25.57%	0.80%	0.36%	1.70%		
Q48	In my work unit, steps are taken to deal with poor performance.	8.21%	8.11%	8.52%	16.56%	17.48%	14.77%	40.26%	42.52%	32.39%	10.33%	8.47%	16.48%	22.78%	22.70%	22.73%	1.85%	0.72%	5.11%		

Job Satisfaction																					
Q49	Considering everything, how satisfied are you with your total compensation (e.g., salary, bonus, benefits, etc.)?	28.36%	26.13%	34.09%	32.22%	33.51%	28.41%	24.23%	24.32%	23.86%	4.39%	3.06%	9.09%	10.65%	12.79%	4.55%	0.13%	0.18%	0.00%		
Q50	How satisfied are you with the recognition you receive for doing a good job?	16.38%	16.76%	14.20%	20.51%	19.64%	22.73%	24.10%	22.88%	27.27%	11.85%	9.91%	17.61%	27.03%	30.63%	18.18%	0.13%	0.18%	0.00%		
Q51	I have the opportunity to receive training that will improve my skills and enhance my career opportunities.	13.32%	14.95%	8.52%	21.84%	21.98%	22.16%	33.82%	33.33%	34.09%	11.32%	9.91%	14.77%	18.51%	19.28%	17.05%	1.20%	0.54%	3.41%		
Q52	I understand how my role(s) and responsibilities fit in the agency's mission.	1.73%	1.26%	2.84%	5.46%	6.31%	2.84%	59.39%	59.46%	59.09%	21.84%	20.36%	25.57%	11.58%	12.61%	9.66%	0.00%	0.00%	0.00%		
Q53	I am proud to work for the SCDPS.	7.60%	8.65%	4.00%	8.13%	8.83%	6.86%	36.93%	37.66%	35.43%	27.20%	25.41%	32.57%	19.33%	18.92%	20.57%	0.80%	0.54%	0.57%		
Q54	Considering everything, how satisfied are you with your job?	10.25%	12.25%	3.41%	20.77%	20.54%	21.59%	37.15%	36.04%	39.20%	17.18%	14.95%	25.00%	14.38%	15.86%	10.80%	0.27%	0.36%	0.00%		34

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Administrative Inquiry Process

QID	Question	All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn	All Staff	Sworn	Non-Sworn
Q55	I understand the Office of Professional Responsibility/Administrative Inquiry Process.	13.24%	15.32%	5.11%	15.81%	17.48%	10.80%	42.16%	41.80%	43.75%	9.86%	8.83%	13.64%	17.43%	15.86%	22.73%	1.49%	0.72%	3.98%			
Q57	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions?	7.31%	8.11%	4.00%	5.14%	5.77%	3.43%	24.22%	26.85%	16.57%	24.90%	28.65%	12.57%	27.88%	24.32%	39.43%	10.55%	6.31%	24.00%			
Q58	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions based on position held within the agency?	5.95%	5.59%	6.82%	6.22%	6.85%	4.55%	23.11%	25.59%	15.34%	27.70%	31.71%	15.34%	27.57%	24.50%	36.93%	9.46%	5.77%	21.02%			
Q59	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the initiation of an inquiry that is based on position held within the agency, or "who you know?"	5.01%	5.05%	4.57%	5.95%	6.31%	5.14%	26.12%	27.57%	22.29%	30.45%	33.69%	20.00%	23.41%	21.80%	28.00%	9.07%	5.59%	20.00%			
Q60	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the length of time an inquiry is kept open based on position or job classification within the agency?	5.28%	5.23%	5.11%	6.50%	7.22%	4.55%	23.00%	25.09%	16.48%	24.49%	28.16%	12.50%	29.77%	27.44%	37.50%	10.96%	6.86%	23.86%			

Q56 (*)	Results of closed administrative inquiries are communicated to you and your division on a periodic basis (e.g. quarterly) which provide a general synopsis of the allegation; whether or not the offense was sustained; the disciplinary action taken, if any; while providing anonymity to the identity of the affected employee.	Responder Type	No	Yes	N/A
		All Staff	51.70%	10.47%	37.82%
		Sworn Staff	57.35%	11.07%	31.57%
		Non-Sworn Staff	33.71%	8.57%	57.71%

These are the 5 satisfaction questions.

These are the 3 morale questions.

(*) Five respondents had multiple selections reported (4 Sworn / 1 Non-Sworn). These responses were disallowed & treated as "skipped"

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		strongly disagree	disagree	agree	strongly agree	neither	N/A	Skipped/ responded as Optional Comments	

Agency Leadership									
Q1	I have a high level of respect for the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	24.21%	21.65%	24.57%	12.77%	16.67%	0.12%		100%
Q2	Direct communication (e.g., meetings, office visits) from the Director and senior executives helps me understand the SCDPS mission and strategy.	21.86%	23.20%	23.32%	8.30%	21.37%	1.95%		100%
Q3	The SCDPS's senior executives maintain high standards of honesty and integrity.	21.34%	17.80%	20.85%	11.22%	27.80%	0.98%		100%
Q4	I believe SCDPS executives set a positive example for the organization by adhering to applicable rules, regulations, and policies.	22.22%	21.00%	21.86%	10.87%	23.44%	0.61%		100%
Q5	Agency leadership demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	18.90%	20.98%	27.20%	11.59%	20.98%	0.37%		100%
Q6	Employee morale is important to the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	38.98%	24.48%	13.52%	8.53%	14.25%	0.24%		100%
Q7	I have trust and confidence in my agency leadership.	28.87%	22.29%	18.51%	10.11%	19.98%	0.24%		100%
Q8	Considering everything, how satisfied are you with the SCDPS leadership and the status of the agency?	23.26%	24.36%	19.12%	8.65%	9.14%	0.12%	15.35%	100%
Overall Satisfaction		24.95%	21.97%	21.12%	10.25%	19.20%	0.58%	1.92%	100%

Division Leadership									
Q9	The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	14.39%	15.78%	33.08%	18.18%	18.18%	0.38%		100%
Q10	Employee morale is important to my Division leadership.	24.21%	20.93%	23.20%	15.13%	16.14%	0.38%		100%
Q11	Division leadership has a positive impact on our Division performance.	17.40%	17.78%	25.73%	17.78%	21.06%	0.25%		100%
Q12	How satisfied are you with the information you receive from your Division leadership on what is going on in the DPS?	13.62%	18.28%	22.95%	11.73%	21.69%	0.50%	11.22%	100%
Q13	Leaders in my Division encourage and consider alternative points of view and recommendations.	20.30%	16.65%	18.54%	11.22%	20.30%	0.38%	12.61%	100%
Q14	Division leadership empowers and supports supervisors to perform their jobs.	21.82%	21.56%	22.70%	12.74%	20.05%	1.13%		100%
Q15	I have trust and confidence in my Division leadership.	19.92%	19.29%	25.98%	14.38%	20.18%	0.25%		100%
Overall Satisfaction		18.81%	18.61%	24.60%	14.45%	19.66%	0.47%	3.40%	100%

DPS Employee Climate Survey Data - Types Breakout Percentage Only	strongly disagree	disagree	agree	strongly agree	neither	N/A	Skipped/ responded as Optional Comments	Total
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Supervisory Leadership									
Q16	My supervisor provides guidance and instruction regarding expectations.	7.50%	5.30%	41.40%	34.93%	10.61%	0.26%	100%	
Q17	My supervisor provides the resources and support for me to do my job.	6.73%	9.44%	39.33%	32.73%	11.38%	0.39%	100%	
Q18	My supervisor leads by example.	6.73%	7.12%	28.33%	34.54%	14.62%	0.39%	8.28%	100%
Q19	My supervisor is approachable.	5.56%	3.88%	31.95%	49.55%	8.67%	0.39%	100%	
Q20	My supervisor treats people fairly.	6.99%	5.95%	31.95%	44.11%	10.61%	0.39%	100%	
Q21	My supervisor uses financial resources efficiently and effectively.	2.98%	3.76%	27.20%	25.13%	20.47%	20.47%	100%	
Q22	My supervisor takes actions to hold others accountable.	4.02%	5.57%	38.47%	26.81%	16.71%	1.17%	7.25%	100%
Q23	My supervisor makes sound judgments based upon common sense, practical experience, and applicable laws.	6.34%	5.95%	41.14%	35.45%	10.61%	0.52%	100%	
Q24	My supervisor supports organizational change in a positive and productive manner.	4.01%	5.69%	35.96%	26.39%	20.05%	1.42%	6.47%	100%
Q25	My supervisor clearly communicates ideas verbally and in writing.	4.53%	7.12%	41.27%	29.50%	11.51%	1.03%	5.05%	100%
Q26	My supervisor listens to what others have to say.	5.83%	6.87%	41.97%	32.25%	11.92%	1.17%	100%	
Q27	My supervisor proactively addresses issues or problems.	5.70%	11.01%	39.77%	28.37%	14.38%	0.78%	100%	
Q28	My supervisor promotes and supports sharing job knowledge.	4.40%	5.43%	38.29%	34.67%	12.16%	0.65%	4.40%	100%
Q29	My supervisor has sufficient technical skill necessary to perform the job or coach others with less skill.	6.87%	6.22%	39.64%	34.97%	11.14%	1.17%	100%	
Q30	My supervisor acts with integrity, honesty, fairness, and empathy.	7.12%	4.66%	37.39%	39.59%	10.61%	0.65%	100%	
Q31	My supervisor recognizes and appreciates employees who are doing a good job.	6.09%	5.83%	39.51%	36.01%	12.05%	0.52%	100%	
Q32	My supervisor awards promotions in my work unit based on merit.	14.90%	11.79%	17.62%	15.80%	23.58%	16.32%	100%	
Q33	I have trust and confidence in my supervisor as a leader.	7.91%	7.26%	38.00%	34.37%	11.93%	0.52%	100%	
Q34	My supervisor cares about me as a person.	6.99%	6.73%	33.64%	37.65%	14.62%	0.39%	100%	
Q35	I have opportunities to voice my ideas about making work more efficient and/or to meet the public's needs more effectively.	11.77%	13.20%	36.22%	24.58%	13.20%	1.03%	100%	
Overall Satisfaction		6.65%	6.94%	35.95%	32.87%	13.54%	2.48%	1.57%	100%

DPS Employee Climate Survey Data - Types Breakout Percentage Only	Total SCDPS Employees (824)							Total
	strongly disagree	disagree	agree	strongly agree	neither	N/A	Skipped/ responded as Optional Comments	

Work Environment

Q36	Morale at work is good.	40.16%	23.49%	17.98%	6.04%	12.20%	0.13%		100%
Q37	I have the technology needed (e.g. software, hardware, etc.) to get my job done.	20.31%	17.17%	34.86%	11.66%	15.99%	0.00%		100%
Q38	I have the tools needed to execute my administrative and reporting requirements.	9.84%	12.60%	50.00%	12.60%	13.91%	1.05%		100%
Q39	Employees report misconduct to the appropriate authorities.	5.39%	9.59%	41.39%	7.88%	29.96%	5.78%		100%
Q40	I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	12.99%	19.16%	31.23%	11.94%	22.44%	2.23%		100%
Q41	Employees are protected from health and safety hazards on the job.	9.71%	9.06%	46.98%	14.30%	18.37%	1.57%		100%
Q42	Access to information systems and confidential information is adequately controlled.	2.76%	4.20%	56.43%	19.95%	15.62%	1.05%		100%
Overall Satisfaction		14.45%	13.61%	39.84%	12.05%	18.36%	1.69%		100%

Integrity and Professionalism

Q43	The employees here are competent and know how to get the job done.	3.98%	10.88%	48.54%	14.46%	22.02%	0.13%		100%
Q44	The people in my Division conduct themselves in a professional manner.	1.99%	6.75%	58.28%	20.13%	12.58%	0.26%		100%
Q45	The people in my Division treat each other with respect and consideration.	3.05%	11.80%	49.87%	18.17%	16.98%	0.13%		100%
Q46	People in my Division are treated in a fair and consistent manner.	15.10%	20.79%	32.58%	14.30%	17.22%	0.00%		100%
Q47	Personnel policies (e.g., performance appraisal, promotion, rewards) are applied consistently across employees.	27.19%	23.74%	19.50%	8.22%	20.56%	0.80%		100%
Q48	In my work unit, steps are taken to deal with poor performance.	8.21%	16.56%	40.26%	10.33%	22.78%	1.85%		100%
Overall Satisfaction		9.92%	15.09%	41.51%	14.27%	18.69%	0.53%		100%

Job Satisfaction

Q49	Considering everything, how satisfied are you with your total compensation (e.g., salary, bonus, benefits, etc.)?	28.36%	32.22%	24.23%	4.39%	10.65%	0.13%		100%
Q50	How satisfied are you with the recognition you receive for doing a good job?	16.38%	20.51%	24.10%	11.85%	27.03%	0.13%		100%
Q51	I have the opportunity to receive training that will improve my skills and enhance my career opportunities.	13.32%	21.84%	33.82%	11.32%	18.51%	1.20%		100%
Q52	I understand how my role(s) and responsibilities fit in the agency's mission.	1.73%	5.46%	59.39%	21.84%	11.58%	0.00%		100%
Q53	I am proud to work for the SCDPS.	7.60%	8.13%	36.93%	27.20%	19.33%	0.80%		100%
Q54	Considering everything, how satisfied are you with your job?	10.25%	20.77%	37.15%	17.18%	14.38%	0.27%		100%
Overall Satisfaction		7.55%	11.81%	43.38%	20.12%	16.48%	0.67%		100%

DPS Employee Climate Survey Data - Types Breakout Percentage Only		strongly disagree	disagree	agree	strongly agree	neither	N/A	Skipped/ responded as Optional Comments	Total

Administrative Inquiry Process									
Q55	I understand the Office of Professional Responsibility/Administrative Inquiry Process.	13.24%	15.81%	42.16%	9.86%	17.43%	1.49%		100%
Q57	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions?	7.31%	5.14%	24.22%	24.90%	27.88%	10.55%		100%
Q58	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions based on position held within the agency?	5.95%	6.22%	23.11%	27.70%	27.57%	9.46%		100%
Q59	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the initiation of an inquiry that is based on position held within the agency, or "who you know?"	5.01%	5.95%	26.12%	30.45%	23.41%	9.07%		100%
Q60	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the length of time an inquiry is kept open based on position or job classification within the agency?	5.28%	6.50%	23.00%	24.49%	29.77%	10.96%		100%
Overall Satisfaction		7.36%	7.92%	27.72%	23.48%	25.21%	8.31%		100%
Q56 (*)	Results of closed administrative inquiries are communicated to you and your division on a periodic basis (e.g. quarterly) which provide a general synopsis of the allegation; whether or not the offense was sustained; the disciplinary action taken, if any; while providing anonymity to the identity of the affected employee.	No	51.70%	Yes	10.47%	N/A	37.82%		100%

	These are the 5 satisfaction questions.
	These are the 3 morale questions.
(*)	Five respondents had multiple selections reported (4 Sworn / 1 Non-Sworn). These responses were disallowed & treated as "skipped"

DPS Employee Climate Survey Data - Types Breakout Percentage Only		Total Sworn SCDPS Employees (555)							Total
		strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	

Agency Leadership									
Q1	I have a high level of respect for the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	25.41%	24.86%	17.12%	22.16%	10.27%	0.18%		100%
Q2	Direct communication (e.g., meetings, office visits) from the Director and senior executives helps me understand the SCDPS mission and strategy.	24.73%	24.01%	20.04%	21.84%	7.76%	1.62%		100%
Q3	The SCDPS's senior executives maintain high standards of honesty and integrity.	23.06%	20.36%	27.93%	18.02%	9.73%	0.90%		100%
Q4	I believe SCDPS executives set a positive example for the organization by adhering to applicable rules, regulations, and policies.	22.88%	23.96%	24.14%	19.64%	8.83%	0.54%		100%
Q5	Agency leadership demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	19.46%	21.80%	22.16%	26.13%	10.09%	0.36%		100%
Q6	Employee morale is important to the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	42.16%	25.95%	13.15%	10.81%	7.75%	0.18%		100%
Q7	I have trust and confidence in my agency leadership.	32.07%	22.34%	19.28%	17.48%	8.65%	0.18%		100%
Q8	Considering everything, how satisfied are you with the SCDPS leadership and the status of the agency?	26.49%	25.59%	9.19%	17.66%	6.31%	0.00%	14.77%	100%
Overall Satisfaction		27.03%	23.61%	19.13%	19.22%	8.67%	0.50%	1.85%	100%

Division Leadership									
Q9	The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	14.44%	18.05%	18.23%	33.21%	15.52%	0.54%		100%
Q10	Employee morale is important to my Division leadership.	24.68%	22.16%	16.04%	24.68%	12.07%	0.36%		100%
Q11	Division leadership has a positive impact on our Division performance.	18.02%	19.46%	20.72%	26.67%	14.95%	0.18%		100%
Q12	How satisfied are you with the information you receive from your Division leadership on what is going on in the DPS?	14.23%	20.00%	23.42%	22.52%	7.93%	0.54%	11.35%	100%
Q13	Leaders in my Division encourage and consider alternative points of view and recommendations.	22.34%	17.84%	20.36%	17.12%	9.01%	0.54%	12.79%	100%
Q14	Division leadership empowers and supports supervisors to perform their jobs.	24.32%	22.70%	20.72%	20.90%	10.09%	1.26%		100%
Q15	I have trust and confidence in my Division leadership.	21.62%	20.36%	20.36%	25.95%	11.53%	0.18%		100%
Overall Satisfaction		19.95%	20.08%	19.98%	24.44%	11.59%	0.51%	3.45%	100%

DPS Employee Climate Survey Data - Types Breakout Percentage Only	Total Sworn SCDPS Employees (555)							Skipped/ Responded as Optional Comments	Total
	strongly disagree	disagree	neither	agree	strongly agree	N/A			

Supervisory Leadership								
Q16	My supervisor provides guidance and instruction regarding expectations.	7.57%	4.50%	9.91%	42.70%	34.95%	0.36%	100%
Q17	My supervisor provides the resources and support for me to do my job.	6.85%	9.73%	9.37%	41.26%	32.25%	0.54%	100%
Q18	My supervisor leads by example.	6.31%	6.85%	13.33%	29.37%	35.14%	0.54%	100%
Q19	My supervisor is approachable.	5.59%	4.32%	7.75%	31.35%	50.45%	0.54%	100%
Q20	My supervisor treats people fairly.	6.49%	5.23%	10.27%	32.07%	45.59%	0.36%	100%
Q21	My supervisor uses financial resources efficiently and effectively.	2.88%	3.78%	21.80%	25.05%	23.06%	23.42%	100%
Q22	My supervisor takes actions to hold others accountable.	3.24%	5.59%	15.86%	40.90%	26.31%	1.26%	100%
Q23	My supervisor makes sound judgments based upon common sense, practical experience, and applicable laws.	6.49%	6.13%	10.09%	41.98%	34.95%	0.36%	100%
Q24	My supervisor supports organizational change in a positive and productive manner.	3.78%	6.49%	20.72%	36.04%	24.32%	1.44%	100%
Q25	My supervisor clearly communicates ideas verbally and in writing.	4.50%	5.77%	11.89%	43.42%	27.93%	1.08%	100%
Q26	My supervisor listens to what others have to say.	5.59%	7.21%	11.71%	43.42%	30.99%	1.08%	100%
Q27	My supervisor proactively addresses issues or problems.	5.23%	10.65%	13.18%	42.06%	28.16%	0.72%	100%
Q28	My supervisor promotes and supports sharing job knowledge.	3.78%	5.77%	11.89%	37.84%	35.50%	0.72%	100%
Q29	My supervisor has sufficient technical skill necessary to perform the job or coach others with less skill.	6.32%	5.23%	11.73%	41.34%	34.12%	1.26%	100%
Q30	My supervisor acts with integrity, honesty, fairness, and empathy.	6.31%	5.59%	9.37%	38.38%	39.82%	0.54%	100%
Q31	My supervisor recognizes and appreciates employees who are doing a good job.	5.23%	7.04%	10.65%	40.07%	36.64%	0.36%	100%
Q32	My supervisor awards promotions in my work unit based on merit.	14.08%	12.27%	24.01%	17.69%	14.98%	16.97%	100%
Q33	I have trust and confidence in my supervisor as a leader.	7.96%	7.41%	11.39%	38.88%	33.82%	0.54%	100%
Q34	My supervisor cares about me as a person.	7.03%	6.31%	14.77%	35.32%	36.04%	0.54%	100%
Q35	I have opportunities to voice my ideas about making work more efficient and/or to meet the public's needs more effectively.	13.15%	14.95%	12.61%	36.58%	21.80%	0.90%	100%
Overall Satisfaction		6.42%	7.04%	13.12%	36.79%	32.34%	2.68%	100%

DPS Employee Climate Survey Data - Types Breakout Percentage Only		Total Sworn SCDPS Employees (555)						Skipped/ Responded as Optional Comments	Total
		strongly disagree	disagree	neither	agree	strongly agree	N/A		

Work Environment								
Q36	Morale at work is good.	44.32%	24.14%	12.07%	14.77%	4.68%	0.00%	100%
Q37	I have the technology needed (e.g. software, hardware, etc.) to get my job done.	23.96%	19.28%	15.50%	32.61%	8.65%	0.00%	100%
Q38	I have the tools needed to execute my administrative and reporting requirements.	11.89%	15.14%	13.87%	49.55%	9.55%	0.00%	100%
Q39	Employees report misconduct to the appropriate authorities.	5.23%	9.21%	30.87%	43.32%	7.04%	4.33%	100%
Q40	I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	12.43%	20.36%	23.24%	30.99%	11.17%	1.80%	100%
Q41	Employees are protected from health and safety hazards on the job.	10.99%	9.73%	19.10%	46.67%	12.07%	1.44%	100%
Q42	Access to information systems and confidential information is adequately controlled.	2.52%	3.60%	16.40%	57.30%	19.28%	0.90%	100%
Overall Satisfaction		15.91%	14.49%	18.72%	39.32%	10.35%	1.21%	100%

Integrity and Professionalism								
Q43	The employees here are competent and know how to get the job done.	4.50%	11.53%	21.26%	49.19%	13.33%	0.18%	100%
Q44	The people in my Division conduct themselves in a professional manner.	1.44%	5.59%	11.71%	61.44%	19.46%	0.36%	100%
Q45	The people in my Division treat each other with respect and consideration.	2.70%	12.07%	16.76%	51.53%	16.76%	0.18%	100%
Q46	People in my Division are treated in a fair and consistent manner.	16.40%	22.52%	16.04%	32.43%	12.61%	0.00%	100%
Q47	Personnel policies (e.g., performance appraisal, promotion, rewards) are applied consistently across employees.	28.88%	25.45%	18.95%	19.68%	6.68%	0.36%	100%
Q48	In my work unit, steps are taken to deal with poor performance.	8.11%	17.48%	22.70%	42.52%	8.47%	0.72%	100%
Overall Satisfaction		10.34%	15.77%	17.90%	42.80%	12.89%	0.30%	100%

Job Satisfaction								
Q49	Considering everything, how satisfied are you with your total compensation (e.g., salary, bonus, benefits, etc.)?	26.13%	33.51%	12.79%	24.32%	3.06%	0.18%	100%
Q50	How satisfied are you with the recognition you receive for doing a good job?	16.76%	19.64%	30.63%	22.88%	9.91%	0.18%	100%
Q51	I have the opportunity to receive training that will improve my skills and enhance my career opportunities.	14.95%	21.98%	19.28%	33.33%	9.91%	0.54%	100%
Q52	I understand how my role(s) and responsibilities fit in the agency's mission.	1.26%	6.31%	12.61%	59.46%	20.36%	0.00%	100%
Q53	I am proud to work for the SCDPS.	8.65%	8.83%	18.92%	37.66%	25.41%	0.54%	100%
Q54	Considering everything, how satisfied are you with your job?	12.25%	20.54%	15.86%	36.04%	14.95%	0.36%	100%
Overall Satisfaction		13.33%	18.47%	18.35%	35.62%	13.93%	0.30%	100%

DPS Employee Climate Survey Data - Types Breakout Percentage Only		Total Sworn SCDPS Employees (555)							Total
		strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	

Administrative Inquiry Process									
Q55	I understand the Office of Professional Responsibility/Administrative Inquiry Process.	15.32%	17.48%	15.86%	41.80%	8.83%	0.72%		100%
Q57	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions?	8.11%	5.77%	24.32%	26.85%	28.65%	6.31%		100%
Q58	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions based on position held within the agency?	5.59%	6.85%	24.50%	25.59%	31.71%	5.77%		100%
Q59	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the initiation of an inquiry that is based on position held within the agency, or "who you know?"	5.05%	6.31%	21.80%	27.57%	33.69%	5.59%		100%
Q60	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the length of time an inquiry is kept open based on position or job classification within the agency?	5.23%	7.22%	27.44%	25.09%	28.16%	6.86%		100%
Overall Satisfaction		7.86%	8.73%	22.78%	29.38%	26.21%	5.05%	0.00%	100%

Q56 (*)	Results of closed administrative inquiries are communicated to you and your division on a periodic basis (e.g. quarterly) which provide a general synopsis of the allegation; whether or not the offense was sustained; the disciplinary action taken, if any; while providing anonymity to the identity of the affected employee.	No→	57.35%	Yes→	11.07%	N/A→	31.57%		100%
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	These are the 5 satisfaction questions.
	These are the 3 morale questions.
(*)	Five respondents had multiple selections reported (4 Sworn / 1 Non-Sworn). These responses were disallowed & treated as "skipped"

DPS Employee Climate Survey Data - Types Breakout Percentage Only		strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total

Agency Leadership									
Q1	I have a high level of respect for the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	17.05%	12.50%	15.91%	31.82%	22.73%	0.00%		100%
Q2	Direct communication (e.g., meetings, office visits) from the Director and senior executives helps me understand the SCDPS mission and strategy.	13.07%	17.61%	23.30%	31.25%	10.80%	3.98%		100%
Q3	The SCDPS's senior executives maintain high standards of honesty and integrity.	13.07%	10.23%	30.68%	27.27%	17.05%	1.70%		100%
Q4	I believe SCDPS executives set a positive example for the organization by adhering to applicable rules, regulations, and policies.	14.77%	15.34%	22.73%	26.70%	19.32%	1.14%		100%
Q5	Agency leadership demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	13.07%	19.32%	19.32%	30.11%	17.61%	0.57%		100%
Q6	Employee morale is important to the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	27.27%	19.32%	19.89%	20.45%	12.45%	0.57%		100%
Q7	I have trust and confidence in my agency leadership.	16.48%	22.16%	23.30%	21.02%	16.48%	0.57%		100%
Q8	Considering everything, how satisfied are you with the SCDPS leadership and the status of the agency?	16.48%	19.32%	7.95%	25.57%	16.48%	0.57%	13.64%	100%
Overall Satisfaction		16.41%	16.98%	20.39%	26.77%	16.62%	1.14%	1.71%	100%

Division Leadership									
Q9	The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	12.50%	11.36%	15.91%	34.66%	25.57%	0.00%		100%
Q10	Employee morale is important to my Division leadership.	20.45%	18.18%	17.05%	20.45%	23.30%	0.57%		100%
Q11	Division leadership has a positive impact on our Division performance.	13.64%	13.64%	22.16%	25.57%	24.43%	0.57%		100%
Q12	How satisfied are you with the information you receive from your Division leadership on what is going on in the DPS?	11.36%	15.91%	15.34%	26.14%	22.73%	0.57%	7.95%	100%
Q13	Leaders in my Division encourage and consider alternative points of view and recommendations.	13.07%	15.91%	19.32%	26.14%	17.05%	0.00%	8.52%	100%
Q14	Division leadership empowers and supports supervisors to perform their jobs.	13.64%	16.48%	19.32%	28.98%	20.45%	1.14%		100%
Q15	I have trust and confidence in my Division leadership.	14.20%	16.48%	21.02%	23.30%	24.43%	0.57%		100%
Overall Satisfaction		14.12%	15.42%	18.59%	26.46%	22.57%	0.49%	2.35%	100%

DPS Employee Climate Survey Data - Types Breakout Percentage Only		strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total

Supervisory Leadership									
Q16	My supervisor provides guidance and instruction regarding expectations.	5.68%	8.52%	13.64%	37.50%	34.66%	0.00%		100%
Q17	My supervisor provides the resources and support for me to do my job.	5.68%	9.66%	17.61%	35.23%	31.82%	0.00%		100%
Q18	My supervisor leads by example.	7.39%	9.09%	19.89%	23.86%	31.82%	0.00%	7.95%	100%
Q19	My supervisor is approachable.	4.55%	3.41%	11.36%	34.09%	46.59%	0.00%		100%
Q20	My supervisor treats people fairly.	7.39%	9.66%	12.50%	29.55%	40.34%	0.57%		100%
Q21	My supervisor uses financial resources efficiently and effectively.	3.43%	4.00%	16.00%	34.29%	32.00%	10.29%		100%
Q22	My supervisor takes actions to hold others accountable.	5.71%	6.29%	20.00%	30.29%	28.57%	0.57%	8.57%	100%
Q23	My supervisor makes sound judgments based upon common sense, practical experience, and applicable laws.	5.11%	6.82%	11.93%	37.50%	37.50%	1.14%		100%
Q24	My supervisor supports organizational change in a positive and productive manner.	3.98%	3.41%	19.89%	34.09%	33.52%	1.14%	3.98%	100%
Q25	My supervisor clearly communicates ideas verbally and in writing.	3.98%	11.93%	10.80%	34.66%	34.09%	1.14%	3.41%	100%
Q26	My supervisor listens to what others have to say.	5.71%	6.86%	13.14%	36.00%	36.57%	1.71%		100%
Q27	My supervisor proactively addresses issues or problems.	5.68%	13.07%	19.32%	30.11%	30.68%	1.14%		100%
Q28	My supervisor promotes and supports sharing job knowledge.	5.11%	5.11%	13.07%	38.64%	33.52%	0.57%	3.98%	100%
Q29	My supervisor has sufficient technical skill necessary to perform the job or coach others with less skill.	7.39%	8.52%	10.80%	35.23%	36.93%	1.14%		100%
Q30	My supervisor acts with integrity, honesty, fairness, and empathy.	7.95%	2.84%	14.20%	31.82%	42.05%	1.14%		100%
Q31	My supervisor recognizes and appreciates employees who are doing a good job.	7.39%	2.84%	18.18%	34.09%	36.36%	1.14%		100%
Q32	My supervisor awards promotions in my work unit based on merit.	15.91%	11.36%	23.30%	17.05%	17.61%	14.77%		100%
Q33	I have trust and confidence in my supervisor as a leader.	6.82%	8.52%	13.64%	33.52%	36.93%	0.57%		100%
Q34	My supervisor cares about me as a person.	6.25%	9.09%	14.20%	27.27%	43.18%	0.00%		100%
Q35	I have opportunities to voice my ideas about making work more efficient and/or to meet the public's needs more effectively.	6.82%	7.95%	14.77%	36.36%	32.39%	1.70%		100%
Overall Satisfaction		6.40%	7.45%	15.41%	32.56%	34.86%	1.94%	1.39%	100%

DPS Employee Climate Survey Data - Types Breakout Percentage Only		strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total

Work Environment									
Q36	Morale at work is good.	27.84%	20.45%	13.64%	26.70%	10.80%	0.57%		100%
Q37	I have the technology needed (e.g. software, hardware, etc.) to get my job done.	9.66%	11.93%	18.18%	39.20%	21.02%	0.00%		100%
Q38	I have the tools needed to execute my administrative and reporting requirements.	2.84%	5.68%	14.77%	50.57%	21.59%	4.55%		100%
Q39	Employees report misconduct to the appropriate authorities.	5.11%	12.50%	28.41%	32.95%	11.36%	9.66%		100%
Q40	I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	13.64%	17.05%	19.32%	32.39%	14.20%	3.41%		100%
Q41	Employees are protected from health and safety hazards on the job.	6.25%	6.82%	17.05%	47.73%	21.02%	1.14%		100%
Q42	Access to information systems and confidential information is adequately controlled.	2.84%	5.68%	13.07%	54.55%	22.73%	1.14%		100%
Overall Satisfaction		9.74%	11.44%	17.78%	40.58%	17.53%	2.92%	0.00%	100%

Integrity and Professionalism									
Q43	The employees here are competent and know how to get the job done.	2.29%	9.14%	24.00%	46.29%	18.29%	0.00%		100%
Q44	The people in my Division conduct themselves in a professional manner.	2.84%	9.66%	16.48%	48.30%	22.73%	0.00%		100%
Q45	The people in my Division treat each other with respect and consideration.	3.43%	11.43%	17.14%	45.71%	22.29%	0.00%		100%
Q46	People in my Division are treated in a fair and consistent manner.	10.80%	15.91%	21.59%	32.39%	19.32%	0.00%		100%
Q47	Personnel policies (e.g., performance appraisal, promotion, rewards) are applied consistently across employees.	22.16%	17.61%	25.57%	19.89%	13.07%	1.70%		100%
Q48	In my work unit, steps are taken to deal with poor performance.	8.52%	14.77%	22.73%	32.39%	16.48%	5.11%		100%
Overall Satisfaction		8.34%	13.09%	21.25%	37.50%	18.70%	1.14%	0.00%	100%

Job Satisfaction									
Q49	Considering everything, how satisfied are you with your total compensation (e.g., salary, bonus, benefits, etc.)?	34.09%	28.41%	4.55%	23.86%	9.09%	0.00%		100%
Q50	How satisfied are you with the recognition you receive for doing a good job?	14.20%	22.73%	18.18%	27.27%	17.61%	0.00%		100%
Q51	I have the opportunity to receive training that will improve my skills and enhance my career opportunities.	8.52%	22.16%	17.05%	34.09%	14.77%	3.41%		100%
Q52	I understand how my role(s) and responsibilities fit in the agency's mission.	2.84%	2.84%	9.66%	59.09%	25.57%	0.00%		100%
Q53	I am proud to work for the SCDPS.	4.00%	6.86%	20.57%	35.43%	32.57%	0.57%		100%
Q54	Considering everything, how satisfied are you with your job?	3.41%	21.59%	10.80%	39.20%	25.00%	0.00%		100%
Overall Satisfaction		11.18%	17.43%	13.47%	36.49%	20.77%	0.66%	0.00%	100%

DPS Employee Climate Survey Data - Types Breakout Percentage Only		strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total

Administrative Inquiry Process									
Q55	I understand the Office of Professional Responsibility/Administrative Inquiry Process.	5.11%	10.80%	22.73%	43.75%	13.64%	3.98%		100%
Q57	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions?	4.00%	3.43%	39.43%	16.57%	12.57%	24.00%		100%
Q58	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions based on position held within the agency?	6.82%	4.55%	36.93%	15.34%	15.34%	21.02%		100%
Q59	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the initiation of an inquiry that is based on position held within the agency, or "who you know?"	4.57%	5.14%	28.00%	22.29%	20.00%	20.00%		100%
Q60	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the length of time an inquiry is kept open based on position or job classification within the agency?	5.11%	4.55%	37.50%	16.48%	12.50%	23.86%		100%
Overall Satisfaction		5.12%	5.69%	32.92%	22.89%	14.81%	18.57%	0.00%	100%
Q56 (*)	Results of closed administrative inquiries are communicated to you and your division on a periodic basis (e.g. quarterly) which provide a general synopsis of the allegation; whether or not the offense was sustained; the disciplinary action taken, if any; while providing anonymity to the identity of the affected employee.	No→	33.71%	Yes→	8.57%	N/A→	57.71%		100%

	These are the 5 satisfaction questions.
	These are the 3 morale questions.
(*)	Five respondents had multiple selections reported (4 Sworn / 1 Non-Sworn). These responses were disallowed & treated as "skipped"

DPS Employee Climate Survey Data - Breakout by Type		strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ responded as Optional Comments	Total	strongly disagree	disagree	agree	strongly agree	neither	N/A	Skipped/ responded as Optional Comments	Total

Agency Leadership																	
Q1	I have a high level of respect for the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	199	178	137	202	105	1		822	24.21%	21.65%	24.57%	12.77%	16.67%	0.12%		100%
Q2	Direct communication (e.g., meetings, office visits) from the Director and senior executives helps me understand the SCDPS mission and strategy.	179	190	175	191	68	16		819	21.86%	23.20%	23.32%	8.30%	21.37%	1.95%		100%
Q3	The SCDPS's senior executives maintain high standards of honesty and integrity.	175	146	228	171	92	8		820	21.34%	17.80%	20.85%	11.22%	27.80%	0.98%		100%
Q4	I believe SCDPS executives set a positive example for the organization by adhering to applicable rules, regulations, and policies.	182	172	192	179	89	5		819	22.22%	21.00%	21.86%	10.87%	23.44%	0.61%		100%
Q5	Agency leadership demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	155	172	172	223	95	3		820	18.90%	20.98%	27.20%	11.59%	20.98%	0.37%		100%
Q6	Employee morale is important to the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	320	201	117	111	70	2		821	38.98%	24.48%	13.52%	8.53%	14.25%	0.24%		100%
Q7	I have trust and confidence in my agency leadership.	237	183	164	152	83	2		821	28.87%	22.29%	18.51%	10.11%	19.98%	0.24%		100%
Q8	Considering everything, how satisfied are you with the SCDPS leadership and the status of the agency?	191	200	75	157	71	1	126	821	23.26%	24.36%	19.12%	8.65%	9.14%	0.12%	15.35%	100%
Overall Satisfaction										24.95%	21.97%	21.12%	10.25%	19.20%	0.58%	1.92%	100%

Division Leadership																	
Q9	The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	114	125	144	262	144	3		792	14.39%	15.78%	33.08%	18.18%	18.18%	0.38%		100%
Q10	Employee morale is important to my Division leadership.	192	166	128	184	120	3		793	24.21%	20.93%	23.20%	15.13%	16.14%	0.38%		100%
Q11	Division leadership has a positive impact on our Division performance.	138	141	167	204	141	2		793	17.40%	17.78%	25.73%	17.78%	21.06%	0.25%		100%
Q12	How satisfied are you with the information you receive from your Division leadership on what is going on in the DPS?	108	145	172	182	93	4	89	793	13.62%	18.28%	22.95%	11.73%	21.69%	0.50%	11.22%	100%
Q13	Leaders in my Division encourage and consider alternative points of view and recommendations.	161	132	161	147	89	3	100	793	20.30%	16.65%	18.54%	11.22%	20.30%	0.38%	12.61%	100%
Q14	Division leadership empowers and supports supervisors to perform their jobs.	173	171	159	180	101	9		793	21.82%	21.56%	22.70%	12.74%	20.05%	1.13%		100%
Q15	I have trust and confidence in my Division leadership.	158	153	160	206	114	2		793	19.92%	19.29%	25.98%	14.38%	20.18%	0.25%		100%
Overall Satisfaction										18.81%	18.61%	24.60%	14.45%	19.66%	0.47%	3.40%	100%

DPS Employee Climate Survey Data - Breakout by Type	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ responded as Optional Comments	Total	strongly disagree	disagree	agree	strongly agree	neither	N/A	Skipped/ responded as Optional Comments	Total
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Supervisory Leadership																	
Q16	My supervisor provides guidance and instruction regarding expectations.	58	41	82	320	270	2		773	7.50%	5.30%	41.40%	34.93%	10.61%	0.26%		100%
Q17	My supervisor provides the resources and support for me to do my job.	52	73	88	304	253	3		773	6.73%	9.44%	39.33%	32.73%	11.38%	0.39%		100%
Q18	My supervisor leads by example.	52	55	113	219	267	3	64	773	6.73%	7.12%	28.33%	34.54%	14.62%	0.39%	8.28%	100%
Q19	My supervisor is approachable.	43	30	67	247	383	3		773	5.56%	3.88%	31.95%	49.55%	8.67%	0.39%		100%
Q20	My supervisor treats people fairly.	54	46	82	247	341	3		773	6.99%	5.95%	31.95%	44.11%	10.61%	0.39%		100%
Q21	My supervisor uses financial resources efficiently and effectively.	23	29	158	210	194	158		772	2.98%	3.76%	27.20%	25.13%	20.47%	20.47%		100%
Q22	My supervisor takes actions to hold others accountable.	31	43	129	297	207	9	56	772	4.02%	5.57%	38.47%	26.81%	16.71%	1.17%	7.25%	100%
Q23	My supervisor makes sound judgments based upon common sense, practical experience, and applicable laws.	49	46	82	318	274	4		773	6.34%	5.95%	41.14%	35.45%	10.61%	0.52%		100%
Q24	My supervisor supports organizational change in a positive and productive manner.	31	44	155	278	204	11	50	773	4.01%	5.69%	35.96%	26.39%	20.05%	1.42%	6.47%	100%
Q25	My supervisor clearly communicates ideas verbally and in writing.	35	55	89	319	228	8	39	773	4.53%	7.12%	41.27%	29.50%	11.51%	1.03%	5.05%	100%
Q26	My supervisor listens to what others have to say.	45	53	92	324	249	9		772	5.83%	6.87%	41.97%	32.25%	11.92%	1.17%		100%
Q27	My supervisor proactively addresses issues or problems.	44	85	111	307	219	6		772	5.70%	11.01%	39.77%	28.37%	14.38%	0.78%		100%
Q28	My supervisor promotes and supports sharing job knowledge.	34	42	94	296	268	5	34	773	4.40%	5.43%	38.29%	34.67%	12.16%	0.65%	4.40%	100%
Q29	My supervisor has sufficient technical skill necessary to perform the job or coach others with less skill.	53	48	86	306	270	9		772	6.87%	6.22%	39.64%	34.97%	11.14%	1.17%		100%
Q30	My supervisor acts with integrity, honesty, fairness, and empathy.	55	36	82	289	306	5		773	7.12%	4.66%	37.39%	39.59%	10.61%	0.65%		100%
Q31	My supervisor recognizes and appreciates employees who are doing a good job.	47	45	93	305	278	4		772	6.09%	5.83%	39.51%	36.01%	12.05%	0.52%		100%
Q32	My supervisor awards promotions in my work unit based on merit.	115	91	182	136	122	126		772	14.90%	11.79%	17.62%	15.80%	23.58%	16.32%		100%
Q33	I have trust and confidence in my supervisor as a leader.	61	56	92	293	265	4		771	7.91%	7.26%	38.00%	34.37%	11.93%	0.52%		100%
Q34	My supervisor cares about me as a person.	54	52	113	260	291	3		773	6.99%	6.73%	33.64%	37.65%	14.62%	0.39%		100%
Q35	I have opportunities to voice my ideas about making work more efficient and/or to meet the public's needs more effectively.	91	102	102	280	190	8		773	11.77%	13.20%	36.22%	24.58%	13.20%	1.03%		100%
Overall Satisfaction										6.65%	6.94%	35.95%	32.87%	13.54%	2.48%	1.57%	100%

DPS Employee Climate Survey Data - Breakout by Type		strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ responded as Optional Comments	Total	strongly disagree	disagree	agree	strongly agree	neither	N/A	Skipped/ responded as Optional Comments	Total

Work Environment																	
Q36	Morale at work is good.	306	179	93	137	46	1		762	40.16%	23.49%	17.98%	6.04%	12.20%	0.13%		100%
Q37	I have the technology needed (e.g. software, hardware, etc.) to get my job done.	155	131	122	266	89	0		763	20.31%	17.17%	34.86%	11.66%	15.99%	0.00%		100%
Q38	I have the tools needed to execute my administrative and reporting requirements.	75	96	106	381	96	8		762	9.84%	12.60%	50.00%	12.60%	13.91%	1.05%		100%
Q39	Employees report misconduct to the appropriate authorities.	41	73	228	315	60	44		761	5.39%	9.59%	41.39%	7.88%	29.96%	5.78%		100%
Q40	I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	99	146	171	238	91	17		762	12.99%	19.16%	31.23%	11.94%	22.44%	2.23%		100%
Q41	Employees are protected from health and safety hazards on the job.	74	69	140	358	109	12		762	9.71%	9.06%	46.98%	14.30%	18.37%	1.57%		100%
Q42	Access to information systems and confidential information is adequately controlled.	21	32	119	430	152	8		762	2.76%	4.20%	56.43%	19.95%	15.62%	1.05%		100%
Overall Satisfaction										14.45%	13.61%	39.84%	12.05%	18.36%	1.69%		100%

Integrity and Professionalism																	
Q43	The employees here are competent and know how to get the job done.	30	82	166	366	109	1		754	3.98%	10.88%	48.54%	14.46%	22.02%	0.13%		100%
Q44	The people in my Division conduct themselves in a professional manner.	15	51	95	440	152	2		755	1.99%	6.75%	58.28%	20.13%	12.58%	0.26%		100%
Q45	The people in my Division treat each other with respect and consideration.	23	89	128	376	137	1		754	3.05%	11.80%	49.87%	18.17%	16.98%	0.13%		100%
Q46	People in my Division are treated in a fair and consistent manner.	114	157	130	246	108	0		755	15.10%	20.79%	32.58%	14.30%	17.22%	0.00%		100%
Q47	Personnel policies (e.g., performance appraisal, promotion, rewards) are applied consistently across employees.	205	179	155	147	62	6		754	27.19%	23.74%	19.50%	8.22%	20.56%	0.80%		100%
Q48	In my work unit, steps are taken to deal with poor performance.	62	125	172	304	78	14		755	8.21%	16.56%	40.26%	10.33%	22.78%	1.85%		100%
Overall Satisfaction										9.92%	15.09%	41.51%	14.27%	18.69%	0.53%		100%

Job Satisfaction																	
Q49	Considering everything, how satisfied are you with your total compensation (e.g., salary, bonus, benefits, etc.)?	213	242	80	182	33	1		751	28.36%	32.22%	24.23%	4.39%	10.65%	0.13%		100%
Q50	How satisfied are you with the recognition you receive for doing a good job?	123	154	203	181	89	1		751	16.38%	20.51%	24.10%	11.85%	27.03%	0.13%		100%
Q51	I have the opportunity to receive training that will improve my skills and enhance my career opportunities.	100	164	139	254	85	9		751	13.32%	21.84%	33.82%	11.32%	18.51%	1.20%		100%
Q52	I understand how my role(s) and responsibilities fit in the agency's mission.	13	41	87	446	164	0		751	1.73%	5.46%	59.39%	21.84%	11.58%	0.00%		100%
Q53	I am proud to work for the SCDPS.	57	61	145	277	204	6		750	7.60%	8.13%	36.93%	27.20%	19.33%	0.80%		100%
Q54	Considering everything, how satisfied are you with your job?	77	156	108	279	129	2		751	10.25%	20.77%	37.15%	17.18%	14.38%	0.27%		100%
Overall Satisfaction										7.55%	11.81%	43.38%	20.12%	16.48%	0.67%		100%

DPS Employee Climate Survey Data - Breakout by Type		strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ responded as Optional Comments	Total	strongly disagree	disagree	agree	strongly agree	neither	N/A	Skipped/ responded as Optional Comments	Total

Administrative Inquiry Process																	
Q55	I understand the Office of Professional Responsibility/Administrative Inquiry Process.	98	117	129	312	73	11		740	13.24%	15.81%	42.16%	9.86%	17.43%	1.49%		100%
Q57	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions?	54	38	206	179	184	78		739	7.31%	5.14%	24.22%	24.90%	27.88%	10.55%		100%
Q58	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions based on position held within the agency?	44	46	204	171	205	70		740	5.95%	6.22%	23.11%	27.70%	27.57%	9.46%		100%
Q59	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the initiation of an inquiry that is based on position held within the agency, or "who you know?"	37	44	173	193	225	67		739	5.01%	5.95%	26.12%	30.45%	23.41%	9.07%		100%
Q60	Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the length of time an inquiry is kept open based on position or job classification within the agency?	39	48	220	170	181	81		739	5.28%	6.50%	23.00%	24.49%	29.77%	10.96%		100%
Overall Satisfaction										7.36%	7.92%	27.72%	23.48%	25.21%	8.31%		100%

Q56 (*)	Results of closed administrative inquiries are communicated to you and your division on a periodic basis (e.g. quarterly) which provide a general synopsis of the allegation; whether or not the offense was sustained; the disciplinary action taken, if any; while providing anonymity to the identity of the affected employee.	No→	380	Yes→	77	N/A→	278		735	No→	51.70%	Yes→	10.47%	N/A→	37.82%		100%
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These are the 5 satisfaction questions.

These are the 3 morale questions.

(*) Five respondents had multiple selections reported (4 Sworn / 1 Non-Sworn). These responses were disallowed & treated as "skipped."

DPS Employee Climate Survey Data - Breakout by Type	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total
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Agency Leadership																
I have a high level of respect for the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	141	138	95	123	57	1		555	25.41%	24.86%	17.12%	22.16%	10.27%	0.18%		100%
Direct communication (e.g., meetings, office visits) from the Director and senior executives helps me understand the SCDPS mission and strategy.	137	133	111	121	43	9		554	24.73%	24.01%	20.04%	21.84%	7.76%	1.62%		100%
The SCDPS's senior executives maintain high standards of honesty and integrity.	128	113	155	100	54	5		555	23.06%	20.36%	27.93%	18.02%	9.73%	0.90%		100%
I believe SCDPS executives set a positive example for the organization by adhering to applicable rules, regulations, and policies.	127	133	134	109	49	3		555	22.88%	23.96%	24.14%	19.64%	8.83%	0.54%		100%
Agency leadership demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	108	121	123	145	56	2		555	19.46%	21.80%	22.16%	26.13%	10.09%	0.36%		100%
Employee morale is important to the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	234	144	73	60	43	1		555	42.16%	25.95%	13.15%	10.81%	7.75%	0.18%		100%
I have trust and confidence in my agency leadership.	178	124	107	97	48	1		555	32.07%	22.34%	19.28%	17.48%	8.65%	0.18%		100%
Considering everything, how satisfied are you with the SCDPS leadership and the status of the agency?	147	142	51	98	35	0	82	555	26.49%	25.59%	9.19%	17.66%	6.31%	0.00%	14.77%	100%
Overall Satisfaction									27.03%	23.61%	19.13%	19.22%	8.67%	0.50%	1.85%	100%

Division Leadership																
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	80	100	101	184	86	3		554	14.44%	18.05%	18.23%	33.21%	15.52%	0.54%		100%
Employee morale is important to my Division leadership.	137	123	89	137	67	2		555	24.68%	22.16%	16.04%	24.68%	12.07%	0.36%		100%
Division leadership has a positive impact on our Division performance.	100	108	115	148	83	1		555	18.02%	19.46%	20.72%	26.67%	14.95%	0.18%		100%
How satisfied are you with the information you receive from your Division leadership on what is going on in the DPS?	79	111	130	125	44	3	63	555	14.23%	20.00%	23.42%	22.52%	7.93%	0.54%	11.35%	100%
Leaders in my Division encourage and consider alternative points of view and recommendations.	124	99	113	95	50	3	71	555	22.34%	17.84%	20.36%	17.12%	9.01%	0.54%	12.79%	100%
Division leadership empowers and supports supervisors to perform their jobs.	135	126	115	116	56	7		555	24.32%	22.70%	20.72%	20.90%	10.09%	1.26%		100%
I have trust and confidence in my Division leadership.	120	113	113	144	64	1		555	21.62%	20.36%	20.36%	25.95%	11.53%	0.18%		100%
Overall Satisfaction									19.95%	20.08%	19.98%	24.44%	11.59%	0.51%	3.45%	100%

DPS Employee Climate Survey Data - Breakout by Type	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total
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Supervisory Leadership																
My supervisor provides guidance and instruction regarding expectations.	42	25	55	237	194	2		555	7.57%	4.50%	9.91%	42.70%	34.95%	0.36%		100%
My supervisor provides the resources and support for me to do my job.	38	54	52	229	179	3		555	6.85%	9.73%	9.37%	41.26%	32.25%	0.54%		100%
My supervisor leads by example.	35	38	74	163	195	3	47	555	6.31%	6.85%	13.33%	29.37%	35.14%	0.54%	8.47%	100%
My supervisor is approachable.	31	24	43	174	280	3		555	5.59%	4.32%	7.75%	31.35%	50.45%	0.54%		100%
My supervisor treats people fairly.	36	29	57	178	253	2		555	6.49%	5.23%	10.27%	32.07%	45.59%	0.36%		100%
My supervisor uses financial resources efficiently and effectively.	16	21	121	139	128	130		555	2.88%	3.78%	21.80%	25.05%	23.06%	23.42%		100%
My supervisor takes actions to hold others accountable.	18	31	88	227	146	7	38	555	3.24%	5.59%	15.86%	40.90%	26.31%	1.26%	6.85%	100%
My supervisor makes sound judgments based upon common sense, practical experience, and applicable laws.	36	34	56	233	194	2		555	6.49%	6.13%	10.09%	41.98%	34.95%	0.36%		100%
My supervisor supports organizational change in a positive and productive manner.	21	36	115	200	135	8	40	555	3.78%	6.49%	20.72%	36.04%	24.32%	1.44%	7.21%	100%
My supervisor clearly communicates ideas verbally and in writing.	25	32	66	241	155	6	30	555	4.50%	5.77%	11.89%	43.42%	27.93%	1.08%	5.41%	100%
My supervisor listens to what others have to say.	31	40	65	241	172	6		555	5.59%	7.21%	11.71%	43.42%	30.99%	1.08%		100%
My supervisor proactively addresses issues or problems.	29	59	73	233	156	4		554	5.23%	10.65%	13.18%	42.06%	28.16%	0.72%		100%
My supervisor promotes and supports sharing job knowledge.	21	32	66	210	197	4	25	555	3.78%	5.77%	11.89%	37.84%	35.50%	0.72%	4.50%	100%
My supervisor has sufficient technical skill necessary to perform the job or coach others with less skill.	35	29	65	229	189	7		554	6.32%	5.23%	11.73%	41.34%	34.12%	1.26%		100%
My supervisor acts with integrity, honesty, fairness, and empathy.	35	31	52	213	221	3		555	6.31%	5.59%	9.37%	38.38%	39.82%	0.54%		100%
My supervisor recognizes and appreciates employees who are doing a good job.	29	39	59	222	203	2		554	5.23%	7.04%	10.65%	40.07%	36.64%	0.36%		100%
My supervisor awards promotions in my work unit based on merit.	78	68	133	98	83	94		554	14.08%	12.27%	24.01%	17.69%	14.98%	16.97%		100%
I have trust and confidence in my supervisor as a leader.	44	41	63	215	187	3		553	7.96%	7.41%	11.39%	38.88%	33.82%	0.54%		100%
My supervisor cares about me as a person.	39	35	82	196	200	3		555	7.03%	6.31%	14.77%	35.32%	36.04%	0.54%		100%
I have opportunities to voice my ideas about making work more efficient and/or to meet the public's needs more effectively.	73	83	70	203	121	5		555	13.15%	14.95%	12.61%	36.58%	21.80%	0.90%		100%
Overall Satisfaction									6.42%	7.04%	13.12%	36.79%	32.34%	2.68%	1.62%	100%

DPS Employee Climate Survey Data - Breakout by Type	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total
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Work Environment																
Morale at work is good.	246	134	67	82	26			555	44.32%	24.14%	12.07%	14.77%	4.68%	0.00%		100%
I have the technology needed (e.g. software, hardware, etc.) to get my job done.	133	107	86	181	48			555	23.96%	19.28%	15.50%	32.61%	8.65%	0.00%		100%
I have the tools needed to execute my administrative and reporting requirements.	66	84	77	275	53			555	11.89%	15.14%	13.87%	49.55%	9.55%	0.00%		100%
Employees report misconduct to the appropriate authorities.	29	51	171	240	39	24		554	5.23%	9.21%	30.87%	43.32%	7.04%	4.33%		100%
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	69	113	129	172	62	10		555	12.43%	20.36%	23.24%	30.99%	11.17%	1.80%		100%
Employees are protected from health and safety hazards on the job.	61	54	106	259	67	8		555	10.99%	9.73%	19.10%	46.67%	12.07%	1.44%		100%
Access to information systems and confidential information is adequately controlled.	14	20	91	318	107	5		555	2.52%	3.60%	16.40%	57.30%	19.28%	0.90%		100%
Overall Satisfaction									15.91%	14.49%	18.72%	39.32%	10.35%	1.21%	0.00%	100%

Integrity and Professionalism																
The employees here are competent and know how to get the job done.	25	64	118	273	74	1		555	4.50%	11.53%	21.26%	49.19%	13.33%	0.18%		100%
The people in my Division conduct themselves in a professional manner.	8	31	65	341	108	2		555	1.44%	5.59%	11.71%	61.44%	19.46%	0.36%		100%
The people in my Division treat each other with respect and consideration.	15	67	93	286	93	1		555	2.70%	12.07%	16.76%	51.53%	16.76%	0.18%		100%
People in my Division are treated in a fair and consistent manner.	91	125	89	180	70			555	16.40%	22.52%	16.04%	32.43%	12.61%	0.00%		100%
Personnel policies (e.g., performance appraisal, promotion, rewards) are applied consistently across employees.	160	141	105	109	37	2		554	28.88%	25.45%	18.95%	19.68%	6.68%	0.36%		100%
In my work unit, steps are taken to deal with poor performance.	45	97	126	236	47	4		555	8.11%	17.48%	22.70%	42.52%	8.47%	0.72%		100%
Overall Satisfaction									10.34%	15.77%	17.90%	42.80%	12.89%	0.30%	0.00%	100%

Job Satisfaction																
Considering everything, how satisfied are you with your total compensation (e.g., salary, bonus, benefits, etc.)?	145	186	71	135	17	1		555	26.13%	33.51%	12.79%	24.32%	3.06%	0.18%		100%
How satisfied are you with the recognition you receive for doing a good job?	93	109	170	127	55	1		555	16.76%	19.64%	30.63%	22.88%	9.91%	0.18%		100%
I have the opportunity to receive training that will improve my skills and enhance my career opportunities.	83	122	107	185	55	3		555	14.95%	21.98%	19.28%	33.33%	9.91%	0.54%		100%
I understand how my role(s) and responsibilities fit in the agency's mission.	7	35	70	330	113	0		555	1.26%	6.31%	12.61%	59.46%	20.36%	0.00%		100%
I am proud to work for the SCDPS.	48	49	105	209	141	3		555	8.65%	8.83%	18.92%	37.66%	25.41%	0.54%		100%
Considering everything, how satisfied are you with your job?	68	114	88	200	83	2		555	12.25%	20.54%	15.86%	36.04%	14.95%	0.36%		100%
Overall Satisfaction									13.33%	18.47%	18.35%	35.62%	13.93%	0.30%	0.00%	100%

DPS Employee Climate Survey Data - Breakout by Type	Total Sworn SCDPS Employees (555)															
	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total

Administrative Inquiry Process	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total
I understand the Office of Professional Responsibility/Administrative Inquiry Process.	85	97	88	232	49	4		555	15.32%	17.48%	15.86%	41.80%	8.83%	0.72%		100%
Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions?	45	32	135	149	159	35		555	8.11%	5.77%	24.32%	26.85%	28.65%	6.31%		100%
Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions based on position held within the agency?	31	38	136	142	176	32		555	5.59%	6.85%	24.50%	25.59%	31.71%	5.77%		100%
Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the initiation of an inquiry that is based on position held within the agency, or "who you know?"	28	35	121	153	187	31		555	5.05%	6.31%	21.80%	27.57%	33.69%	5.59%		100%
Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the length of time an inquiry is kept open based on position or job classification within the agency?	29	40	152	139	156	38		554	5.23%	7.22%	27.44%	25.09%	28.16%	6.86%		100%
Overall Satisfaction									7.86%	8.73%	22.78%	29.38%	26.21%	5.05%	0.00%	100%

Results of closed administrative inquiries are communicated to you and your division on a periodic basis (e.g. quarterly) which provide a general synopsis of the allegation; whether or not the offense was sustained; the disciplinary action taken, if any; while providing anonymity to the identity of the affected employee.	No→	316	Yes→	61	N/A→	174		551	No→	57.35%	Yes→	11.07%	N/A→	31.57%		100%
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These are the 5 satisfaction questions.

These are the 3 morale questions.

Five respondents had multiple selections reported (4 Sworn / 1 Non-Sworn). These responses were disallowed & treated as "skipped."

Total Non-Sworn Professional SCDPS Employees (176)

DPS Employee Climate Survey Data - Breakout by Type	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total
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Agency Leadership																
I have a high level of respect for the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	30	22	28	56	40	0		176	17.05%	12.50%	15.91%	31.82%	22.73%	0.00%		100%
Direct communication (e.g., meetings, office visits) from the Director and senior executives helps me understand the SCDPS mission and strategy.	23	31	41	55	19	7		176	13.07%	17.61%	23.30%	31.25%	10.80%	3.98%		100%
The SCDPS's senior executives maintain high standards of honesty and integrity.	23	18	54	48	30	3		176	13.07%	10.23%	30.68%	27.27%	17.05%	1.70%		100%
I believe SCDPS executives set a positive example for the organization by adhering to applicable rules, regulations, and policies.	26	27	40	47	34	2		176	14.77%	15.34%	22.73%	26.70%	19.32%	1.14%		100%
Agency leadership demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	23	34	34	53	31	1		176	13.07%	19.32%	19.32%	30.11%	17.61%	0.57%		100%
Employee morale is important to the SCDPS's senior executives (i.e., Director, Division Directors, etc.).	48	34	35	36	22	1		176	27.27%	19.32%	19.89%	20.45%	12.45%	0.57%		100%
I have trust and confidence in my agency leadership.	29	39	41	37	29	1		176	16.48%	22.16%	23.30%	21.02%	16.48%	0.57%		100%
Considering everything, how satisfied are you with the SCDPS leadership and the status of the agency?	29	34	14	45	29	1	24	176	16.48%	19.32%	7.95%	25.57%	16.48%	0.57%	13.64%	100%
Overall Satisfaction									16.41%	16.98%	20.39%	26.77%	16.62%	1.14%	1.71%	100%

Division Leadership																
The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.	22	20	28	61	45	0		176	12.50%	11.36%	15.91%	34.66%	25.57%			100%
Employee morale is important to my Division leadership.	36	32	30	36	41	1		176	20.45%	18.18%	17.05%	20.45%	23.30%	0.57%		100%
Division leadership has a positive impact on our Division performance.	24	24	39	45	43	1		176	13.64%	13.64%	22.16%	25.57%	24.43%	0.57%		100%
How satisfied are you with the information you receive from your Division leadership on what is going on in the DPS?	20	28	27	46	40	1	14	176	11.36%	15.91%	15.34%	26.14%	22.73%	0.57%	7.95%	100%
Leaders in my Division encourage and consider alternative points of view and recommendations.	23	28	34	46	30	0	15	176	13.07%	15.91%	19.32%	26.14%	17.05%	0	8.52%	100%
Division leadership empowers and supports supervisors to perform their jobs.	24	29	34	51	36	2		176	13.64%	16.48%	19.32%	28.98%	20.45%	1.14%		100%
I have trust and confidence in my Division leadership.	25	29	37	41	43	1		176	14.20%	16.48%	21.02%	23.30%	24.43%	0.57%		100%
Overall Satisfaction									14.12%	15.42%	18.59%	26.46%	22.57%	0.49%	2.35%	100%

Total Non-Sworn Professional SCDPS Employees (176)

DPS Employee Climate Survey Data - Breakout by Type	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total
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Supervisory Leadership																
My supervisor provides guidance and instruction regarding expectations.	10	15	24	66	61	0		176	5.68%	8.52%	13.64%	37.50%	34.66%	0		100%
My supervisor provides the resources and support for me to do my job.	10	17	31	62	56	0		176	5.68%	9.66%	17.61%	35.23%	31.82%	0		100%
My supervisor leads by example.	13	16	35	42	56	0	14	176	7.39%	9.09%	19.89%	23.86%	31.82%	0.00%	7.95%	100%
My supervisor is approachable.	8	6	20	60	82	0		176	4.55%	3.41%	11.36%	34.09%	46.59%	0		100%
My supervisor treats people fairly.	13	17	22	52	71	1		176	7.39%	9.66%	12.50%	29.55%	40.34%	0.57%		100%
My supervisor uses financial resources efficiently and effectively.	6	7	28	60	56	18		175	3.43%	4.00%	16.00%	34.29%	32.00%	10.29%		100%
My supervisor takes actions to hold others accountable.	10	11	35	53	50	1	15	175	5.71%	6.29%	20.00%	30.29%	28.57%	0.57%	8.57%	100%
My supervisor makes sound judgments based upon common sense, practical experience, and applicable laws.	9	12	21	66	66	2		176	5.11%	6.82%	11.93%	37.50%	37.50%	1.14%		100%
My supervisor supports organizational change in a positive and productive manner.	7	6	35	60	59	2	7	176	3.98%	3.41%	19.89%	34.09%	33.52%	1.14%	3.98%	100%
My supervisor clearly communicates ideas verbally and in writing.	7	21	19	61	60	2	6	176	3.98%	11.93%	10.80%	34.66%	34.09%	1.14%	3.41%	100%
My supervisor listens to what others have to say.	10	12	23	63	64	3		175	5.71%	6.86%	13.14%	36.00%	36.57%	1.71%		100%
My supervisor proactively addresses issues or problems.	10	23	34	53	54	2		176	5.68%	13.07%	19.32%	30.11%	30.68%	1.14%		100%
My supervisor promotes and supports sharing job knowledge.	9	9	23	68	59	1	7	176	5.11%	5.11%	13.07%	38.64%	33.52%	0.57%	3.98%	100%
My supervisor has sufficient technical skill necessary to perform the job or coach others with less skill.	13	15	19	62	65	2		176	7.39%	8.52%	10.80%	35.23%	36.93%	1.14%		100%
My supervisor acts with integrity, honesty, fairness, and empathy.	14	5	25	56	74	2		176	7.95%	2.84%	14.20%	31.82%	42.05%	1.14%		100%
My supervisor recognizes and appreciates employees who are doing a good job.	13	5	32	60	64	2		176	7.39%	2.84%	18.18%	34.09%	36.36%	1.14%		100%
My supervisor awards promotions in my work unit based on merit.	28	20	41	30	31	26		176	15.91%	11.36%	23.30%	17.05%	17.61%	14.77%		100%
I have trust and confidence in my supervisor as a leader.	12	15	24	59	65	1		176	6.82%	8.52%	13.64%	33.52%	36.93%	0.57%		100%
My supervisor cares about me as a person.	11	16	25	48	76	0		176	6.25%	9.09%	14.20%	27.27%	43.18%	0		100%
I have opportunities to voice my ideas about making work more efficient and/or to meet the public's needs more effectively.	12	14	26	64	57	3		176	6.82%	7.95%	14.77%	36.36%	32.39%	1.70%		100%
Overall Satisfaction									6.40%	7.45%	15.41%	32.56%	34.86%	1.94%	1.39%	100%

Total Non-Sworn Professional SCDPS Employees (176)

DPS Employee Climate Survey Data - Breakout by Type	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total
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Work Environment																
Morale at work is good.	49	36	24	47	19	1		176	27.84%	20.45%	13.64%	26.70%	10.80%	0.57%		100%
I have the technology needed (e.g. software, hardware, etc.) to get my job done.	17	21	32	69	37	0		176	9.66%	11.93%	18.18%	39.20%	21.02%	0		100%
I have the tools needed to execute my administrative and reporting requirements.	5	10	26	89	38	8		176	2.84%	5.68%	14.77%	50.57%	21.59%	4.55%		100%
Employees report misconduct to the appropriate authorities.	9	22	50	58	20	17		176	5.11%	12.50%	28.41%	32.95%	11.36%	9.66%		100%
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	24	30	34	57	25	6		176	13.64%	17.05%	19.32%	32.39%	14.20%	3.41%		100%
Employees are protected from health and safety hazards on the job.	11	12	30	84	37	2		176	6.25%	6.82%	17.05%	47.73%	21.02%	1.14%		100%
Access to information systems and confidential information is adequately controlled.	5	10	23	96	40	2		176	2.84%	5.68%	13.07%	54.55%	22.73%	1.14%		100%
Overall Satisfaction									9.74%	11.44%	17.78%	40.58%	17.53%	2.92%	0.00%	100%

Integrity and Professionalism																
The employees here are competent and know how to get the job done.	4	16	42	81	32	0		175	2.29%	9.14%	24.00%	46.29%	18.29%	0		100%
The people in my Division conduct themselves in a professional manner.	5	17	29	85	40	0		176	2.84%	9.66%	16.48%	48.30%	22.73%	0		100%
The people in my Division treat each other with respect and consideration.	6	20	30	80	39	0		175	3.43%	11.43%	17.14%	45.71%	22.29%	0		100%
People in my Division are treated in a fair and consistent manner.	19	28	38	57	34	0		176	10.80%	15.91%	21.59%	32.39%	19.32%	0		100%
Personnel policies (e.g., performance appraisal, promotion, rewards) are applied consistently across employees.	39	31	45	35	23	3		176	22.16%	17.61%	25.57%	19.89%	13.07%	1.70%		100%
In my work unit, steps are taken to deal with poor performance.	15	26	40	57	29	9		176	8.52%	14.77%	22.73%	32.39%	16.48%	5.11%		100%
Overall Satisfaction									8.34%	13.09%	21.25%	37.50%	18.70%	1.14%	0.00%	100%

Job Satisfaction																
Considering everything, how satisfied are you with your total compensation (e.g., salary, bonus, benefits, etc.)?	60	50	8	42	16	0		176	34.09%	28.41%	4.55%	23.86%	9.09%	0		100%
How satisfied are you with the recognition you receive for doing a good job?	25	40	32	48	31			176	14.20%	22.73%	18.18%	27.27%	17.61%	0		100%
I have the opportunity to receive training that will improve my skills and enhance my career opportunities.	15	39	30	60	26	6		176	8.52%	22.16%	17.05%	34.09%	14.77%	3.41%		100%
I understand how my role(s) and responsibilities fit in the agency's mission.	5	5	17	104	45	0		176	2.84%	2.84%	9.66%	59.09%	25.57%	0		100%
I am proud to work for the SCDPS.	7	12	36	62	57	1		175	4.00%	6.86%	20.57%	35.43%	32.57%	0.57%		100%
Considering everything, how satisfied are you with your job?	6	38	19	69	44	0		176	3.41%	21.59%	10.80%	39.20%	25.00%	0		100%
Overall Satisfaction									11.18%	17.43%	13.47%	36.49%	20.77%	0.66%	0.00%	100%

Total Non-Sworn Professional SCDPS Employees (176)

DPS Employee Climate Survey Data - Breakout by Type	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total
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Administrative Inquiry Process																
I understand the Office of Professional Responsibility/Administrative Inquiry Process.	9	19	40	77	24	7		176	5.11%	10.80%	22.73%	43.75%	13.64%	3.98%		100%
Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions?	7	6	69	29	22	42		175	4.00%	3.43%	39.43%	16.57%	12.57%	24.00%		100%
Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions based on position held within the agency?	12	8	65	27	27	37		176	6.82%	4.55%	36.93%	15.34%	15.34%	21.02%		100%
Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the initiation of an inquiry that is based on position held within the agency, or "who you know?"	8	9	49	39	35	35		175	4.57%	5.14%	28.00%	22.29%	20.00%	20.00%		100%
Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to the length of time an inquiry is kept open based on position or job classification within the agency?	9	8	66	29	22	42		176	5.11%	4.55%	37.50%	16.48%	12.50%	23.86%		100%
Overall Satisfaction									5.12%	5.69%	32.92%	22.89%	14.81%	18.57%	0.00%	100%

Results of closed administrative inquiries are communicated to you and your division on a periodic basis (e.g. quarterly) which provide a general synopsis of the allegation; whether or not the offense was sustained; the disciplinary action taken, if any; while providing anonymity to the identity of the affected employee.	No→	59	Yes→	15	N/A→	101		175	No→	33.71%	Yes→	8.57%	N/A→	57.71%		100%
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These are the 5 satisfaction questions.
 These are the 3 morale questions.
 Five respondents had multiple selections reported (4 Sworn / 1 Non-Sworn). These responses were disallowed & treated as "skipped."