



**State of South Carolina**  
**Office of the Inspector General**

VIA ELECTRONIC MAIL

October 19, 2017

The Honorable Wm. Weston J. Newton  
Chairman, House Legislative Oversight Committee  
228 Blatt Building  
Columbia, South Carolina 29201

Re: State Inspector General's (SIG) Response to the House Legislative Oversight Committee's  
Request for Additional SIG Analysis and Breakout of Climate-Leadership Survey Data at the  
South Carolina Department of Public Safety (SCDPS)

Dear Chairman Newton:

Thank you for the opportunity to present the SIG's report to the House Legislative Oversight Committee (Committee) on 10/16/2017. In response to the Committee's request for the SIG to provide additional analysis and breakout of information contained within the results of the SCDPS climate-leadership survey, I have enclosed the following documents:

1. Survey Results Breakout by Type (Summary Comparison spreadsheet)
2. DPS Employee Climate-Leadership Survey Results (All 824 respondents)
3. DPS Sworn Officers Survey Results (555 respondents)
4. DPS Non-Sworn Employees Survey Results (176 respondents)

The summary comparison spreadsheet contains three tabs which provide side by side comparison of the responses by each survey type (i.e., All/Sworn/Non-Sworn). Ninety-three (93) respondents chose not to identify their job category within SCDPS.

I am available to discuss the enclosed documents with you, the Committee members and legislative staff and provide any clarification at your convenience.

Sincerely,

Brian D. Lamkin  
State Inspector General

DPS Employee Climate Survey Data				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	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	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	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	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	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	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	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	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	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	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	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	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	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	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	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%			
Supervisory Leadership																								
Q16	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	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	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	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	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	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	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	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	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	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	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	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	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	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	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	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	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	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	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	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%			

DPS Employee Climate Survey Data		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
	Work Environment																					
Q36	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	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	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	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	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	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	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	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	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	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	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	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	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	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	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																						
	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	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	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	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%			
	Administrative Inquiry Process																					
Q55	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	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	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	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	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	51.41%	10.74%	37.85%
	Sworn Staff	57.30%	11.53%	31.89%
	Non-Sworn Staff	34.09%	8.52%	57.95%

These are the 5 satisfaction questions.

These are the 3 morale questions.

		Total SCDPS Employees (824)								Total Sworn SCDPS Employees (555)								Total Non-Sworn Professional SCDPS Employees (176)							
DPS Employee Climate Survey Data		strongly disagree	disagree	agree	strongly agree	neither	N/A	Skipped/ responded as Optional Comments	Total	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
Agency Leadership																									
Q1	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%	25.41%	24.86%	17.12%	22.16%	10.27%	0.18%		100%	17.05%	12.50%	15.91%	31.82%	22.73%	0.00%		100%
Q2	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%	24.73%	24.01%	20.04%	21.84%	7.76%	1.62%		100%	13.07%	17.61%	23.30%	31.25%	10.80%	3.98%		100%
Q3	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%	23.06%	20.36%	27.93%	18.02%	9.73%	0.90%		100%	13.07%	10.23%	30.68%	27.27%	17.05%	1.70%		100%
Q4	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%	22.88%	23.96%	24.14%	19.64%	8.83%	0.54%		100%	14.77%	15.34%	22.73%	26.70%	19.32%	1.14%		100%
Q5	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%	19.46%	21.80%	22.16%	26.13%	10.09%	0.36%		100%	13.07%	19.32%	19.32%	30.11%	17.61%	0.57%		100%
Q6	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%	42.16%	25.95%	13.15%	10.81%	7.75%	0.18%		100%	27.27%	19.32%	19.89%	20.45%	12.45%	0.57%		100%
Q7	Q7 I have trust and confidence in my agency leadership.	28.87%	22.29%	18.51%	10.11%	19.98%	0.24%		100%	32.07%	22.34%	19.28%	17.48%	8.65%	0.18%		100%	16.48%	22.16%	23.30%	21.02%	16.48%	0.57%		100%
Q8	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%	26.49%	25.59%	9.19%	17.66%	6.31%	0.00%	14.77%	100%	16.48%	19.32%	7.95%	25.57%	16.48%	0.57%	13.64%	100%
Overall Satisfaction		24.95%	21.97%	21.12%	10.25%	19.20%	0.58%	1.92%	100%	27.03%	23.61%	19.13%	19.22%	8.67%	0.50%	1.85%	100%	16.41%	16.98%	20.39%	26.77%	16.62%	1.14%	1.71%	100%
Division Leadership																									
Q9	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%	14.44%	18.05%	18.23%	33.21%	15.52%	0.54%		100%	12.50%	11.36%	15.91%	34.66%	25.57%	0.00%		100%
Q10	Q10 Employee morale is important to my Division leadership.	24.21%	20.93%	23.20%	15.13%	16.14%	0.38%		100%	24.68%	22.16%	16.04%	24.68%	12.07%	0.36%		100%	20.45%	18.18%	17.05%	20.45%	23.30%	0.57%		100%
Q11	Q11 Division leadership has a positive impact on our Division performance.	17.40%	17.78%	25.73%	17.78%	21.06%	0.25%		100%	18.02%	19.46%	20.72%	26.67%	14.95%	0.18%		100%	13.64%	13.64%	22.16%	25.57%	24.43%	0.57%		100%
Q12	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%	14.23%	20.00%	23.42%	22.52%	7.93%	0.54%	11.35%	100%	11.36%	15.91%	15.34%	26.14%	22.73%	0.57%	7.95%	100%
Q13	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%	22.34%	17.84%	20.36%	17.12%	9.01%	0.54%	12.79%	100%	13.07%	15.91%	19.32%	26.14%	17.05%	0.00%	8.52%	100%
Q14	Q14 Division leadership empowers and supports supervisors to perform their jobs.	21.82%	21.56%	22.70%	12.74%	20.05%	1.13%		100%	24.32%	22.70%	20.72%	20.90%	10.09%	1.26%		100%	13.64%	16.48%	19.32%	28.98%	20.45%	1.14%		100%
Q15	Q15 I have trust and confidence in my Division leadership.	19.92%	19.29%	25.98%	14.38%	20.18%	0.25%		100%	21.62%	20.36%	20.36%	25.95%	11.53%	0.18%		100%	14.20%	16.48%	21.02%	23.30%	24.43%	0.57%		100%
Overall Satisfaction		18.81%	18.61%	24.60%	14.45%	19.66%	0.47%	3.40%	100%	19.95%	20.08%	19.98%	24.44%	11.59%	0.51%	3.45%	100%	14.12%	15.42%	18.59%	26.46%	22.57%	0.49%	2.35%	100%
Supervisory Leadership																									
Q16	Q16 My supervisor provides guidance and instruction regarding expectations.	7.50%	5.30%	41.40%	34.93%	10.61%	0.26%		100%	7.57%	4.50%	9.91%	42.70%	34.95%	0.36%		100%	5.68%	8.52%	13.64%	37.50%	34.66%	0.00%		100%
Q17	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%	6.85%	9.73%	9.37%	41.26%	32.25%	0.54%		100%	5.68%	9.66%	17.61%	35.23%	31.82%	0.00%		100%
Q18	Q18 My supervisor leads by example.	6.73%	7.12%	28.33%	34.54%	14.62%	0.39%	8.28%	100%	6.31%	6.85%	13.33%	29.37%	35.14%	0.54%	8.47%	100%	7.39%	9.09%	19.89%	23.86%	31.82%	0.00%	7.95%	100%
Q19	Q19 My supervisor is approachable.	5.56%	3.88%	31.95%	49.55%	8.67%	0.39%		100%	5.59%	4.32%	7.75%	31.35%	50.45%	0.54%		100%	4.55%	3.41%	11.36%	34.09%	46.59%	0.00%		100%
Q20	Q20 My supervisor treats people fairly.	6.99%	5.95%	31.95%	44.11%	10.61%	0.39%		100%	6.49%	5.23%	10.27%	32.07%	45.59%	0.36%		100%	7.39%	9.66%	12.50%	29.55%	40.34%	0.57%		100%
Q21	Q21 My supervisor uses financial resources efficiently and effectively.	2.98%	3.76%	27.20%	25.13%	20.47%	20.47%		100%	2.88%	3.78%	21.80%	25.05%	23.06%	23.42%		100%	3.43%	4.00%	16.00%	34.29%	32.00%	10.29%		100%
Q22	Q22 My supervisor takes actions to hold others accountable.	4.02%	5.57%	38.47%	26.81%	16.71%	1.17%	7.25%	100%	3.24%	5.59%	15.86%	40.90%	26.31%	1.26%	6.85%	100%	5.71%	6.29%	20.00%	30.29%	28.57%	0.57%	8.57%	100%
Q23	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%	6.49%	6.13%	10.09%	41.98%	34.95%	0.36%		100%	5.11%	6.82%	11.93%	37.50%	37.50%	1.14%		100%
Q24	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%	3.78%	6.49%	20.72%	36.04%	24.32%	1.44%	7.21%	100%	3.98%	3.41%	19.89%	34.09%	33.52%	1.14%	3.98%	100%
Q25	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%	4.50%	5.77%	11.89%	43.42%	27.93%	1.08%	5.41%	100%	3.98%	11.93%	10.80%	34.66%	34.09%	1.14%	3.41%	100%
Q26	Q26 My supervisor listens to what others have to say.	5.83%	6.87%	41.97%	32.25%	11.92%	1.17%		100%	5.59%	7.21%	11.71%	43.42%	30.99%	1.08%		100%	5.71%	6.86%	13.14%	36.00%	36.57%	1.71%		100%
Q27	Q27 My supervisor proactively addresses issues or problems.	5.70%	11.01%	39.77%	28.37%	14.38%	0.78%		100%	5.23%	10.65%	13.18%	42.06%	28.16%	0.72%		100%	5.68%	13.07%	19.32%	30.11%	30.68%	1.14%		100%
Q28	Q28 My supervisor promotes and supports sharing job knowledge.	4.40%	5.43%	38.29%	34.67%	12.16%	0.65%	4.40%	100%	3.78%	5.77%	11.89%	37.84%	35.50%	0.72%	4.50%	100%	5.11%	5.11%	13.07%	38.64%	33.52%	0.57%	3.98%	100%
Q29	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%	6.32%	5.23%	11.73%	41.34%	34.12%	1.26%		100%	7.39%	8.52%	10.80%	35.23%	36.93%	1.14%		100%
Q30	Q30 My supervisor acts with integrity, honesty, fairness, and empathy.	7.12%	4.66%	37.39%	39.59%	10.61%	0.65%		100%	6.31%	5.59%	9.37%	38.38%	39.82%	0.54%		100%	7.95%	2.84%	14.20%	31.82%	42.05%	1.14%		100%
Q31	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%	5.23%	7.04%	10.65%	40.07%	36.64%	0.36%		100%	7.39%	2.84%	18.18%	34.09%	36.36%	1.14%		100%
Q32	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%	14.08%	12.27%	24.01%	17.69%	14.98%	16.97%		100%	15.91%	11.36%	23.30%	17.05%	17.61%	14.77%		100%
Q33	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%	7.96%	7.41%	11.39%	38.88%	33.82%	0.54%		100%	6.82%	8.52%	13.64%	33.52%	36.93%	0.57%		100%
Q34	Q34 My supervisor cares about me as a person.	6.99%	6.73%	33.64%	37.65%	14.62%	0.39%		100%	7.03%	6.31%	14.77%	35.32%	36.04%	0.54%		100%	6.25%	9.09%	14.20%	27.27%	43.18%	0.00%		100%
Q35	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%	13.15%	14.95%	12.61%	36.58%	21.80%	0.90%		100%	6.82%	7.95%	14.77%	36.36%	32.39%	1.70%		100%
Overall Satisfaction		6.65%	6.94%	35.95%	32.87%	13.54%	2.48%	1.57%	100%	6.42%	7.04%	13.12%	36.79%	32.34%	2.68%	1.62%	100%	6.40%	7.45%	15.41%	32.56%	34.86%	1.94%	1.39%	100%

		Total SCDPS Employees (824)								Total Sworn SCDPS Employees (555)								Total Non-Sworn Professional SCDPS Employees (176)													
DPS Employee Climate Survey Data				strongly disagree	disagree	agree	strongly agree	neither	N/A	Skipped/ responded as Optional Comments	Total			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
Work Environment																															
Q36	Q36 Morale at work is good.			40.16%	23.49%	17.98%	6.04%	12.20%	0.13%		100%			44.32%	24.14%	12.07%	14.77%	4.68%	0.00%		100%			27.84%	20.45%	13.64%	26.70%	10.80%	0.57%		100%
Q37	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%			23.96%	19.28%	15.50%	32.61%	8.65%	0.00%		100%			9.66%	11.93%	18.18%	39.20%	21.02%	0.00%		100%
Q38	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%			11.89%	15.14%	13.87%	49.55%	9.55%	0.00%		100%			2.84%	5.68%	14.77%	50.57%	21.59%	4.55%		100%
Q39	Q39 Employees report misconduct to the appropriate authorities.			5.39%	9.59%	41.39%	7.88%	29.96%	5.78%		100%			5.23%	9.21%	30.87%	43.32%	7.04%	4.33%		100%			5.11%	12.50%	28.41%	32.95%	11.36%	9.66%		100%
Q40	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%			12.43%	20.36%	23.24%	30.99%	11.17%	1.80%		100%			13.64%	17.05%	19.32%	32.39%	14.20%	3.41%		100%
Q41	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%			10.99%	9.73%	19.10%	46.67%	12.07%	1.44%		100%			6.25%	6.82%	17.05%	47.73%	21.02%	1.14%		100%
Q42	Q42 Access to information systems and confidential information is adequately controlled.			2.76%	4.20%	56.43%	19.95%	15.62%	1.05%		100%			2.52%	3.60%	16.40%	57.30%	19.28%	0.90%		100%			2.84%	5.68%	13.07%	54.55%	22.73%	1.14%		100%
Overall Satisfaction				14.45%	13.61%	39.84%	12.05%	18.36%	1.69%		100%			15.91%	14.49%	18.72%	39.32%	10.35%	1.21%	0.00%	100%			9.74%	11.44%	17.78%	40.58%	17.53%	2.92%	0.00%	100%
Integrity and Professionalism																															
Q43	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%			4.50%	11.53%	21.26%	49.19%	13.33%	0.18%		100%			2.29%	9.14%	24.00%	46.29%	18.29%	0.00%		100%
Q44	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%			1.44%	5.59%	11.71%	61.44%	19.46%	0.36%		100%			2.84%	9.66%	16.48%	48.30%	22.73%	0.00%		100%
Q45	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%			2.70%	12.07%	16.76%	51.53%	16.76%	0.18%		100%			3.43%	11.43%	17.14%	45.71%	22.29%	0.00%		100%
Q46	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%			16.40%	22.52%	16.04%	32.43%	12.61%	0.00%		100%			10.80%	15.91%	21.59%	32.39%	19.32%	0.00%		100%
Q47	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%			28.88%	25.45%	18.95%	19.68%	6.68%	0.36%		100%			22.16%	17.61%	25.57%	19.89%	13.07%	1.70%		100%
Q48	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%			8.11%	17.48%	22.70%	42.52%	8.47%	0.72%		100%			8.52%	14.77%	22.73%	32.39%	16.48%	5.11%		100%
Overall Satisfaction				9.92%	15.09%	41.51%	14.27%	18.69%	0.53%		100%			10.34%	15.77%	17.90%	42.80%	12.89%	0.30%	0.00%	100%			8.34%	13.09%	21.25%	37.50%	18.70%	1.14%	0.00%	100%
Job Satisfaction																															
Q49	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%			26.13%	33.51%	12.79%	24.32%	3.06%	0.18%		100%			34.09%	28.41%	4.55%	23.86%	9.09%	0.00%		100%
Q50	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%			16.76%	19.64%	30.63%	22.88%	9.91%	0.18%		100%			14.20%	22.73%	18.18%	27.27%	17.61%	0.00%		100%
Q51	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%			14.95%	21.98%	19.28%	33.33%	9.91%	0.54%		100%			8.52%	22.16%	17.05%	34.09%	14.77%	3.41%		100%
Q52	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%			1.26%	6.31%	12.61%	59.46%	20.36%	0.00%		100%			2.84%	2.84%	9.66%	59.09%	25.57%	0.00%		100%
Q53	Q53 I am proud to work for the SCDPS.			7.60%	8.13%	36.93%	27.20%	19.33%	0.80%		100%			8.65%	8.83%	18.92%	37.66%	25.41%	0.54%		100%			4.00%	6.86%	20.57%	35.43%	32.57%	0.57%		100%
Q54	Q54 Considering everything, how satisfied are you with your job?			10.25%	20.77%	37.15%	17.18%	14.38%	0.27%		100%			12.25%	20.54%	15.86%	36.04%	14.95%	0.36%		100%			3.41%	21.59%	10.80%	39.20%	25.00%	0.00%		100%
Overall Satisfaction				7.55%	11.81%	43.38%	20.12%	16.48%	0.67%		100%			13.33%	18.47%	18.35%	35.62%	13.93%	0.30%	0.00%	100%			11.18%	17.43%	13.47%	36.49%	20.77%	0.66%	0.00%	100%
Administrative Inquiry Process																															
Q55	Q55 I understand the Office of Professional Responsibility/Administrative Inquiry Process.			13.24%	15.81%	42.16%	9.86%	17.43%	1.49%		100%			15.32%	17.48%	15.86%	41.80%	8.83%	0.72%		100%			5.11%	10.80%	22.73%	43.75%	13.64%	3.98%		100%
Q57	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%			8.11%	5.77%	24.32%	26.85%	28.65%	6.31%		100%			4.00%	3.43%	39.43%	16.57%	12.57%	24.00%		100%
Q58	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%			5.59%	6.85%	24.50%	25.59%	31.71%	5.77%		100%			6.82%	4.55%	36.93%	15.34%	15.34%	21.02%		100%
Q59	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%			5.05%	6.31%	21.80%	27.57%	33.69%	5.59%		100%			4.57%	5.14%	28.00%	22.29%	20.00%	20.00%		100%
Q60	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%			5.23%	7.22%	27.44%	25.09%	28.16%	6.86%		100%			5.11%	4.55%	37.50%	16.48%	12.50%	23.86%		100%
Overall Satisfaction				7.36%	7.92%	27.72%	23.48%	25.21%	8.31%		100%			7.86%	8.73%	22.78%	29.38%	26.21%	5.05%	0.00%	100%			5.12%	5.69%	32.92%	22.89%	14.81%	18.57%	0.00%	100%
Q56	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	51.41%	Yes	10.74%	N/A	37.85%		100%			No→	57.30%	Yes→	11.53%	N/A→	31.89%		101%			No→	34.09%	Yes→	8.52%	N/A→	57.95%		101%

These are the 5 satisfaction questions.

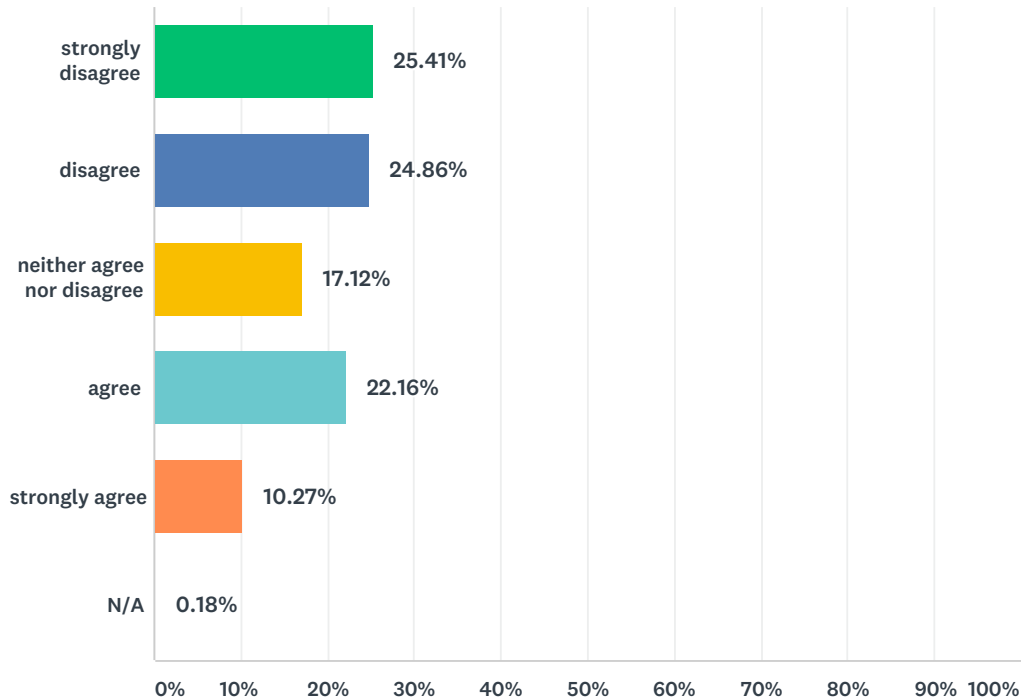
These are the 3 morale questions.

	Total SCDPS Employees (824)																Total Sworn SCDPS Employees (555)																Total Non-Sworn Professional SCDPS Employees (176)																
DPS Employee Climate Survey Data		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	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	strongly disagree	disagree	neither	agree	strongly agree	N/A	Skipped/ Responded as Optional Comments	Total								
Q1	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%	141	138	95	123	57	1		555	25.41%	24.86%	17.12%	22.16%	10.27%	0.18%		100%	30	22	28	56	40	0		176	17.05%	12.50%	15.91%	31.82%	22.73%	0.00%		100%
Q2	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%	137	133	111	121	43	9		554	24.73%	24.01%	20.04%	21.84%	7.76%	1.62%		100%	23	31	41	55	19	7		176	13.07%	17.61%	23.30%	31.25%	10.80%	3.98%		100%
Q3	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%	128	113	155	100	54	5		555	23.06%	20.36%	27.93%	18.02%	9.73%	0.90%		100%	23	18	54	48	30	3		176	13.07%	10.23%	30.68%	27.27%	17.05%	1.70%		100%
Q4	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		835	22.22%	21.00%	21.86%	10.87%	23.44%	0.61%		100%	127	133	134	109	49	3		555	22.88%	23.96%	24.14%	19.64%	8.83%	0.54%		100%	26	27	40	47	34	2		176	14.77%	15.34%	22.73%	26.70%	19.32%	1.14%		100%
Q5	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%	108	121	123	145	56	2		555	19.46%	21.80%	22.16%	26.13%	10.09%	0.36%		100%	23	34	34	53	51	1		176	13.07%	19.32%	19.32%	30.11%	17.61%	0.57%		100%
Q6	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%	14.23%	0.24%		100%	234	144	73	60	43	1		555	42.16%	25.95%	13.15%	10.81%	7.75%	0.18%		100%	48	34	35	36	22	1		176	27.27%	19.32%	19.89%	20.45%	12.45%	0.57%		100%
Q7	Q7 I have trust and confidence in my agency leadership.	237	183	164	152	83	2		821	28.87%	22.29%	18.51%	10.13%	19.98%	0.24%		100%	178	124	107	97	48	1		555	32.07%	22.34%	19.28%	17.48%	8.65%	0.18%		100%	29	39	41	37	29	1		176	16.48%	22.16%	23.30%	21.02%	16.48%	0.57%		100%
Q8	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%	147	142	51	38	35	0	82	555	26.49%	25.59%	9.19%	17.66%	6.31%	0.00%	14.77%	100%	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										24.95%	21.97%	21.12%	10.25%	19.20%	0.58%	1.92%	100%									27.03%	23.61%	19.13%	19.22%	8.67%	0.50%	1.85%	100%									16.41%	16.98%	20.39%	26.77%	16.62%	1.14%	1.71%	100%
Division Leadership																																																	
Q9	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%	80	100	101	184	86	3		554	14.44%	18.05%	18.23%	33.21%	15.52%	0.54%		100%	22	20	28	61	45	0		176	12.50%	11.36%	15.91%	34.66%	25.57%			100%
Q10	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%	137	123	89	137	67	2		555	24.68%	22.16%	16.04%	24.68%	12.07%	0.36%		100%	36	32	30	36	41	1		176	20.45%	18.18%	17.05%	20.45%	23.30%	0.57%		100%
Q11	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%	100	108	115	148	83	1		555	18.02%	19.46%	20.72%	26.67%	14.95%	0.18%		100%	24	24	39	45	43	1		176	13.64%	13.64%	22.16%	25.57%	24.43%	0.57%		100%
Q12	Q12 How satisfied are you with the information you receive from your Division leadership on what is going on in the DP?	108	145	172	182	93	4	89	793	13.62%	18.28%	22.95%	11.73%	21.69%	0.50%	11.22%	100%	79	111	130	125	44	3	63	555	14.23%	20.00%	23.42%	22.52%	7.93%	0.54%	11.35%	100%	20	28	27	46	40	1	14	176	11.36%	15.91%	15.34%	26.14%	22.73%	0.57%	7.95%	100%
Q13	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%	124	99	113	95	50	3	71	555	22.34%	17.84%	20.36%	17.12%	9.01%	0.54%	12.79%	100%	23	28	34	46	30	0	15	176	13.07%	15.91%	19.32%	26.14%	17.05%	0	8.52%	100%
Q14	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%	135	126	115	116	56	7		555	24.32%	22.70%	20.72%	20.80%	10.09%	1.26%		100%	24	29	34	51	36	2		176	13.64%	16.48%	19.32%	28.98%	20.45%	1.14%		100%
Q15	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%	120	113	113	144	64	1		555	21.62%	20.36%	20.36%	25.95%	11.53%	0.18%		100%	25	29	37	41	43	1		176	14.20%	16.48%	21.02%	23.30%	24.43%	0.57%		100%
Overall Satisfaction										18.81%	18.61%	*****	*****	19.66%	0.47%	3.40%	100%									19.95%	20.08%	19.98%	24.44%	11.59%	0.51%	3.45%	100%									14.12%	15.42%	18.59%	26.46%	22.57%	0.49%	2.35%	100%
Supervisory Leadership																																																	
Q16	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%	42	25	55	237	194	2		555	7.57%	4.50%	9.91%	42.70%	34.95%	0.36%		100%	10	15	24	66	61	0		176	5.68%	8.52%	13.64%	37.50%	34.66%	0		100%
Q17	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%	38	54	52	229	179	5		555	6.85%	9.73%	9.37%	41.26%	32.25%	0.54%		100%	10	17	31	62	56	0		176	5.68%	9.66%	17.61%	35.23%	31.82%	0		100%
Q18	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%	35	38	74	163	195	3	47	555	6.31%	6.85%	13.33%	29.37%	35.14%	0.54%	8.47%	100%	13	16	35	42	56	0	14	176	7.39%	9.09%	19.89%	23.86%	31.82%	0.00%	7.95%	100%
Q19	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%	31	24	43	174	280	3		555	5.59%	4.32%	7.75%	31.35%	50.45%	0.54%		100%	8	6	20	60	82	0		176	4.55%	3.41%	11.36%	34.09%	46.59%	0		100%
Q20	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%	36	29	37	178	253	2		555	6.48%	5.23%	10.27%	32.07%	45.59%	0.36%		100%	13	17	22	52	71	1		176	7.39%	9.66%	12.50%	29.55%	40.34%	0.57%		100%
Q21	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%	16	21	121	139	128	130		555	2.88%	3.78%	21.80%	25.05%	23.06%	23.42%		100%	6	7	28	60	56	18		175	3.43%	4.00%	16.00%	34.29%	32.00%	10.28%		100%
Q22	Q22 My supervisor takes actions to hold others accountable.	31	43	129	297																																												



## Q1 I have a high level of respect for the SCDPS's senior executives (i.e., Director, Division Directors, etc.).

Answered: 555 Skipped: 0

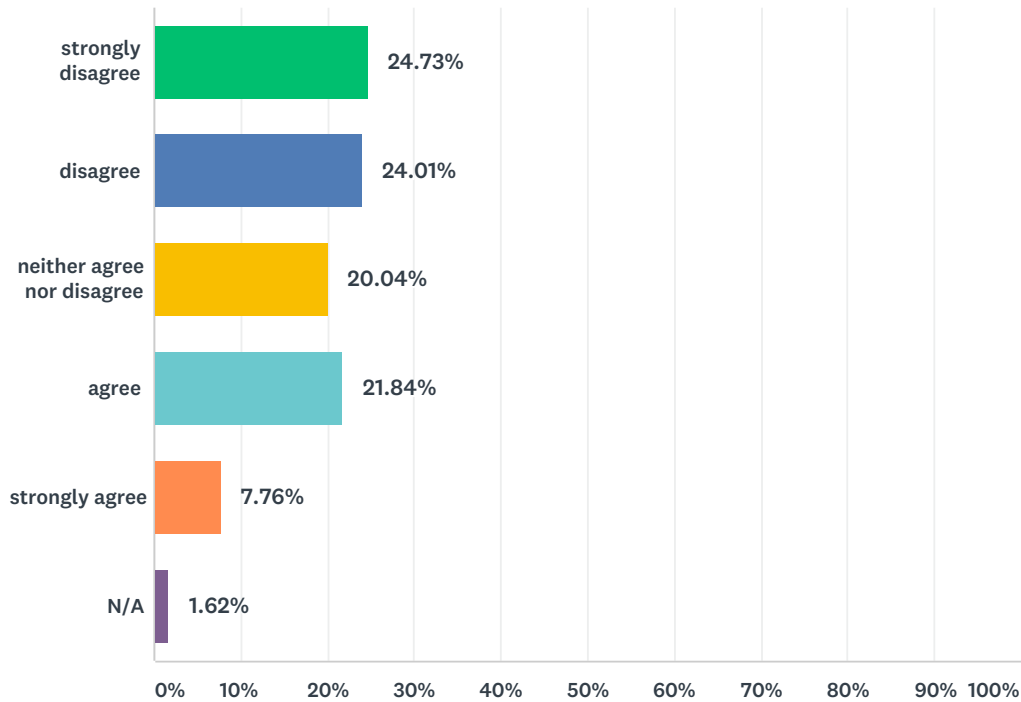


ANSWER CHOICES	RESPONSES	
strongly disagree	25.41%	141
disagree	24.86%	138
neither agree nor disagree	17.12%	95
agree	22.16%	123
strongly agree	10.27%	57
N/A	0.18%	1
TOTAL		555



## Q2 Direct communication (e.g., meetings, office visits) from the Director and senior executives helps me understand the SCDPS mission and strategy.

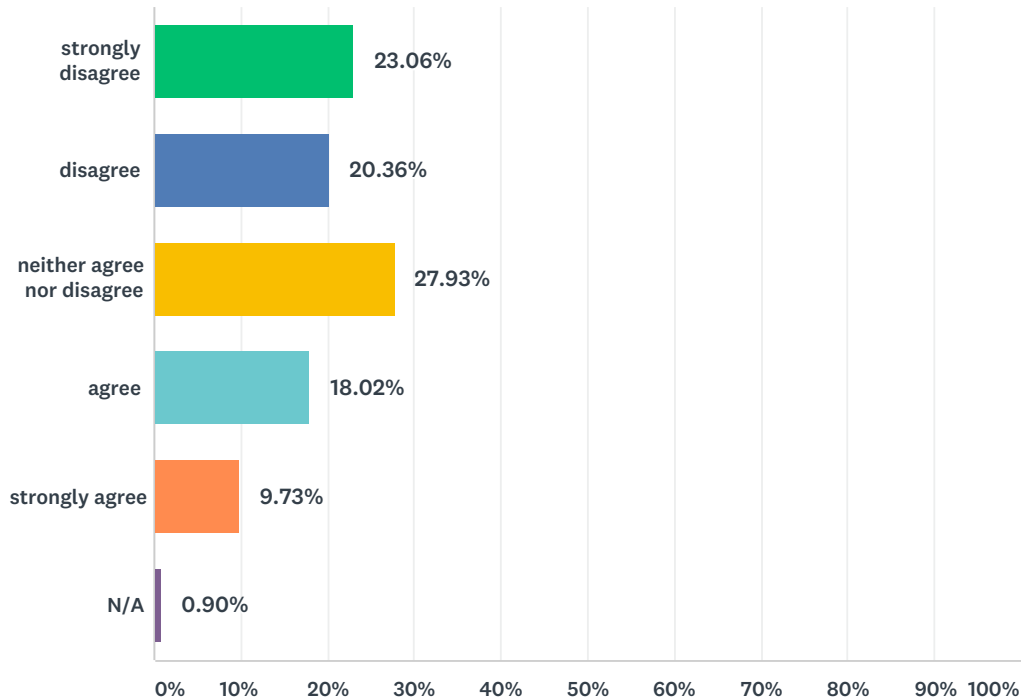
Answered: 554 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	24.73%	137
disagree	24.01%	133
neither agree nor disagree	20.04%	111
agree	21.84%	121
strongly agree	7.76%	43
N/A	1.62%	9
TOTAL		554

### Q3 The SCDPS's senior executives maintain high standards of honesty and integrity.

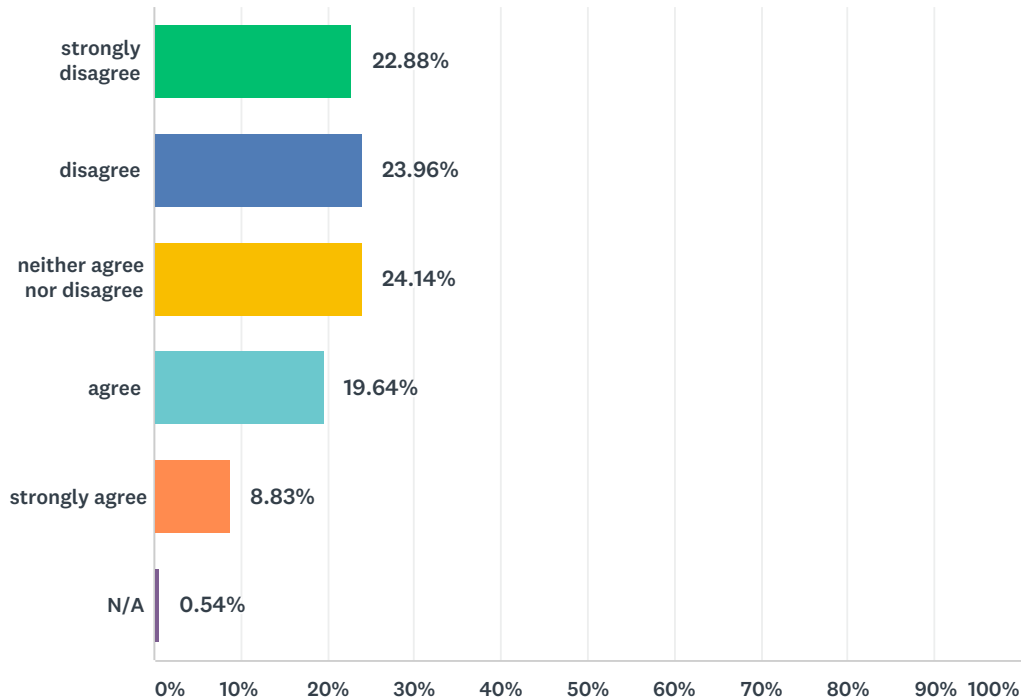
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	23.06%	128
disagree	20.36%	113
neither agree nor disagree	27.93%	155
agree	18.02%	100
strongly agree	9.73%	54
N/A	0.90%	5
TOTAL		555

## Q4 I believe SCDPS executives set a positive example for the organization by adhering to applicable rules, regulations, and policies.

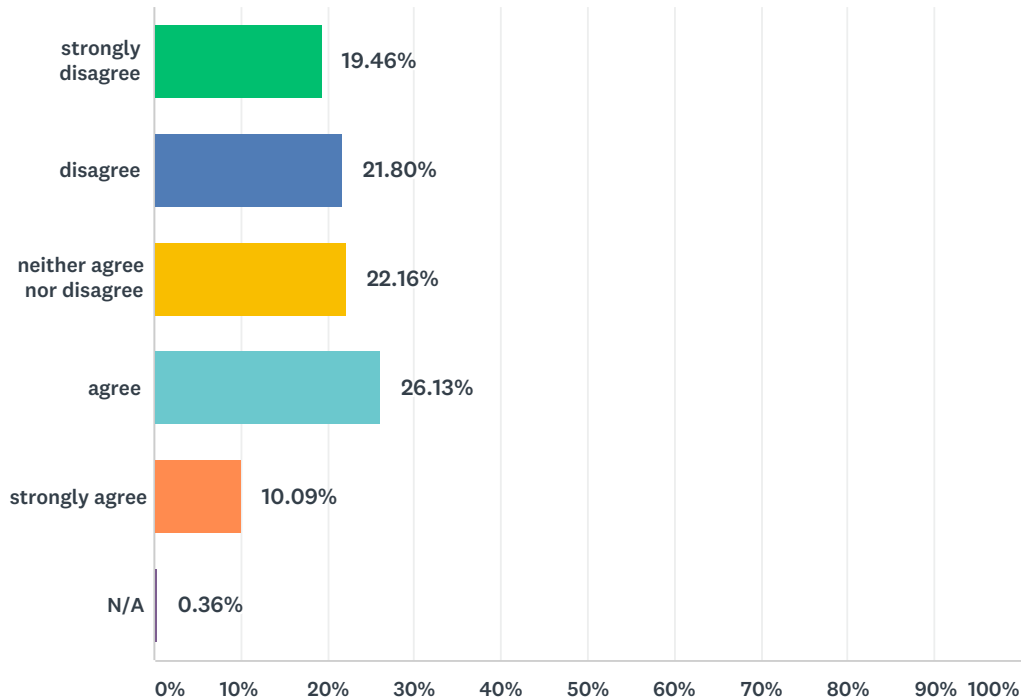
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	22.88%	127
disagree	23.96%	133
neither agree nor disagree	24.14%	134
agree	19.64%	109
strongly agree	8.83%	49
N/A	0.54%	3
TOTAL		555

## Q5 Agency leadership demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.

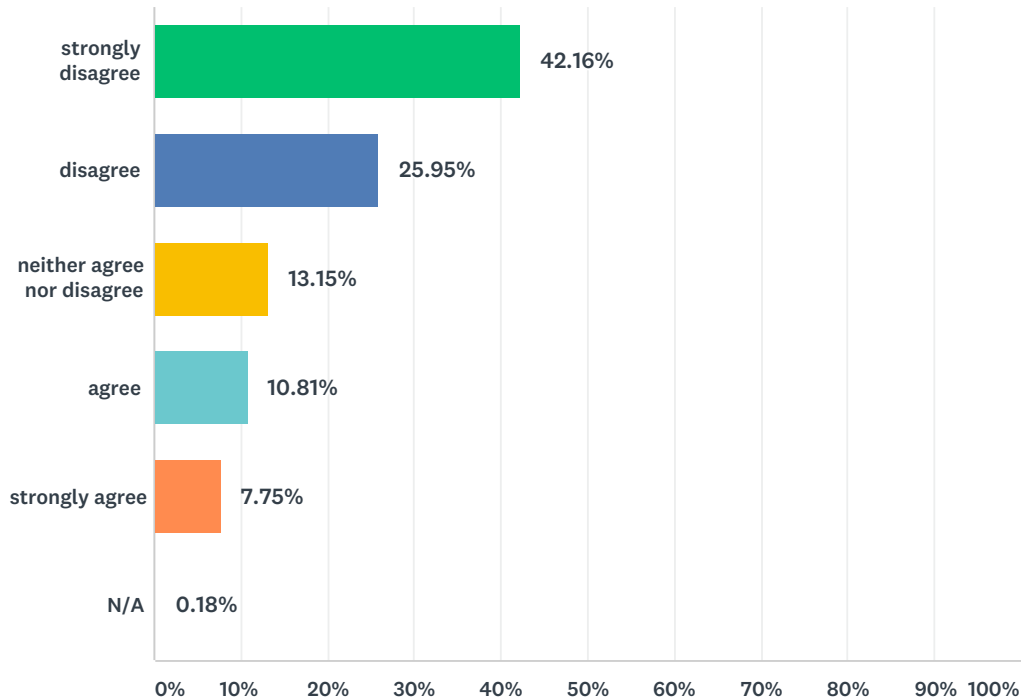
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	19.46%	108
disagree	21.80%	121
neither agree nor disagree	22.16%	123
agree	26.13%	145
strongly agree	10.09%	56
N/A	0.36%	2
TOTAL		555

## Q6 Employee morale is important to the SCDPS's senior executives (i.e., Director, Division Directors, etc.).

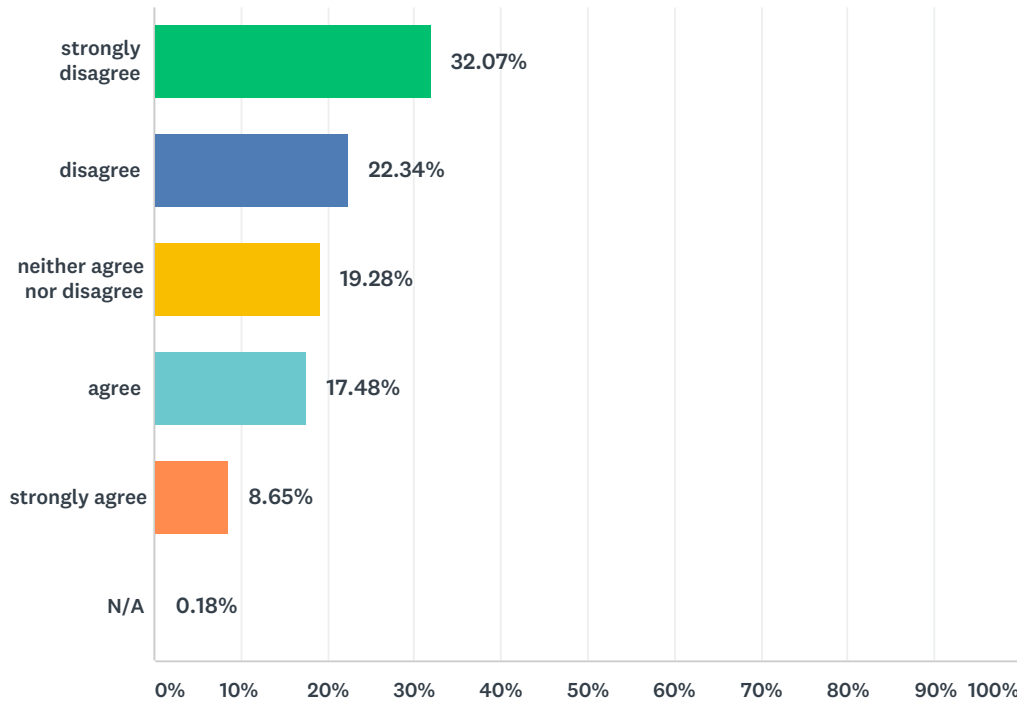
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	42.16%	234
disagree	25.95%	144
neither agree nor disagree	13.15%	73
agree	10.81%	60
strongly agree	7.75%	43
N/A	0.18%	1
TOTAL		555

## Q7 I have trust and confidence in my agency leadership.

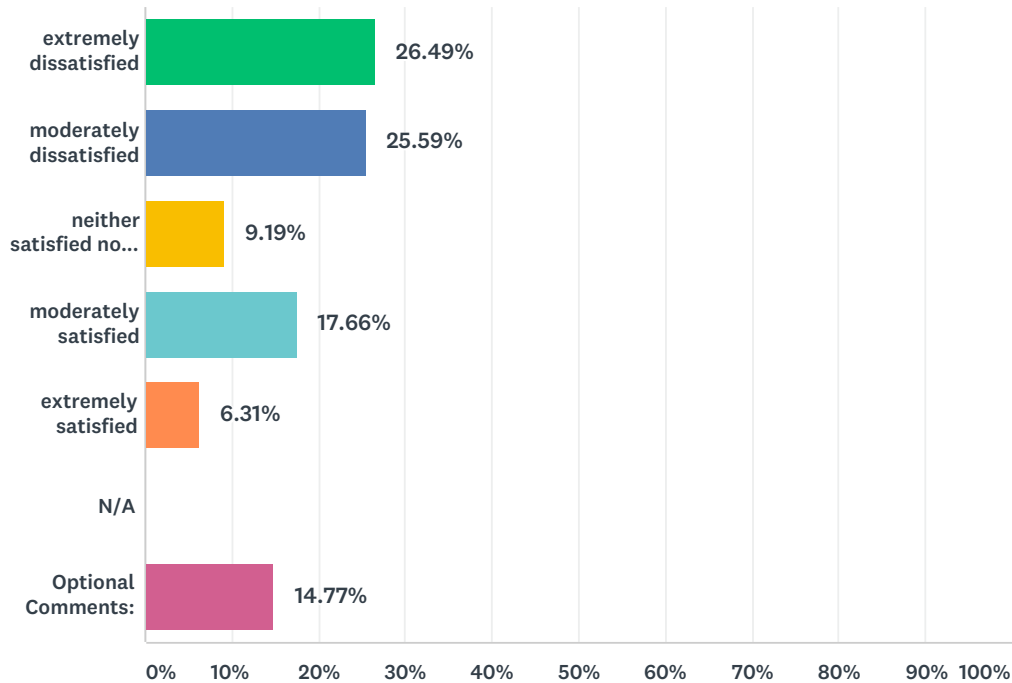
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	32.07%	178
disagree	22.34%	124
neither agree nor disagree	19.28%	107
agree	17.48%	97
strongly agree	8.65%	48
N/A	0.18%	1
TOTAL		555

## Q8 Considering everything, how satisfied are you with the SCDPS leadership and the status of the agency?

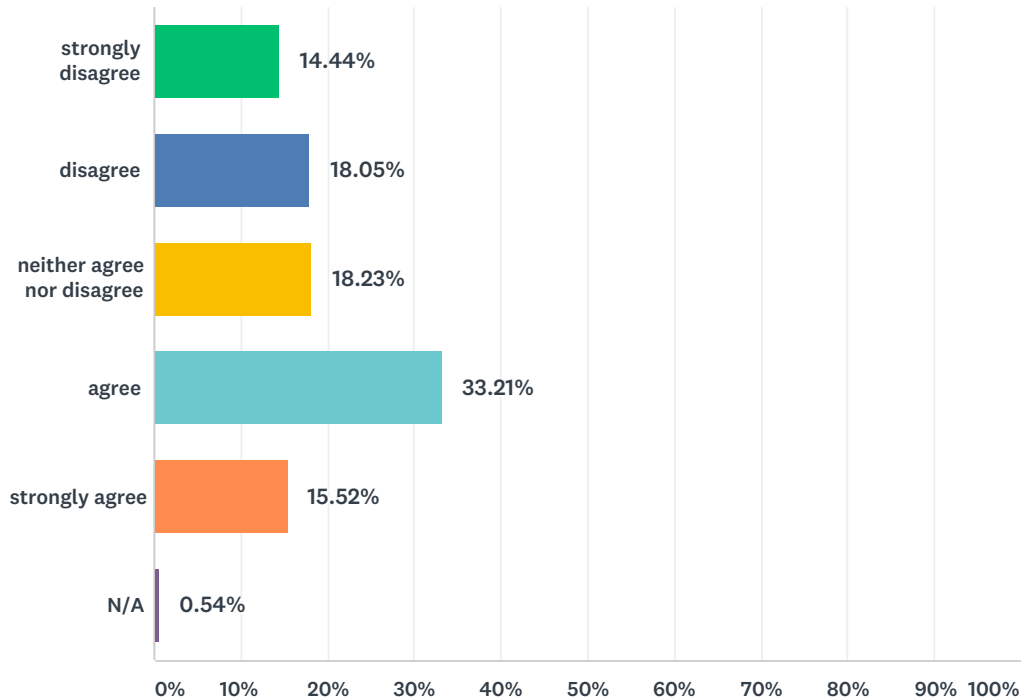
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
extremely dissatisfied	26.49%	147
moderately dissatisfied	25.59%	142
neither satisfied nor dissatisfied	9.19%	51
moderately satisfied	17.66%	98
extremely satisfied	6.31%	35
N/A	0.00%	0
Optional Comments:	14.77%	82
TOTAL		555

## Q9 The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.

Answered: 554 Skipped: 1

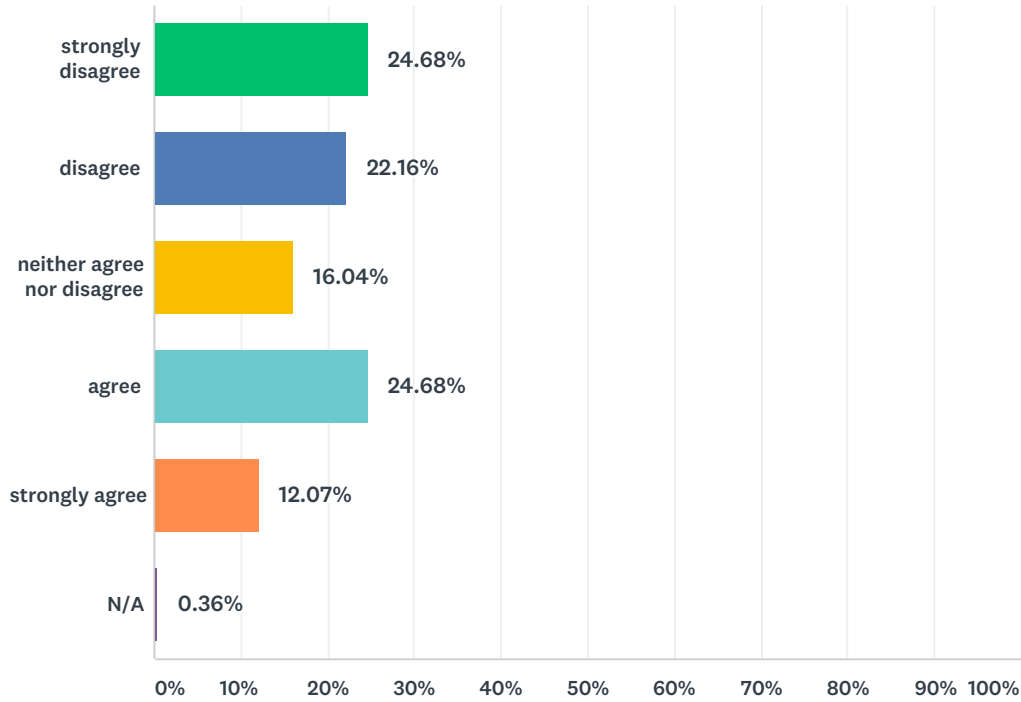


ANSWER CHOICES	RESPONSES	
strongly disagree	14.44%	80
disagree	18.05%	100
neither agree nor disagree	18.23%	101
agree	33.21%	184
strongly agree	15.52%	86
N/A	0.54%	3
TOTAL		554



## Q10 Employee morale is important to my Division leadership.

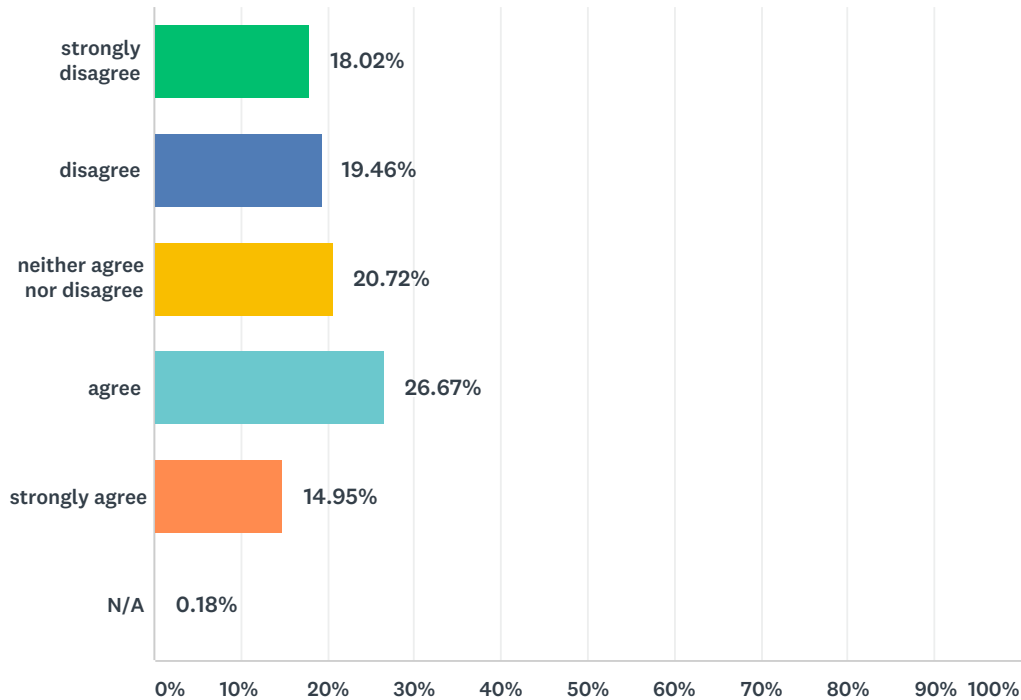
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	24.68%	137
disagree	22.16%	123
neither agree nor disagree	16.04%	89
agree	24.68%	137
strongly agree	12.07%	67
N/A	0.36%	2
TOTAL		555

## Q11 Division leadership has a positive impact on our Division performance.

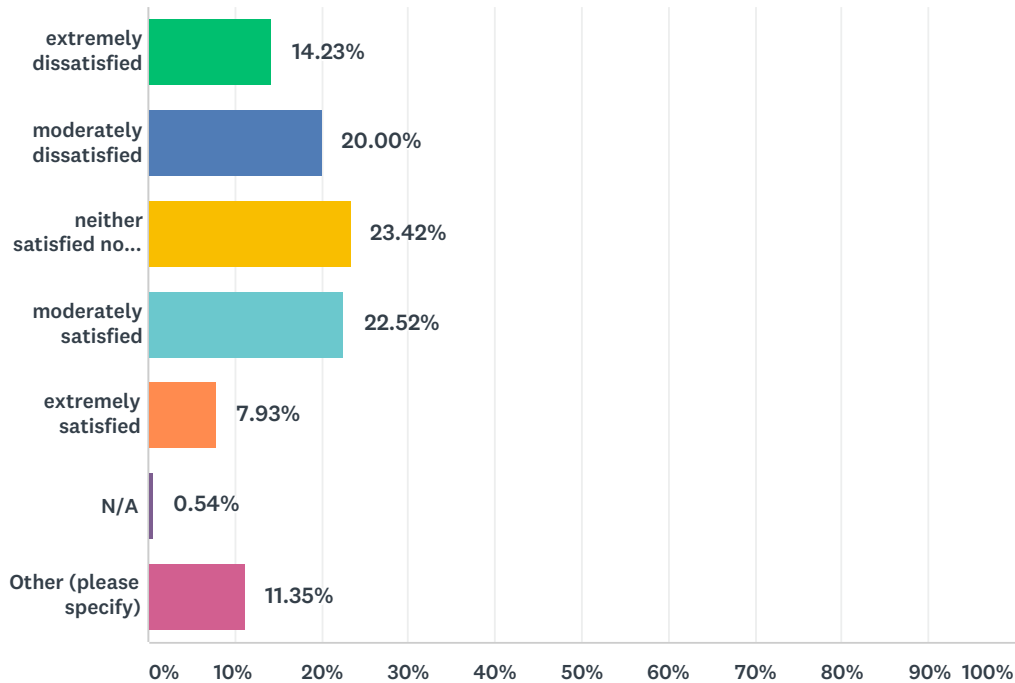
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	18.02%	100
disagree	19.46%	108
neither agree nor disagree	20.72%	115
agree	26.67%	148
strongly agree	14.95%	83
N/A	0.18%	1
TOTAL		555

## Q12 How satisfied are you with the information you receive from your Division leadership on what is going on in the DPS?

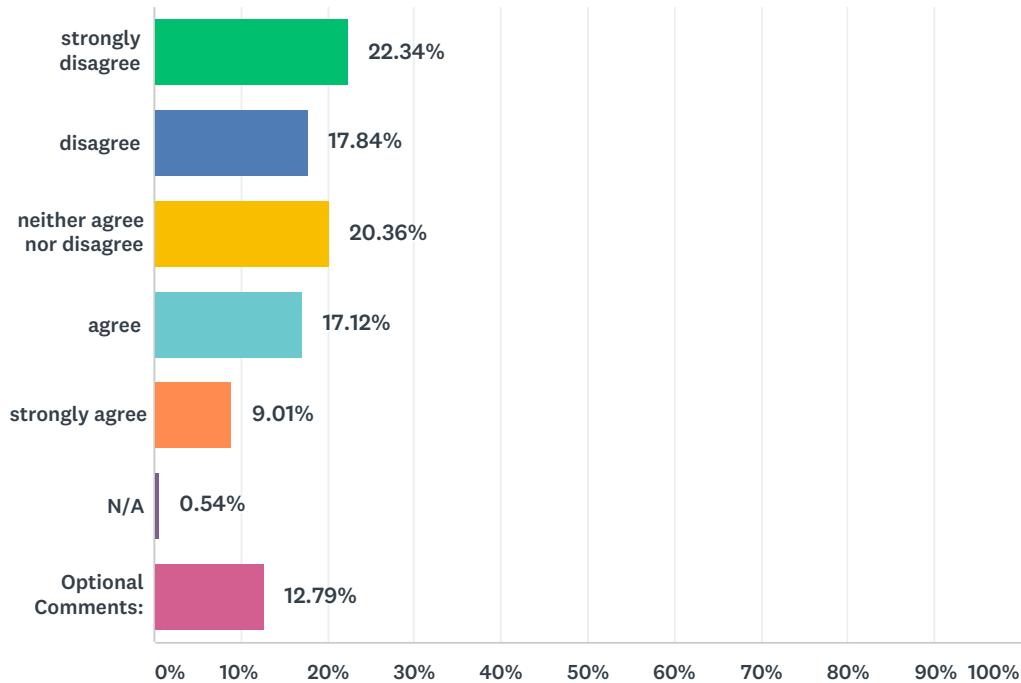
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
extremely dissatisfied	14.23%	79
moderately dissatisfied	20.00%	111
neither satisfied nor dissatisfied	23.42%	130
moderately satisfied	22.52%	125
extremely satisfied	7.93%	44
N/A	0.54%	3
Other (please specify)	11.35%	63
TOTAL		555

## Q13 Leaders in my Division encourage and consider alternative points of view and recommendations.

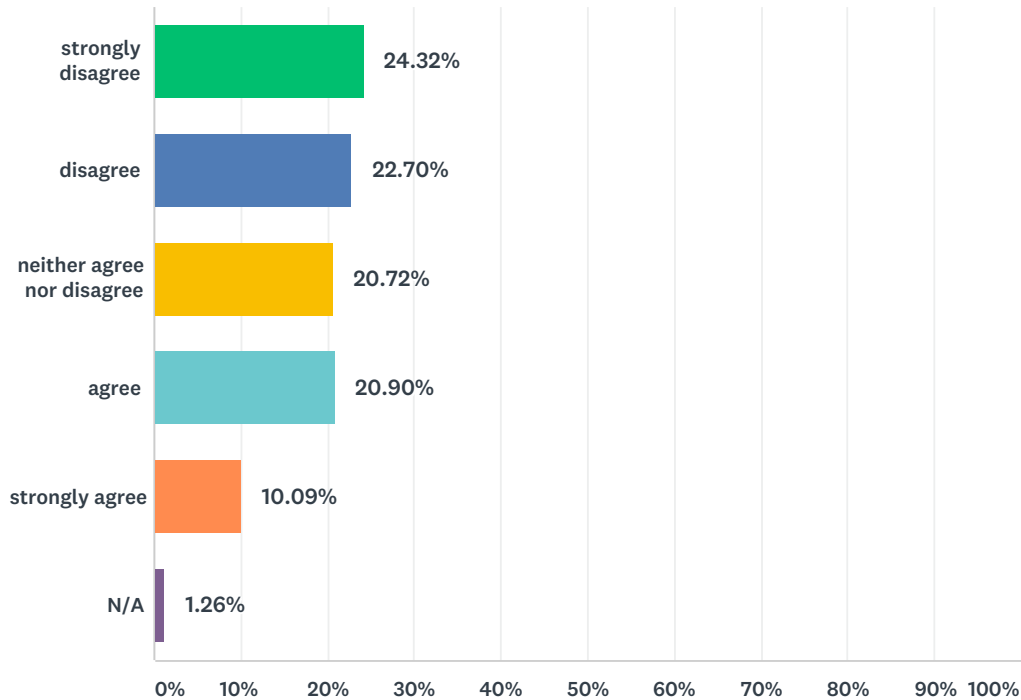
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	22.34%	124
disagree	17.84%	99
neither agree nor disagree	20.36%	113
agree	17.12%	95
strongly agree	9.01%	50
N/A	0.54%	3
Optional Comments:	12.79%	71
TOTAL		555

## Q14 Division leadership empowers and supports supervisors to perform their jobs.

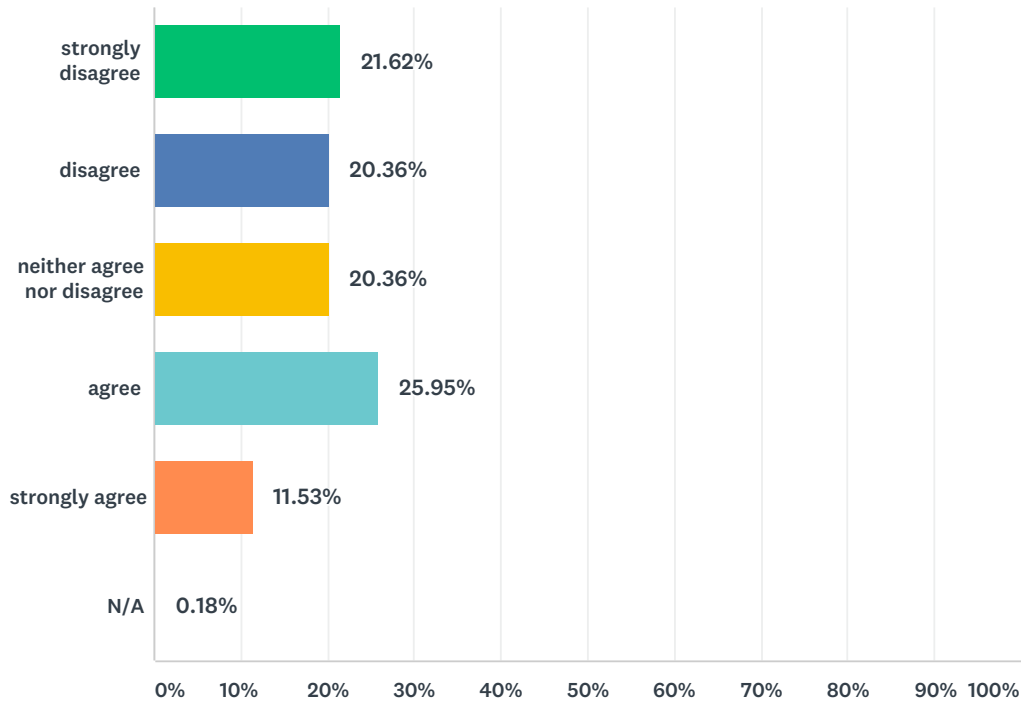
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	24.32%	135
disagree	22.70%	126
neither agree nor disagree	20.72%	115
agree	20.90%	116
strongly agree	10.09%	56
N/A	1.26%	7
TOTAL		555

## Q15 I have trust and confidence in my Division leadership.

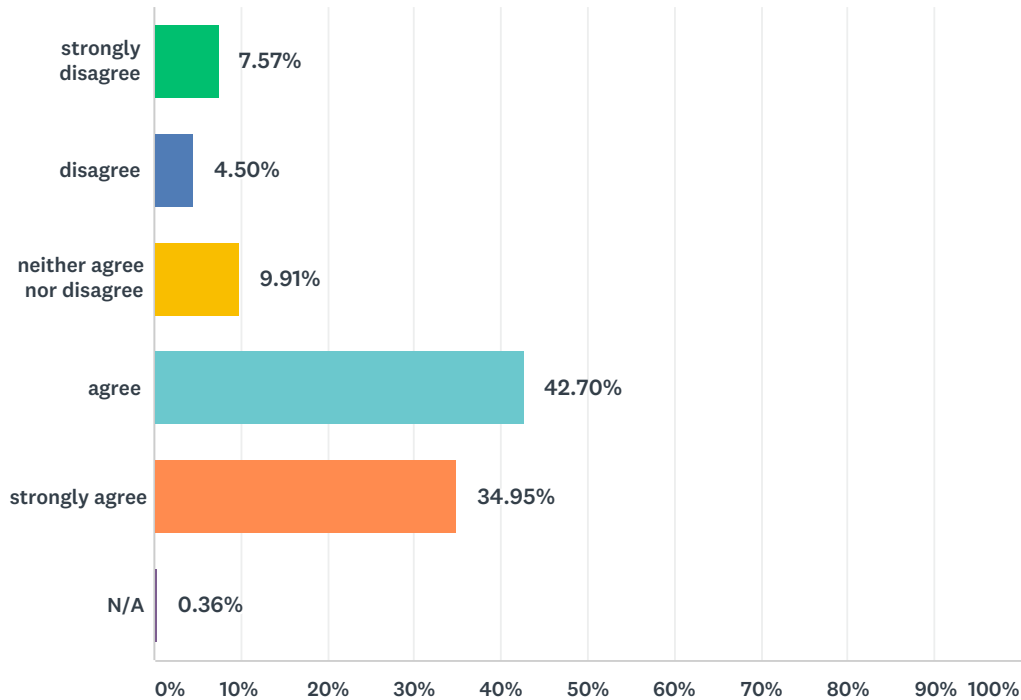
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	21.62%	120
disagree	20.36%	113
neither agree nor disagree	20.36%	113
agree	25.95%	144
strongly agree	11.53%	64
N/A	0.18%	1
TOTAL		555

## Q16 My supervisor provides guidance and instruction regarding expectations.

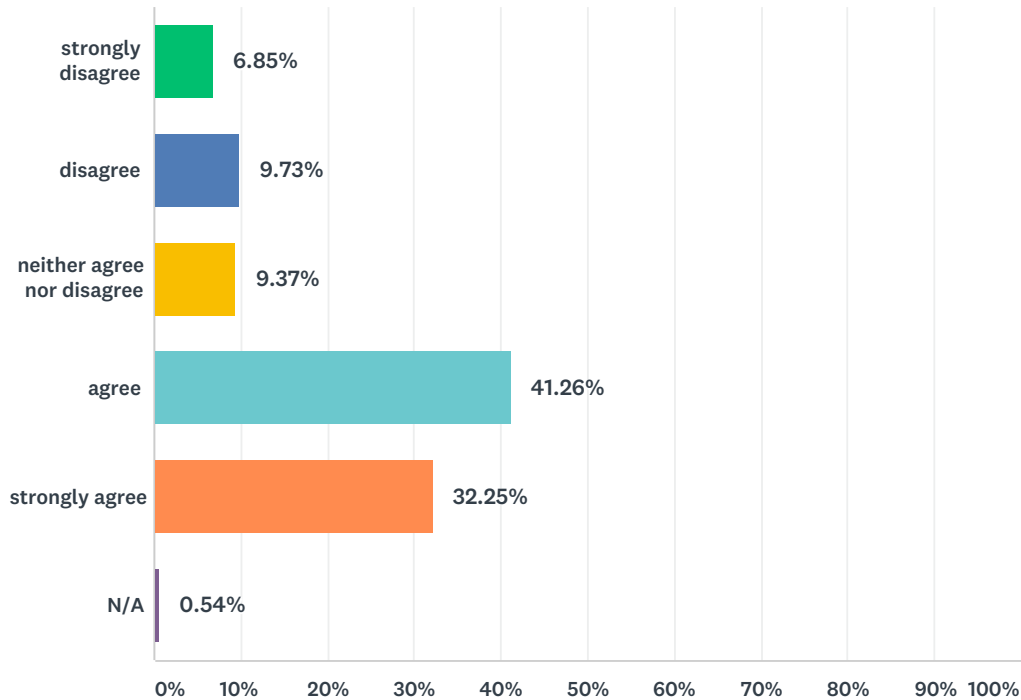
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	7.57%	42
disagree	4.50%	25
neither agree nor disagree	9.91%	55
agree	42.70%	237
strongly agree	34.95%	194
N/A	0.36%	2
TOTAL		555

## Q17 My supervisor provides the resources and support for me to do my job.

Answered: 555 Skipped: 0

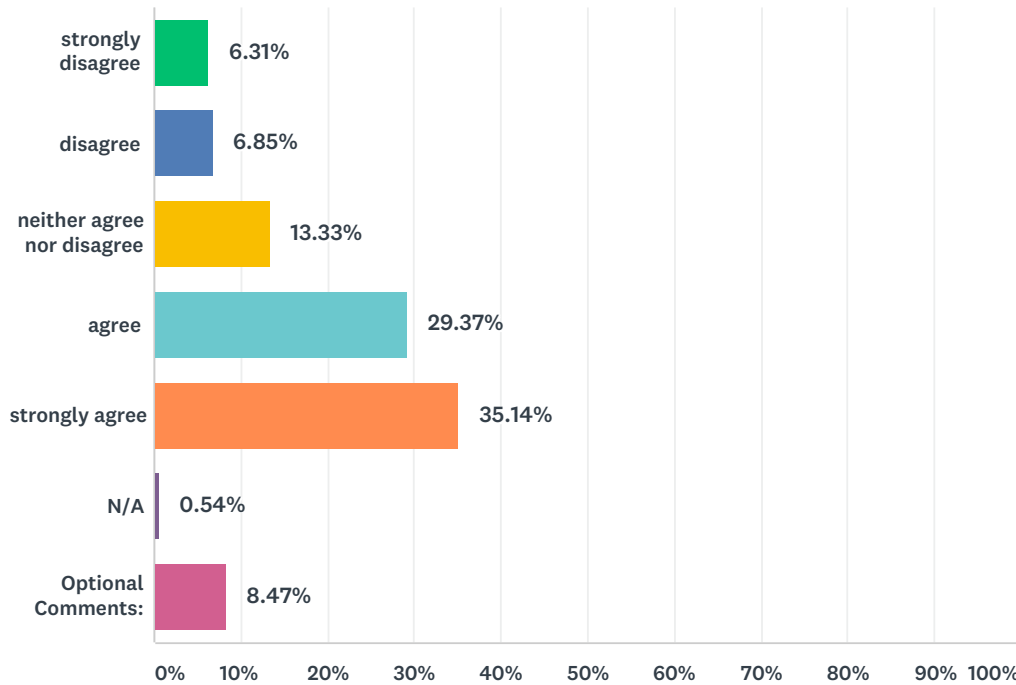


ANSWER CHOICES	RESPONSES	
strongly disagree	6.85%	38
disagree	9.73%	54
neither agree nor disagree	9.37%	52
agree	41.26%	229
strongly agree	32.25%	179
N/A	0.54%	3
TOTAL		555



## Q18 My supervisor leads by example.

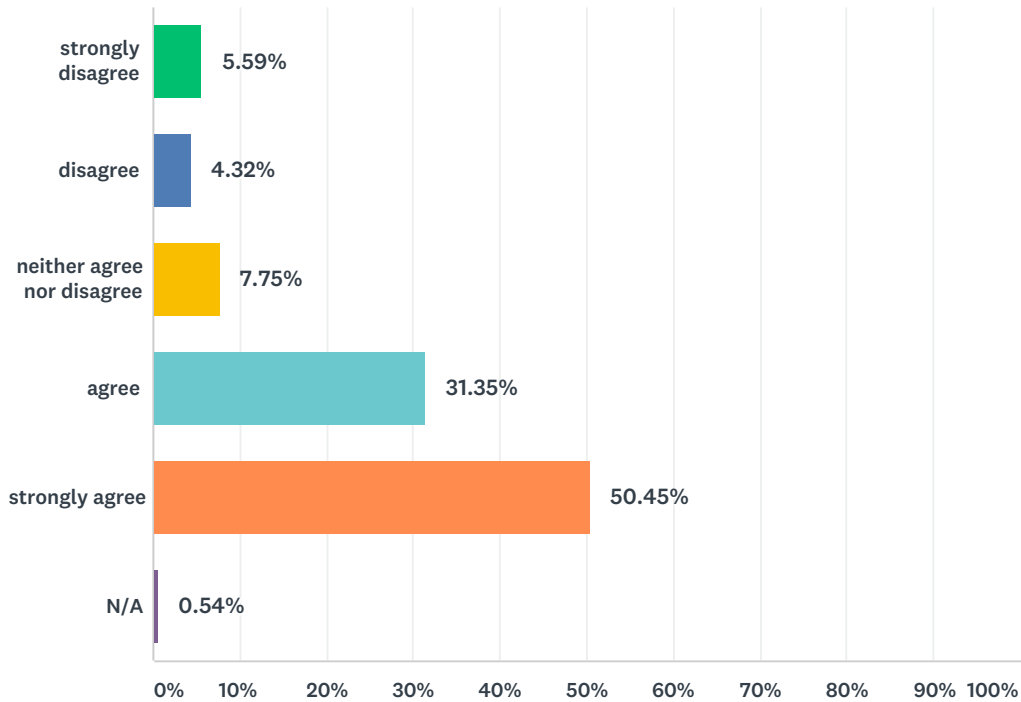
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	6.31%	35
disagree	6.85%	38
neither agree nor disagree	13.33%	74
agree	29.37%	163
strongly agree	35.14%	195
N/A	0.54%	3
Optional Comments:	8.47%	47
TOTAL		555

Q19 My supervisor is approachable.

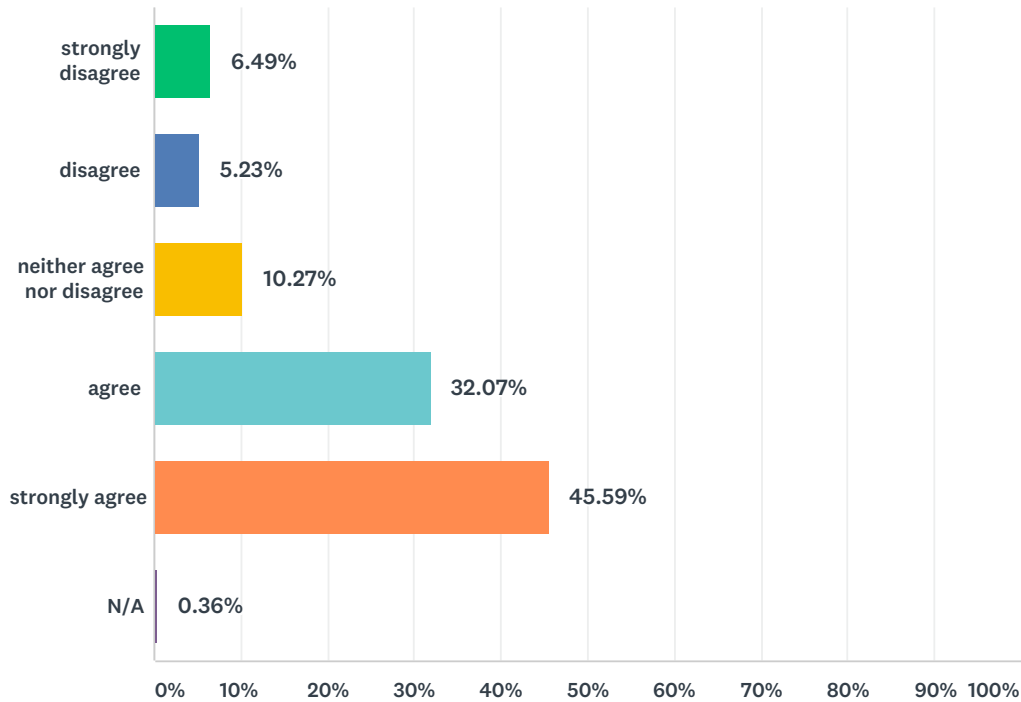
Answered: 555    Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	5.59%	31
disagree	4.32%	24
neither agree nor disagree	7.75%	43
agree	31.35%	174
strongly agree	50.45%	280
N/A	0.54%	3
TOTAL		555

## Q20 My supervisor treats people fairly.

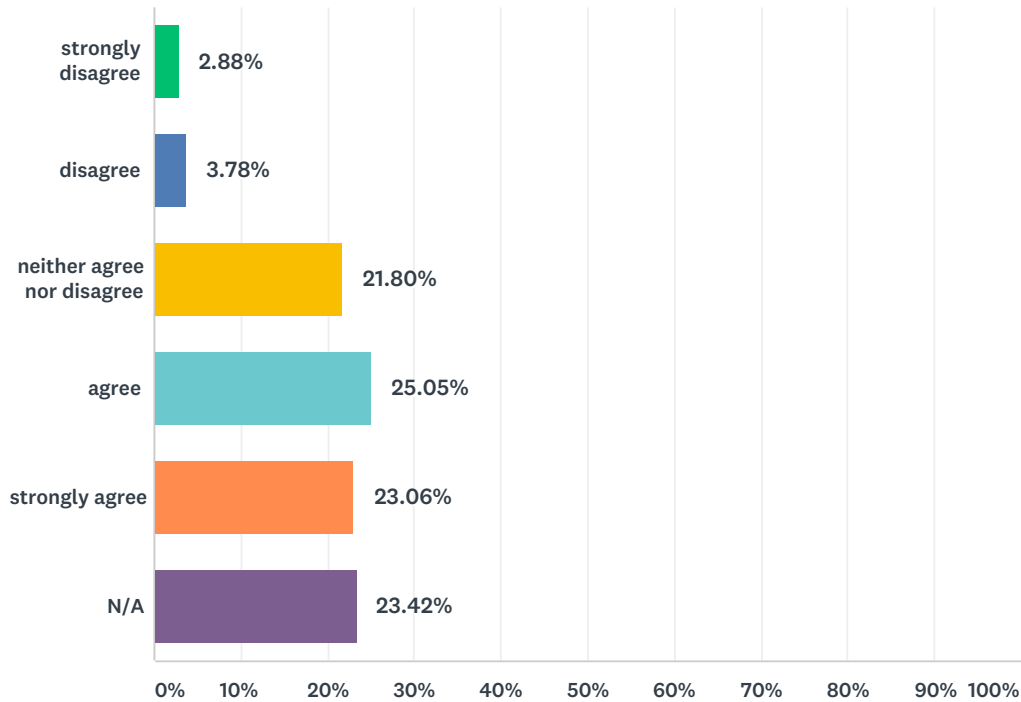
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	6.49%	36
disagree	5.23%	29
neither agree nor disagree	10.27%	57
agree	32.07%	178
strongly agree	45.59%	253
N/A	0.36%	2
TOTAL		555

## Q21 My supervisor uses financial resources efficiently and effectively.

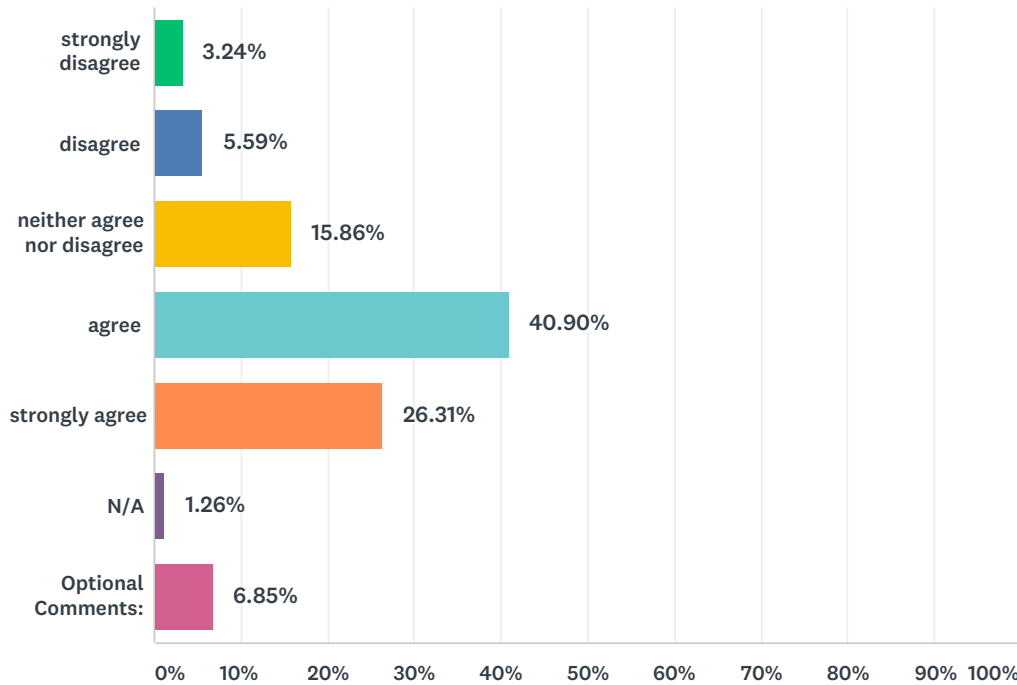
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	2.88%	16
disagree	3.78%	21
neither agree nor disagree	21.80%	121
agree	25.05%	139
strongly agree	23.06%	128
N/A	23.42%	130
TOTAL		555

## Q22 My supervisor takes actions to hold others accountable.

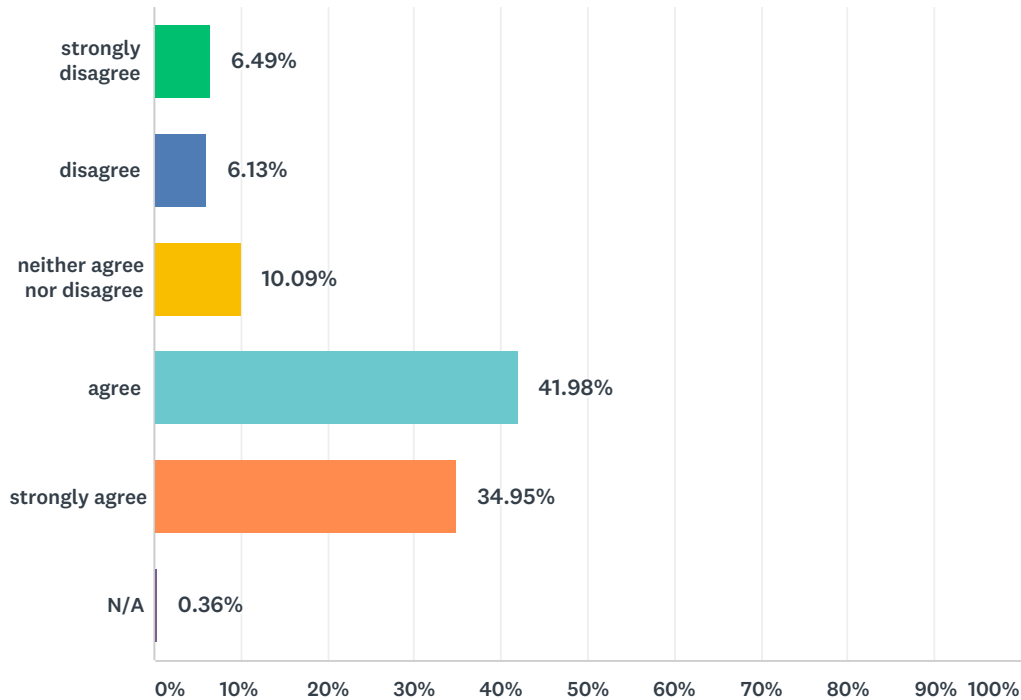
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	3.24%	18
disagree	5.59%	31
neither agree nor disagree	15.86%	88
agree	40.90%	227
strongly agree	26.31%	146
N/A	1.26%	7
Optional Comments:	6.85%	38
TOTAL		555

## Q23 My supervisor makes sound judgments based upon common sense, practical experience, and applicable laws.

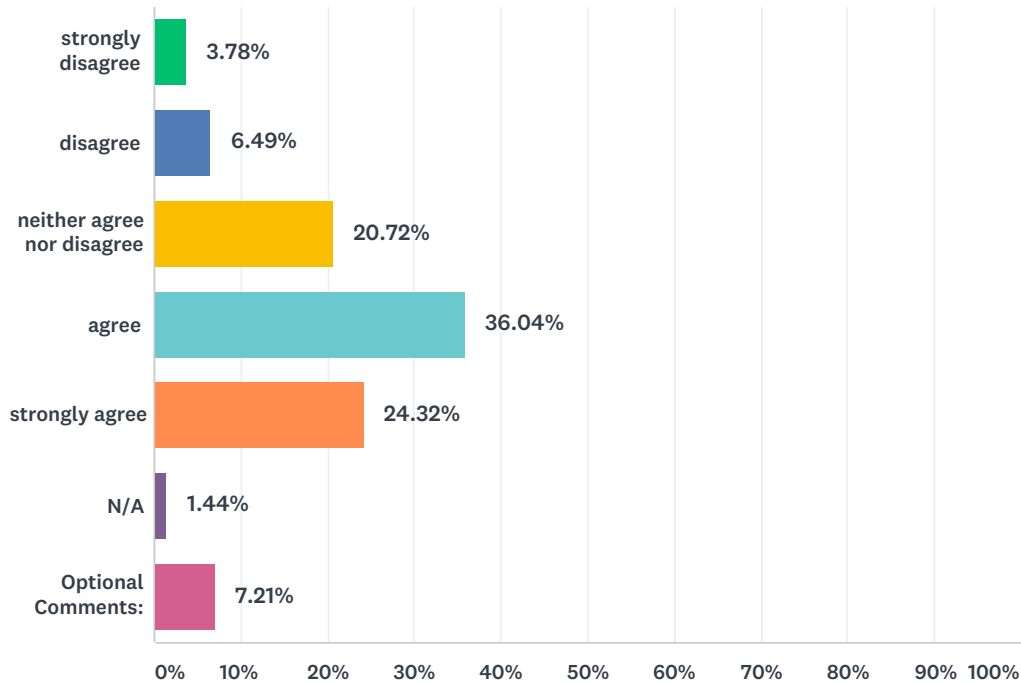
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	6.49%	36
disagree	6.13%	34
neither agree nor disagree	10.09%	56
agree	41.98%	233
strongly agree	34.95%	194
N/A	0.36%	2
TOTAL		555

## Q24 My supervisor supports organizational change in a positive and productive manner.

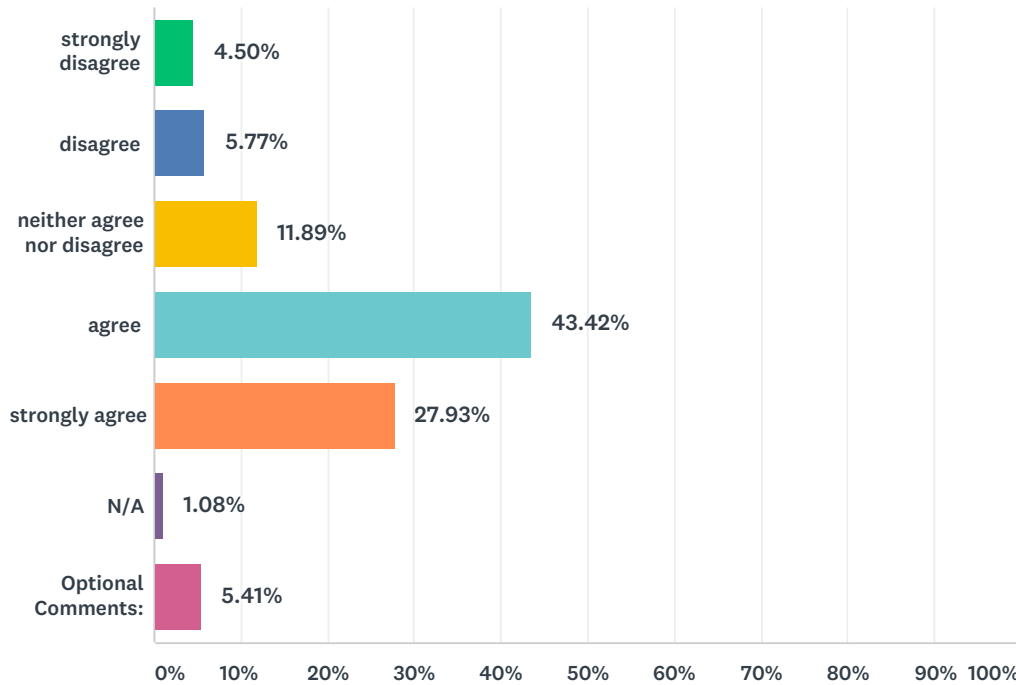
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	3.78%	21
disagree	6.49%	36
neither agree nor disagree	20.72%	115
agree	36.04%	200
strongly agree	24.32%	135
N/A	1.44%	8
Optional Comments:	7.21%	40
TOTAL		555

## Q25 My supervisor clearly communicates ideas verbally and in writing.

Answered: 555 Skipped: 0

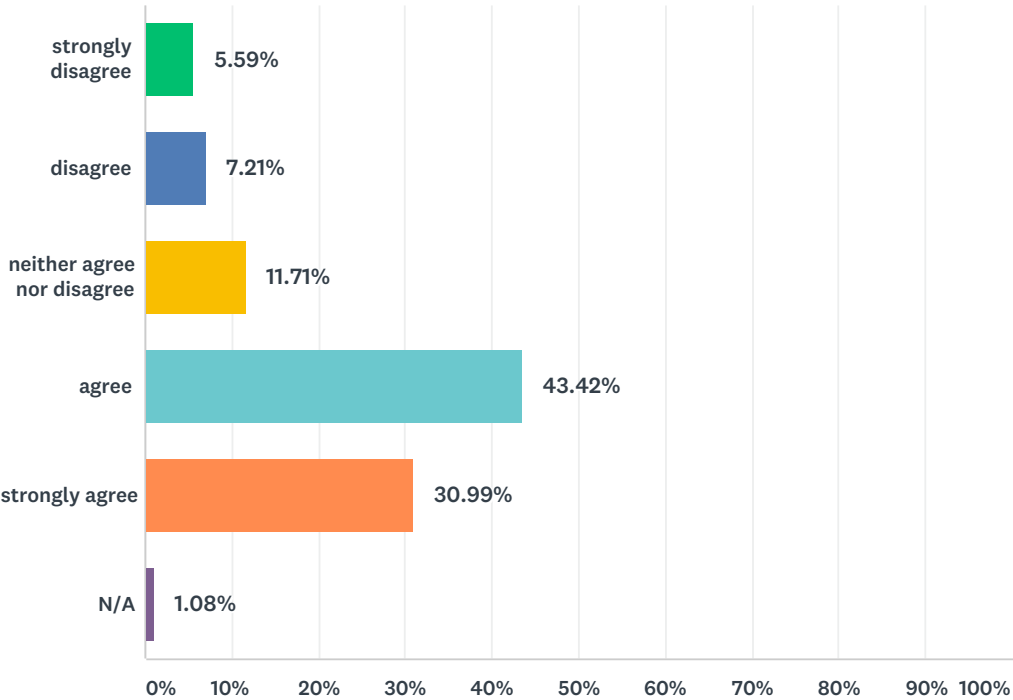


ANSWER CHOICES	RESPONSES	
strongly disagree	4.50%	25
disagree	5.77%	32
neither agree nor disagree	11.89%	66
agree	43.42%	241
strongly agree	27.93%	155
N/A	1.08%	6
Optional Comments:	5.41%	30
TOTAL		555



Q26 My supervisor listens to what others have to say.

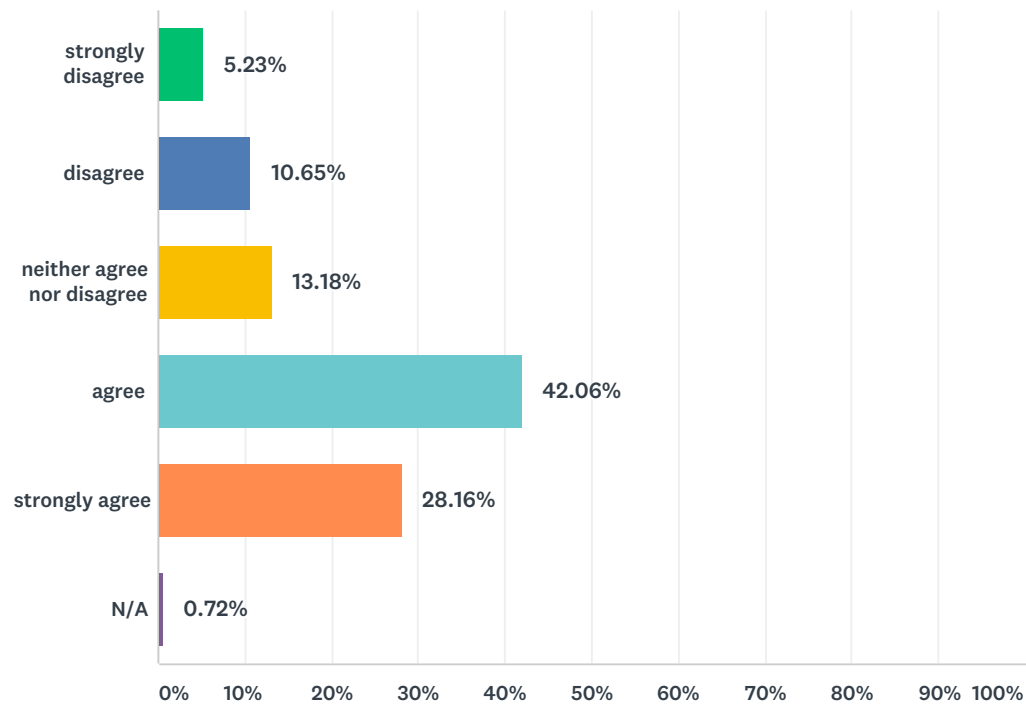
Answered: 555    Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	5.59%	31
disagree	7.21%	40
neither agree nor disagree	11.71%	65
agree	43.42%	241
strongly agree	30.99%	172
N/A	1.08%	6
TOTAL		555

Q27 My supervisor proactively addresses issues or problems.

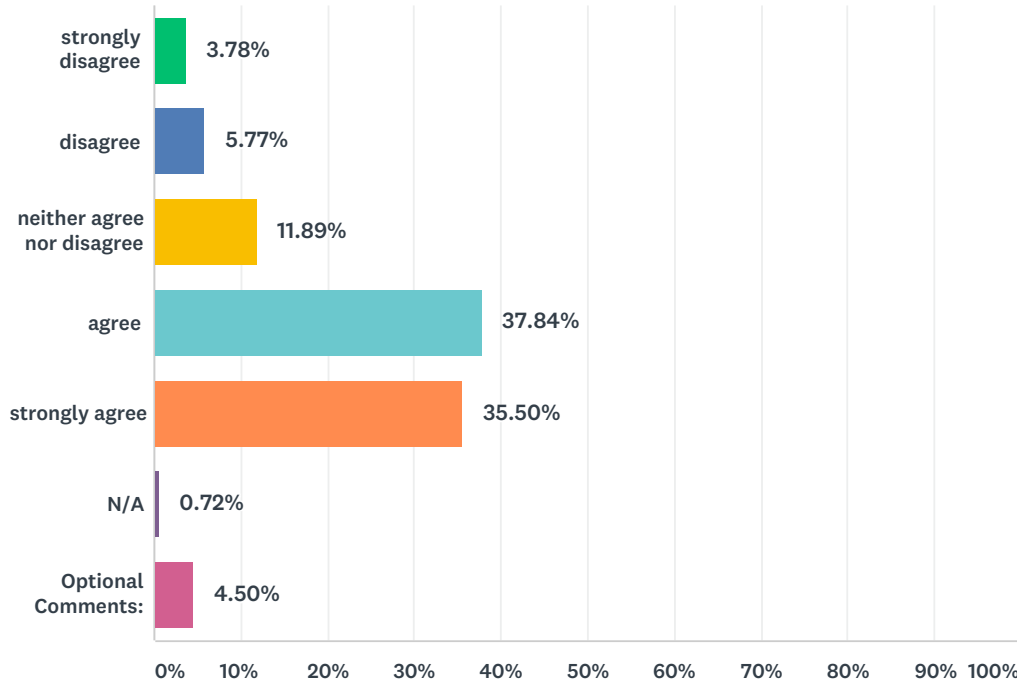
Answered: 554 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	5.23%	29
disagree	10.65%	59
neither agree nor disagree	13.18%	73
agree	42.06%	233
strongly agree	28.16%	156
N/A	0.72%	4
TOTAL		554

## Q28 My supervisor promotes and supports sharing job knowledge.

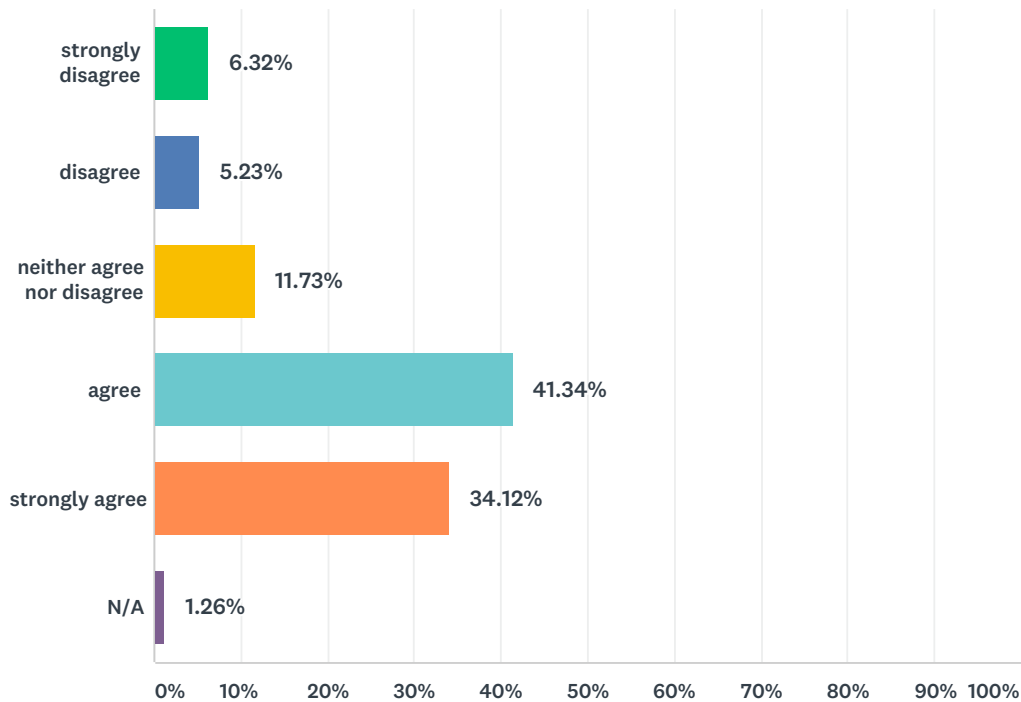
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	3.78%	21
disagree	5.77%	32
neither agree nor disagree	11.89%	66
agree	37.84%	210
strongly agree	35.50%	197
N/A	0.72%	4
Optional Comments:	4.50%	25
TOTAL		555

## Q29 My supervisor has sufficient technical skill necessary to perform the job or coach others with less skill.

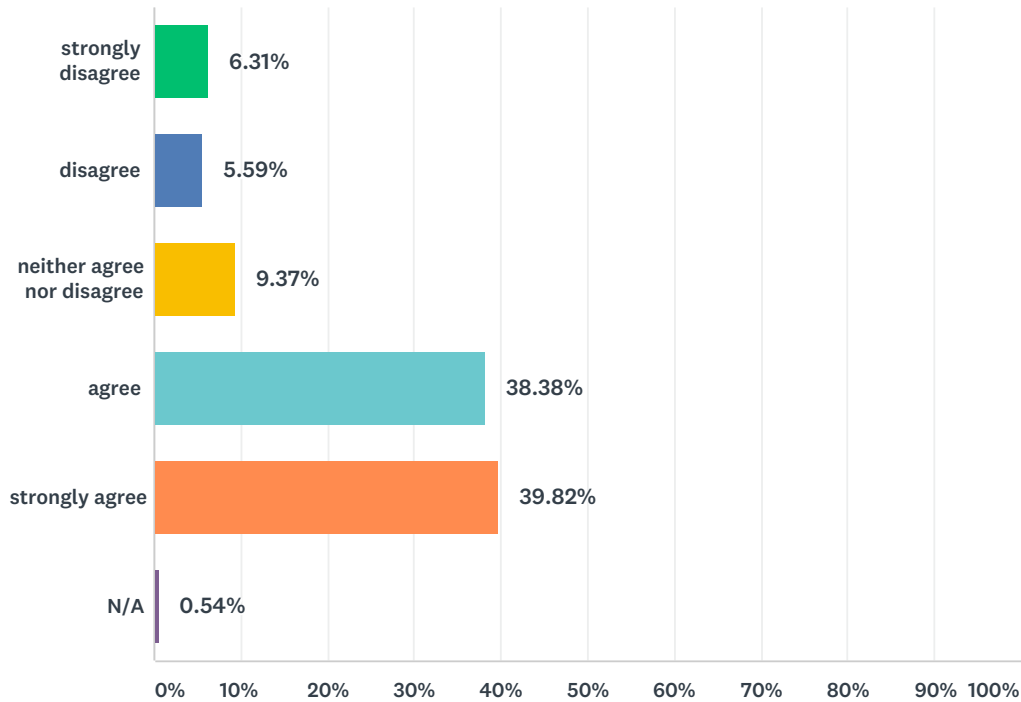
Answered: 554 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	6.32%	35
disagree	5.23%	29
neither agree nor disagree	11.73%	65
agree	41.34%	229
strongly agree	34.12%	189
N/A	1.26%	7
TOTAL		554

## Q30 My supervisor acts with integrity, honesty, fairness, and empathy.

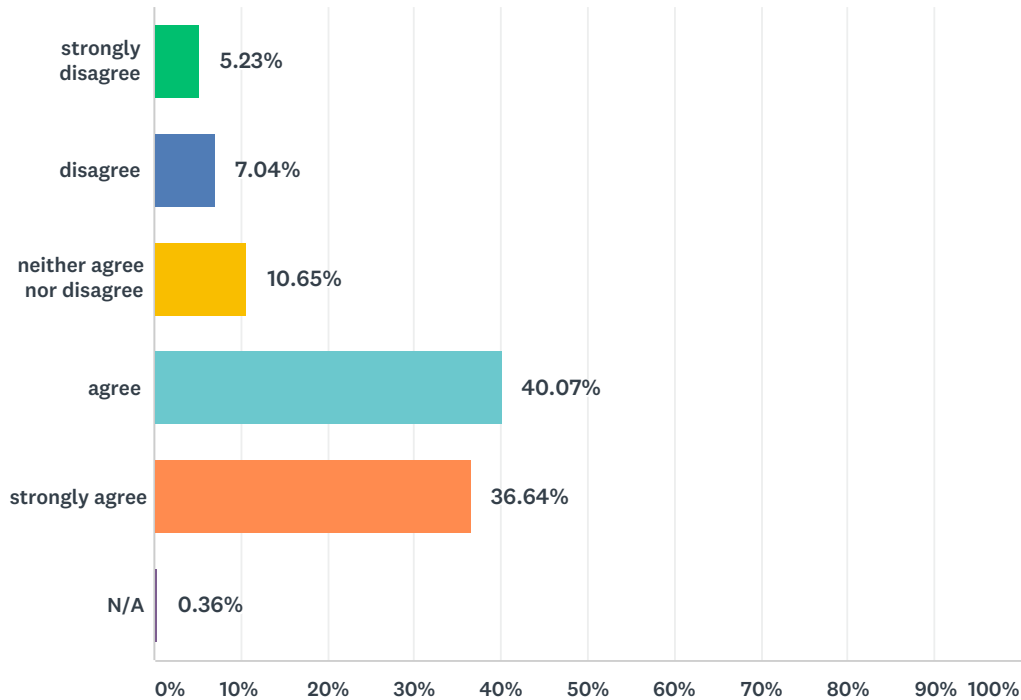
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	6.31%	35
disagree	5.59%	31
neither agree nor disagree	9.37%	52
agree	38.38%	213
strongly agree	39.82%	221
N/A	0.54%	3
TOTAL		555

## Q31 My supervisor recognizes and appreciates employees who are doing a good job.

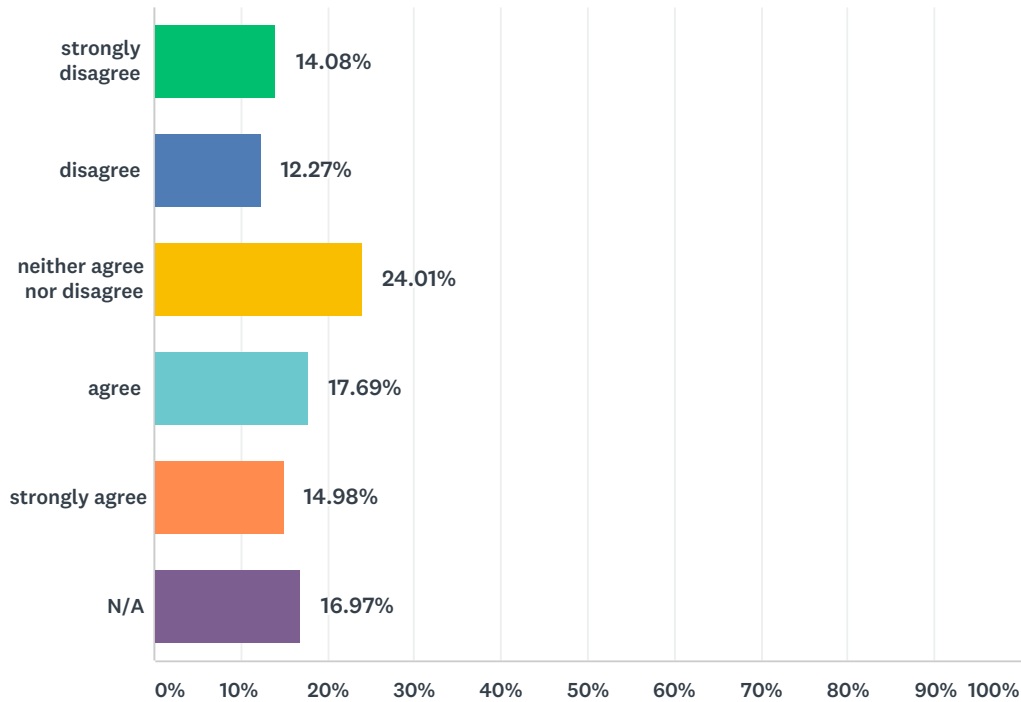
Answered: 554 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	5.23%	29
disagree	7.04%	39
neither agree nor disagree	10.65%	59
agree	40.07%	222
strongly agree	36.64%	203
N/A	0.36%	2
TOTAL		554

## Q32 My supervisor awards promotions in my work unit based on merit.

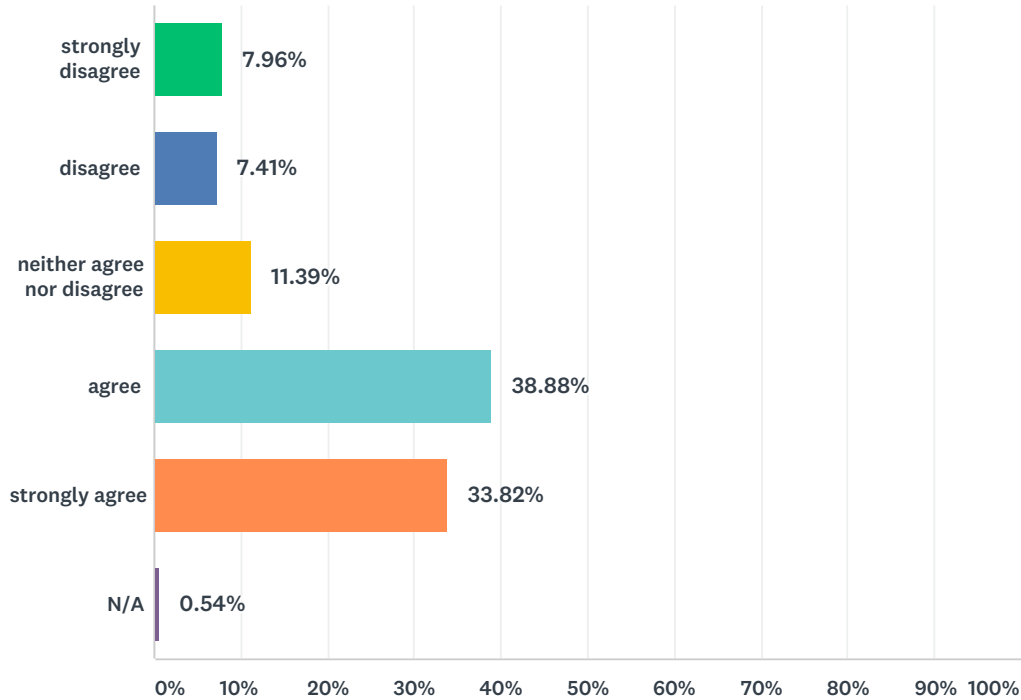
Answered: 554 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	14.08%	78
disagree	12.27%	68
neither agree nor disagree	24.01%	133
agree	17.69%	98
strongly agree	14.98%	83
N/A	16.97%	94
TOTAL		554

### Q33 I have trust and confidence in my supervisor as a leader.

Answered: 553 Skipped: 2

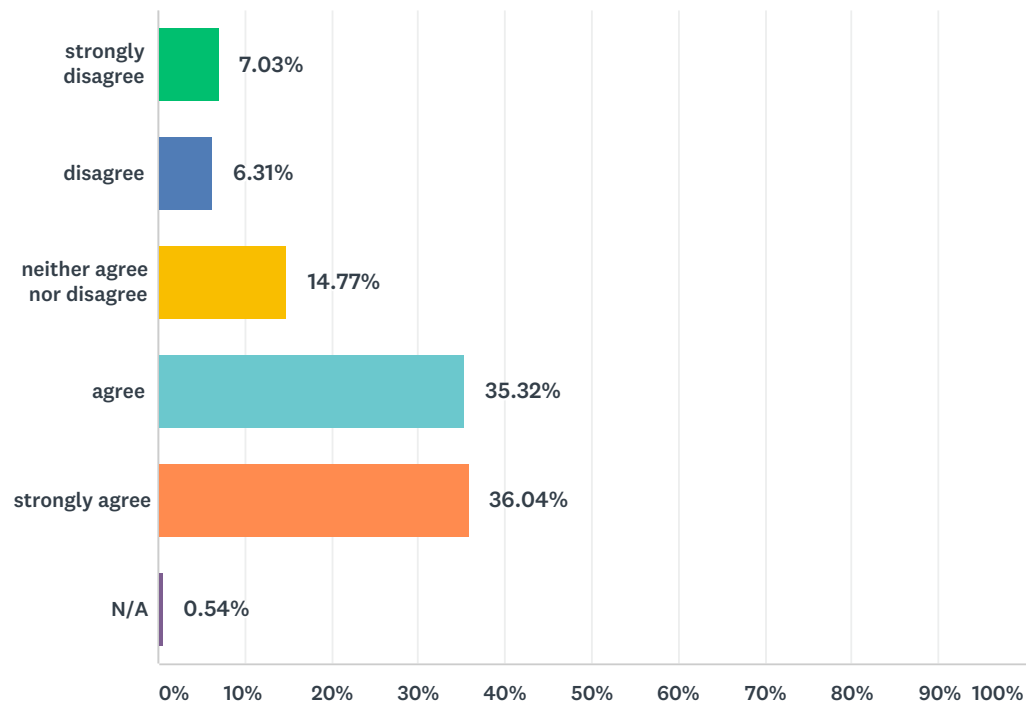


ANSWER CHOICES	RESPONSES	
strongly disagree	7.96%	44
disagree	7.41%	41
neither agree nor disagree	11.39%	63
agree	38.88%	215
strongly agree	33.82%	187
N/A	0.54%	3
TOTAL		553



Q34 My supervisor cares about me as a person.

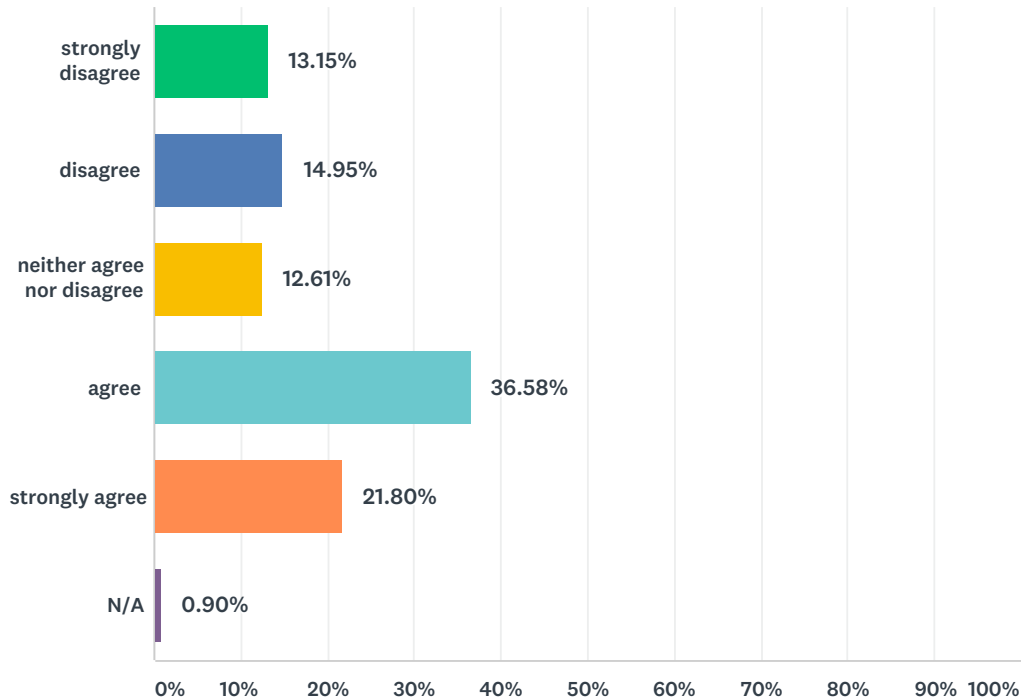
Answered: 555    Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	7.03%	39
disagree	6.31%	35
neither agree nor disagree	14.77%	82
agree	35.32%	196
strongly agree	36.04%	200
N/A	0.54%	3
TOTAL		555

### Q35 I have opportunities to voice my ideas about making work more efficient and/or to meet the public's needs more effectively.

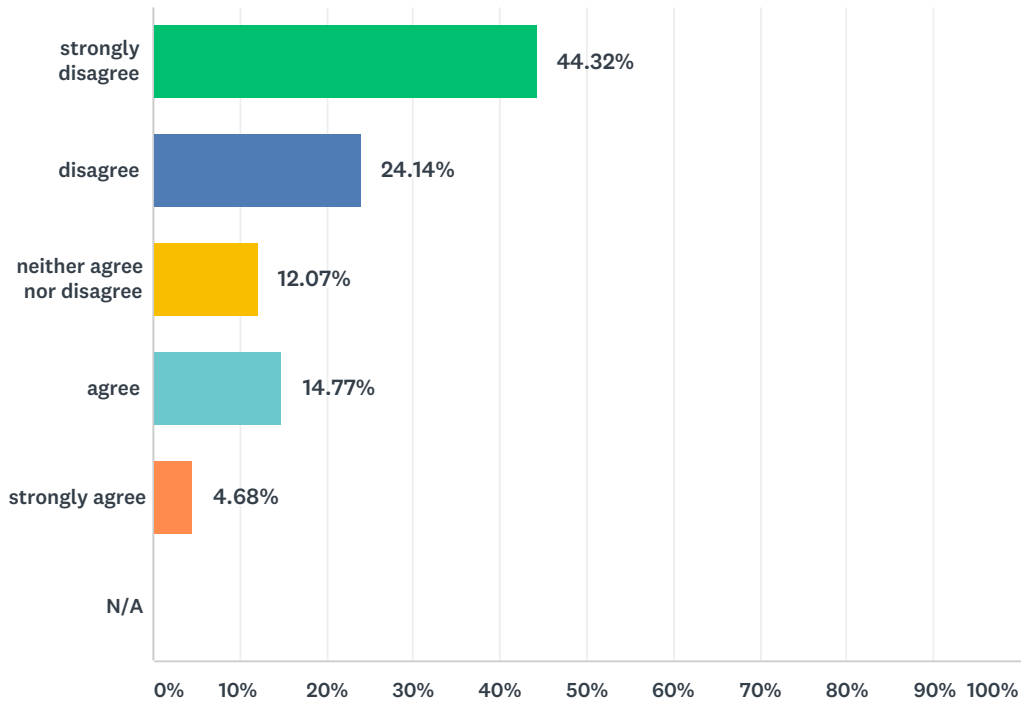
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	13.15%	73
disagree	14.95%	83
neither agree nor disagree	12.61%	70
agree	36.58%	203
strongly agree	21.80%	121
N/A	0.90%	5
TOTAL		555

Q36 Morale at work is good.

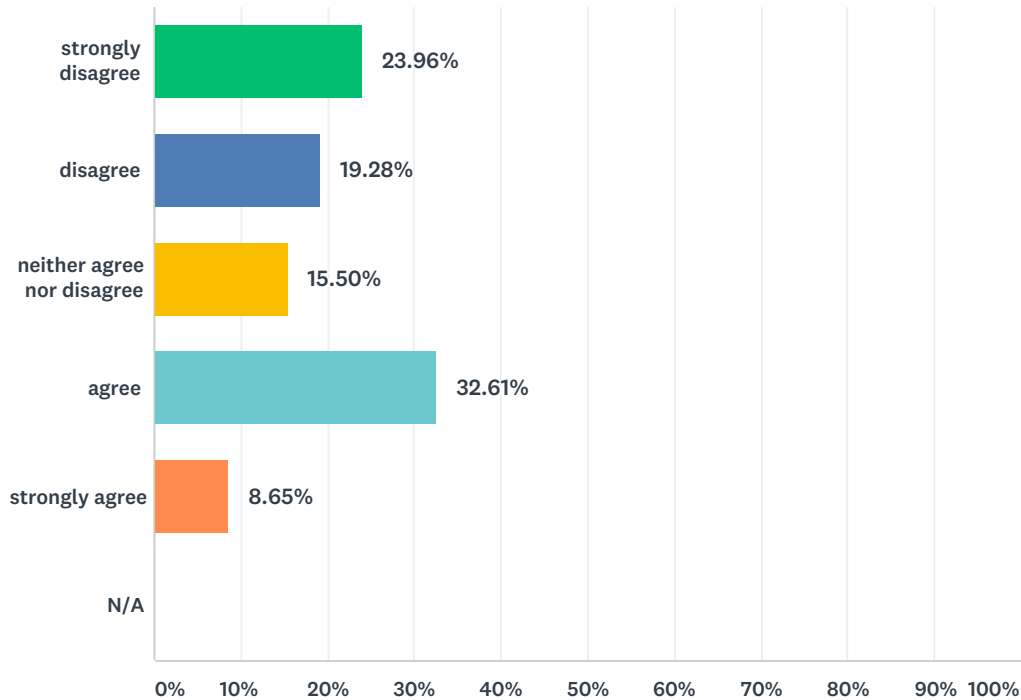
Answered: 555    Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	44.32%	246
disagree	24.14%	134
neither agree nor disagree	12.07%	67
agree	14.77%	82
strongly agree	4.68%	26
N/A	0.00%	0
TOTAL		555

### Q37 I have the technology needed (e.g. software, hardware, ect.) to get my job done.

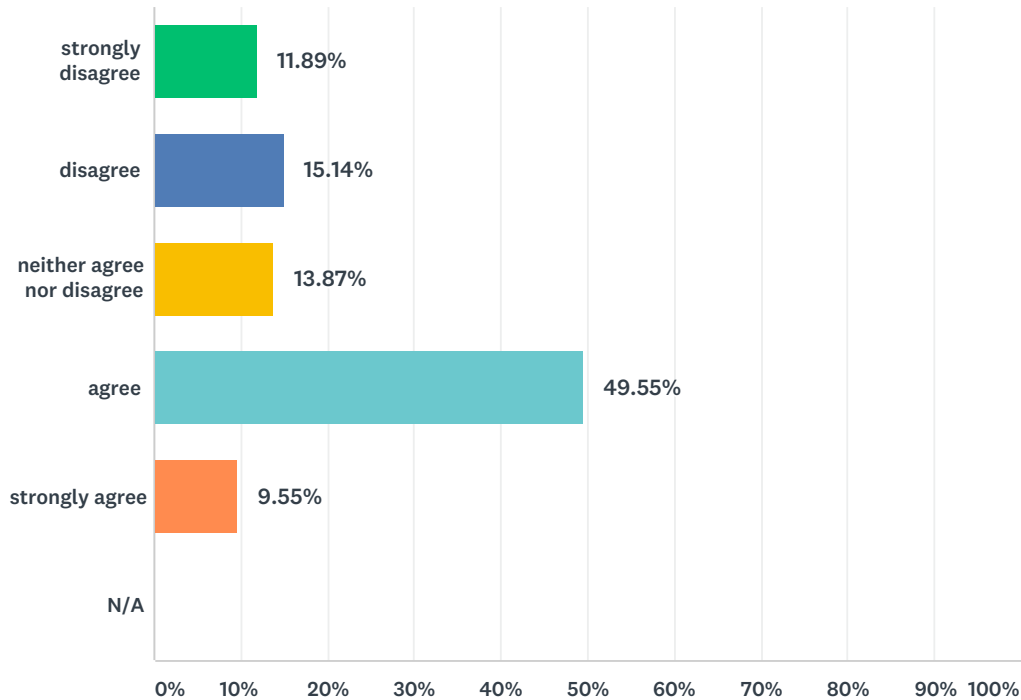
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	23.96%	133
disagree	19.28%	107
neither agree nor disagree	15.50%	86
agree	32.61%	181
strongly agree	8.65%	48
N/A	0.00%	0
TOTAL		555

## Q38 I have the tools needed to execute my administrative and reporting requirements.

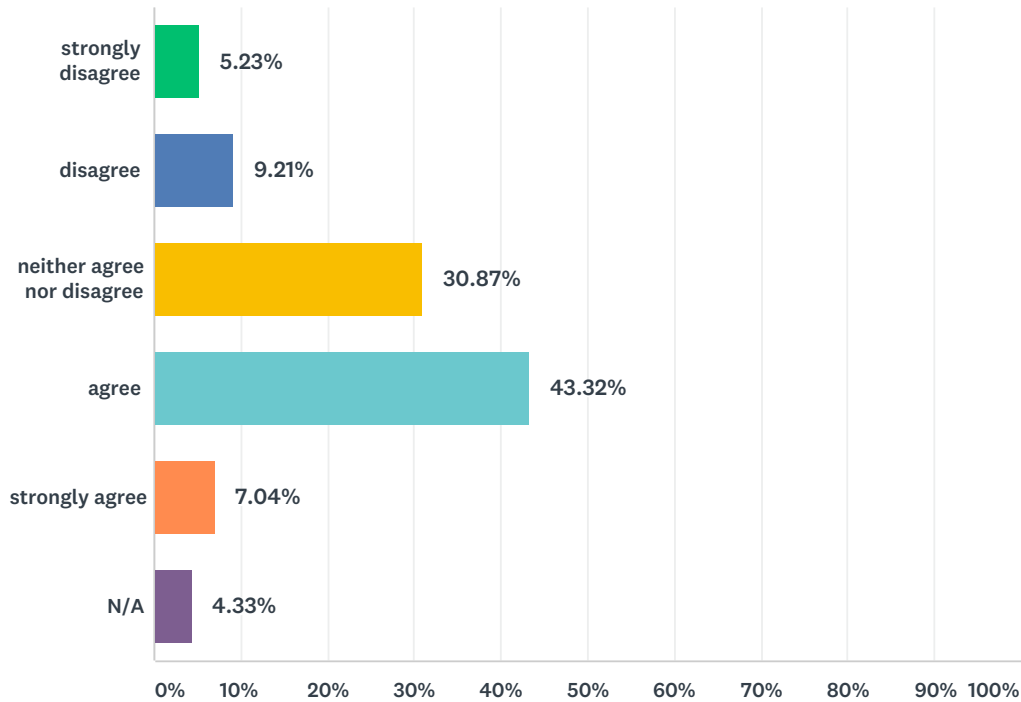
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	11.89%	66
disagree	15.14%	84
neither agree nor disagree	13.87%	77
agree	49.55%	275
strongly agree	9.55%	53
N/A	0.00%	0
TOTAL		555

## Q39 Employees report misconduct to the appropriate authorities.

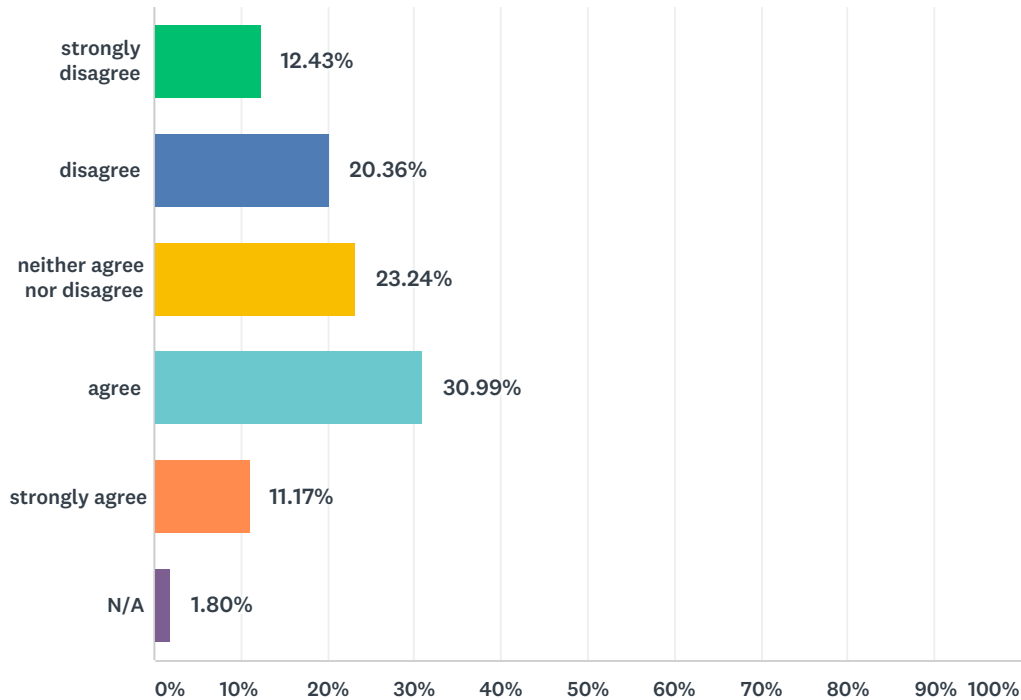
Answered: 554 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	5.23%	29
disagree	9.21%	51
neither agree nor disagree	30.87%	171
agree	43.32%	240
strongly agree	7.04%	39
N/A	4.33%	24
TOTAL		554

## Q40 I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.

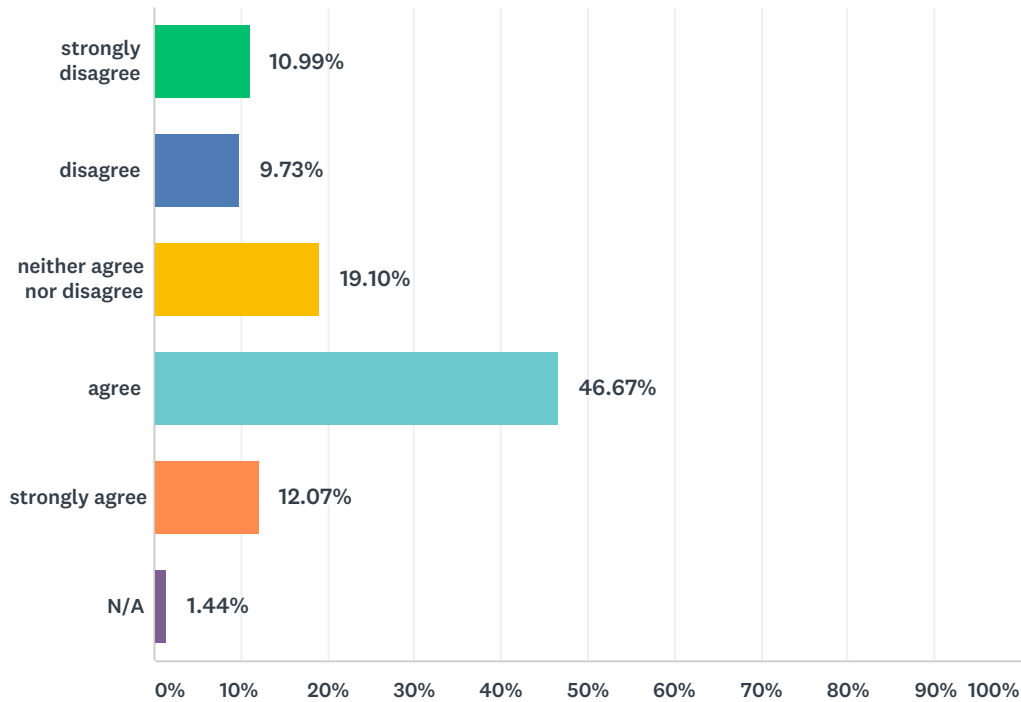
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	12.43%	69
disagree	20.36%	113
neither agree nor disagree	23.24%	129
agree	30.99%	172
strongly agree	11.17%	62
N/A	1.80%	10
TOTAL		555

## Q41 Employees are protected from health and safety hazards on the job.

Answered: 555 Skipped: 0

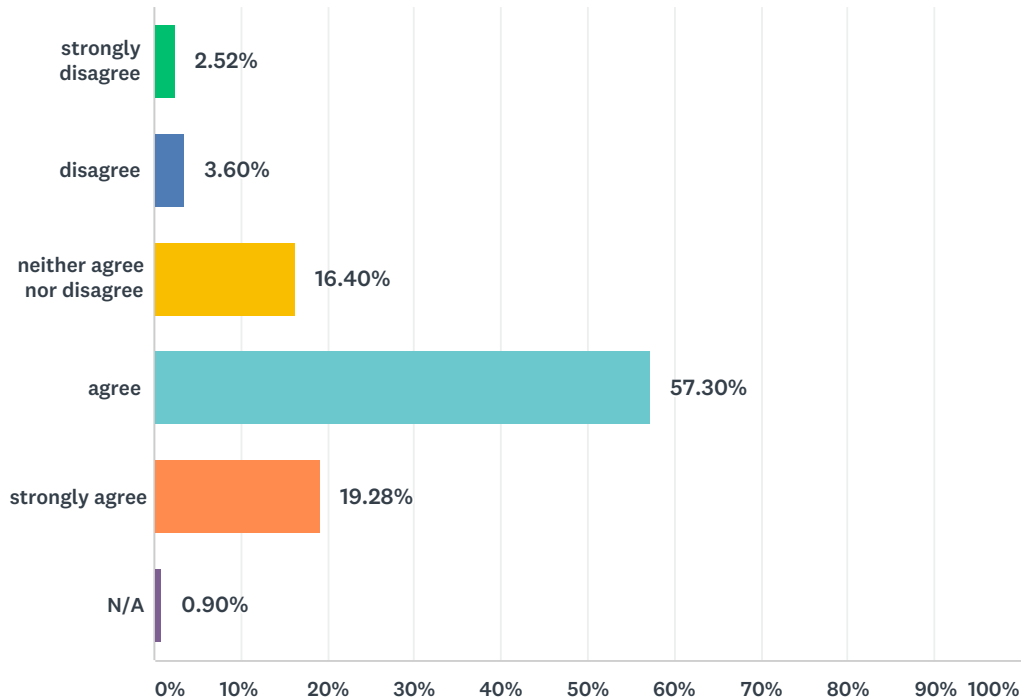


ANSWER CHOICES	RESPONSES	
strongly disagree	10.99%	61
disagree	9.73%	54
neither agree nor disagree	19.10%	106
agree	46.67%	259
strongly agree	12.07%	67
N/A	1.44%	8
TOTAL		555



## Q42 Access to information systems and confidential information is adequately controlled.

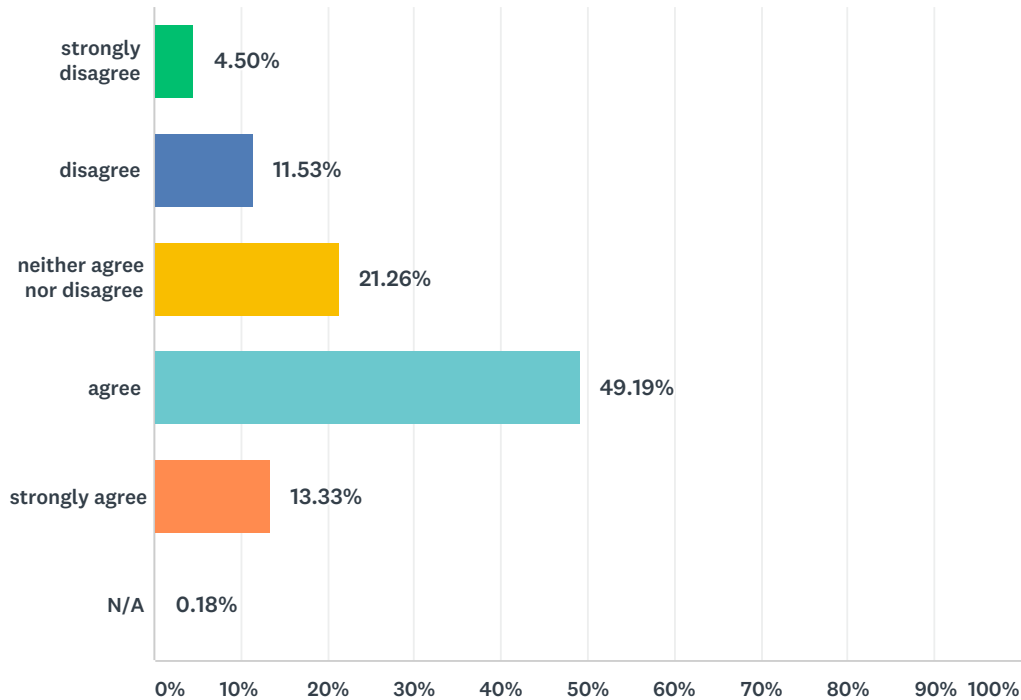
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	2.52%	14
disagree	3.60%	20
neither agree nor disagree	16.40%	91
agree	57.30%	318
strongly agree	19.28%	107
N/A	0.90%	5
TOTAL		555

## Q43 The employees here are competent and know how to get the job done.

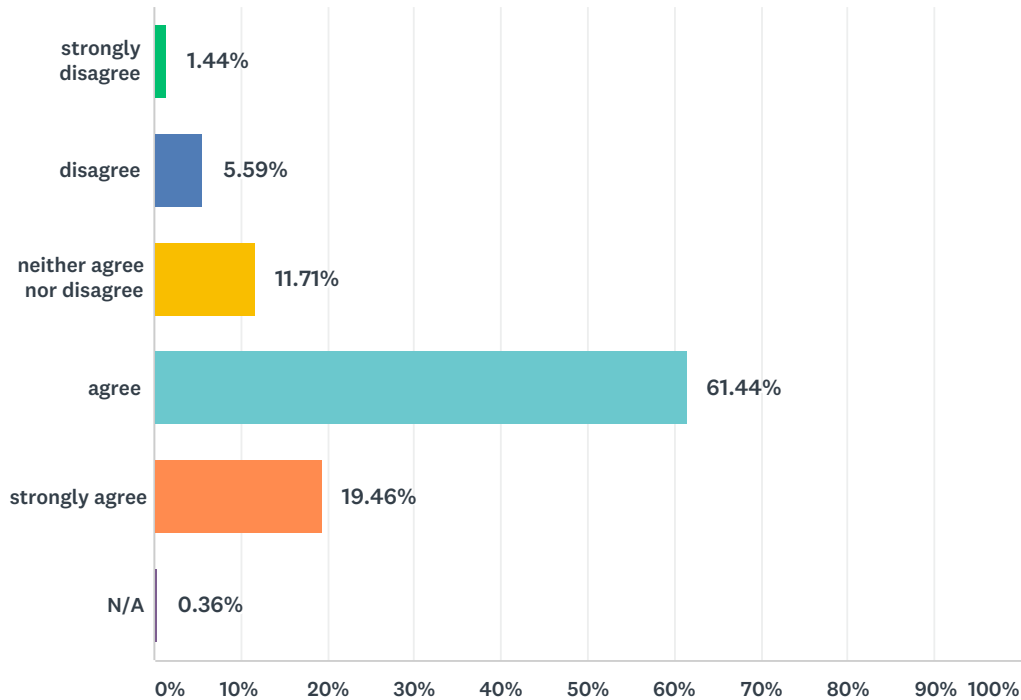
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	4.50%	25
disagree	11.53%	64
neither agree nor disagree	21.26%	118
agree	49.19%	273
strongly agree	13.33%	74
N/A	0.18%	1
TOTAL		555

## Q44 The people in my Division conduct themselves in a professional manner.

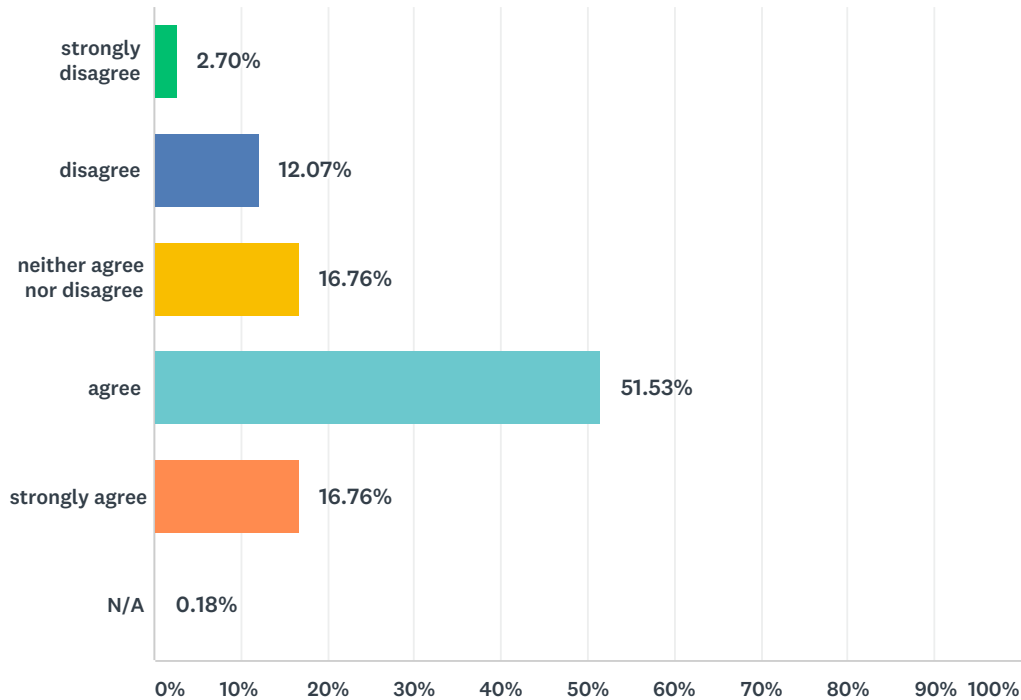
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	1.44%	8
disagree	5.59%	31
neither agree nor disagree	11.71%	65
agree	61.44%	341
strongly agree	19.46%	108
N/A	0.36%	2
TOTAL		555

## Q45 The people in my Division treat each other with respect and consideration.

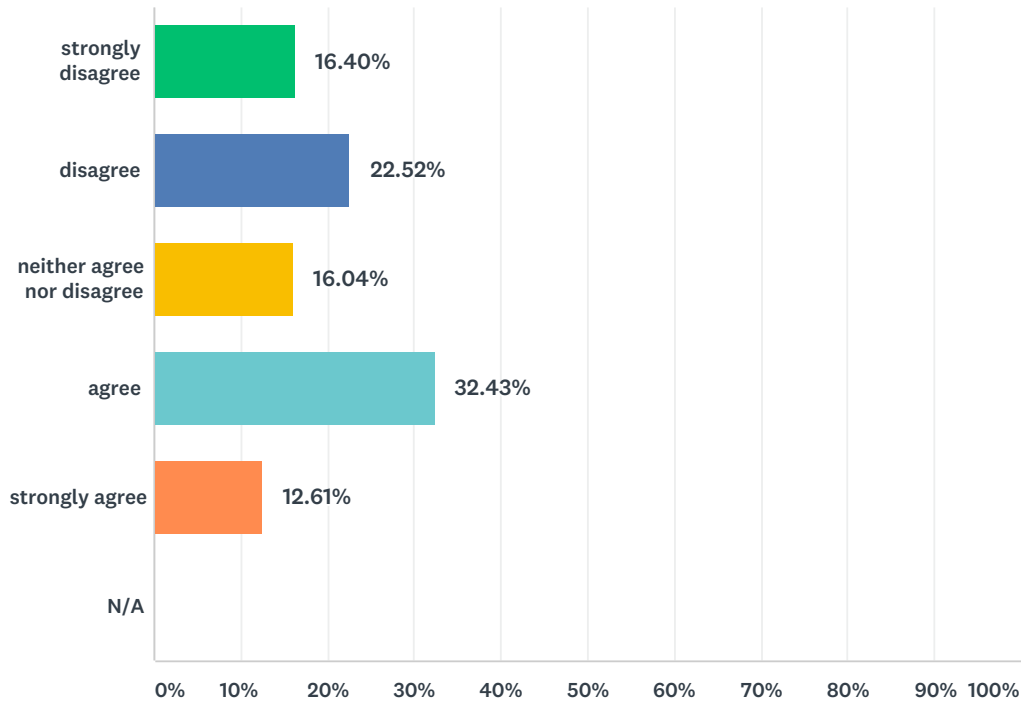
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	2.70%	15
disagree	12.07%	67
neither agree nor disagree	16.76%	93
agree	51.53%	286
strongly agree	16.76%	93
N/A	0.18%	1
TOTAL		555

## Q46 People in my Division are treated in a fair and consistent manner.

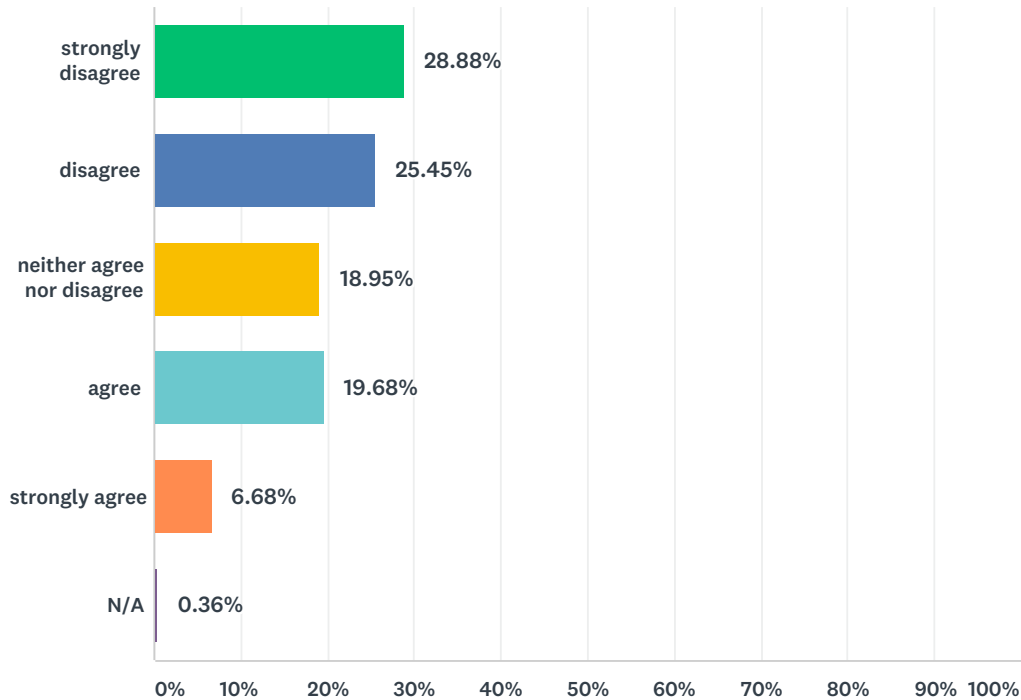
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	16.40%	91
disagree	22.52%	125
neither agree nor disagree	16.04%	89
agree	32.43%	180
strongly agree	12.61%	70
N/A	0.00%	0
TOTAL		555

## Q47 Personnel policies (e.g., performance appraisal, promotion, rewards) are applied consistently across employees.

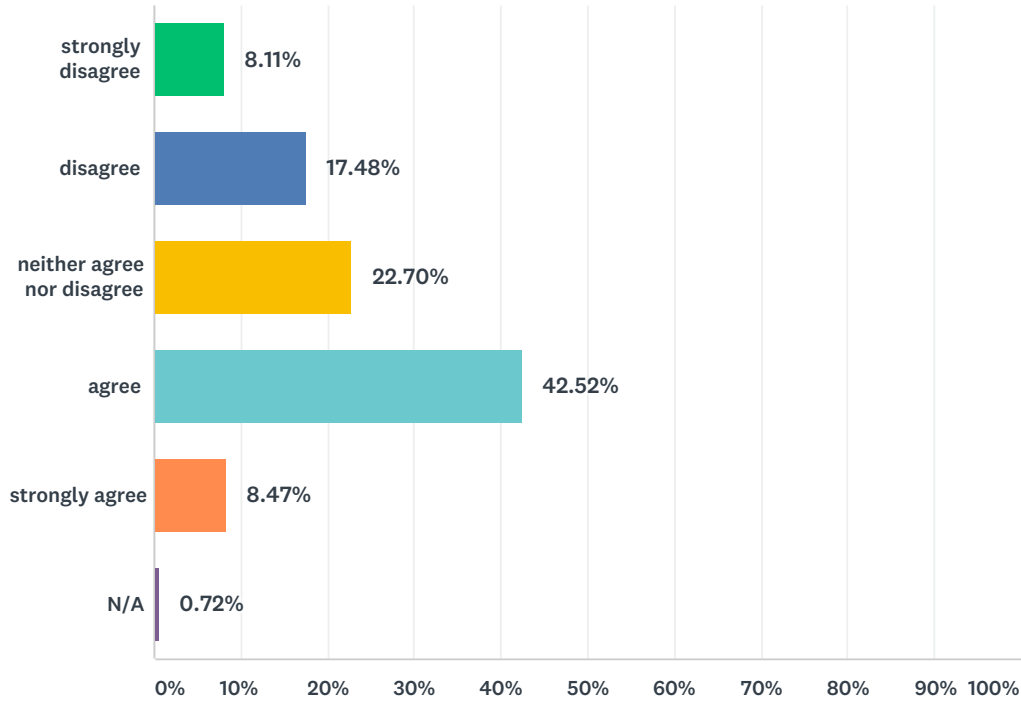
Answered: 554 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	28.88%	160
disagree	25.45%	141
neither agree nor disagree	18.95%	105
agree	19.68%	109
strongly agree	6.68%	37
N/A	0.36%	2
TOTAL		554

## Q48 In my work unit, steps are taken to deal with poor performance.

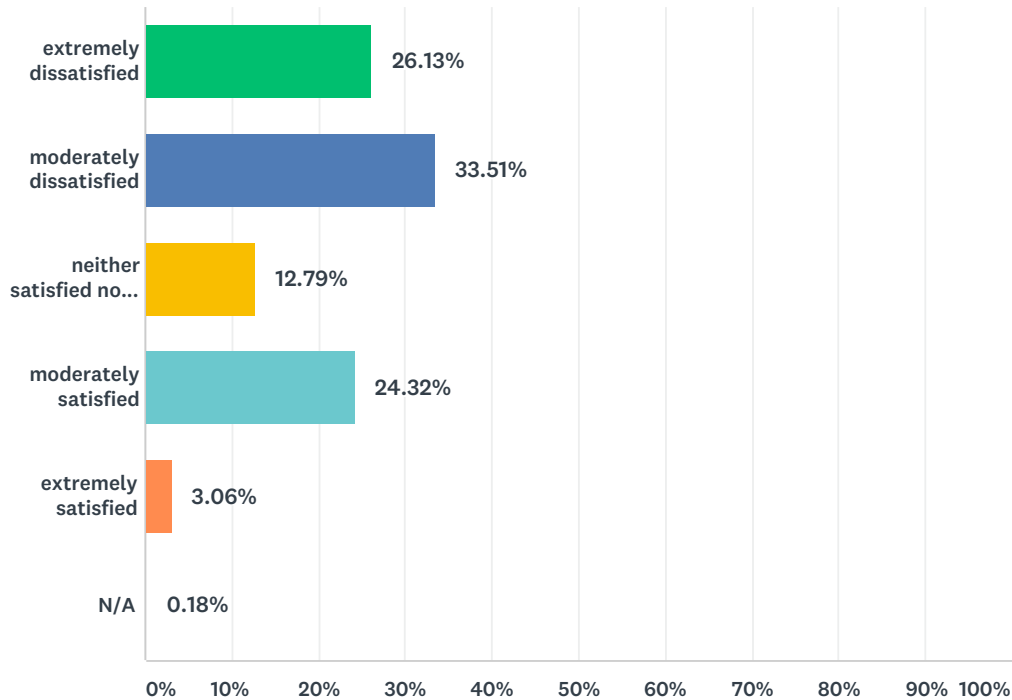
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	8.11%	45
disagree	17.48%	97
neither agree nor disagree	22.70%	126
agree	42.52%	236
strongly agree	8.47%	47
N/A	0.72%	4
TOTAL		555

## Q49 Considering everything, how satisfied are you with your total compensation (e.g., salary, bonus, benefits, etc.)?

Answered: 555 Skipped: 0

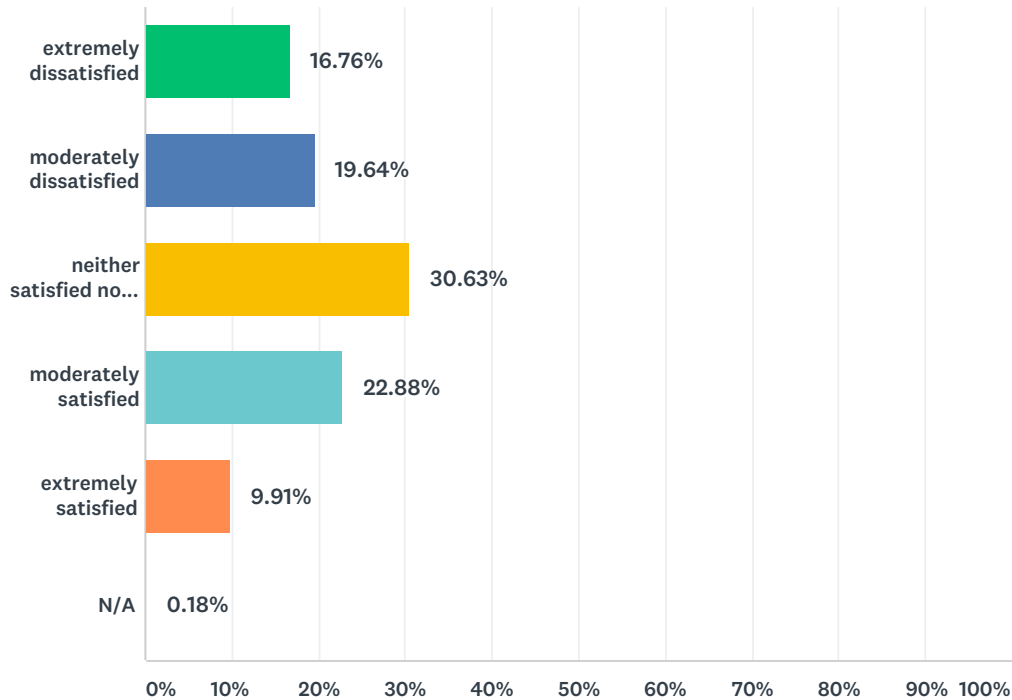


ANSWER CHOICES	RESPONSES	
extremely dissatisfied	26.13%	145
moderately dissatisfied	33.51%	186
neither satisfied nor dissatisfied	12.79%	71
moderately satisfied	24.32%	135
extremely satisfied	3.06%	17
N/A	0.18%	1
TOTAL		555



## Q50 How satisfied are you with the recognition you receive for doing a good job?

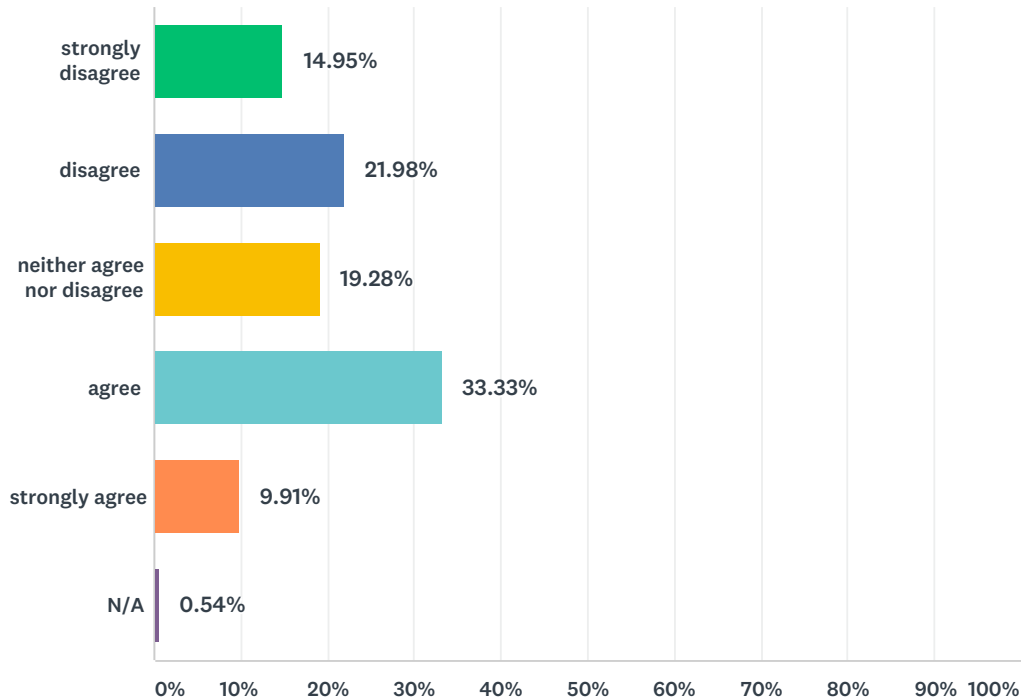
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
extremely dissatisfied	16.76%	93
moderately dissatisfied	19.64%	109
neither satisfied nor dissatisfied	30.63%	170
moderately satisfied	22.88%	127
extremely satisfied	9.91%	55
N/A	0.18%	1
<b>TOTAL</b>		<b>555</b>

## Q51 I have the opportunity to receive training that will improve my skills and enhance my career opportunities.

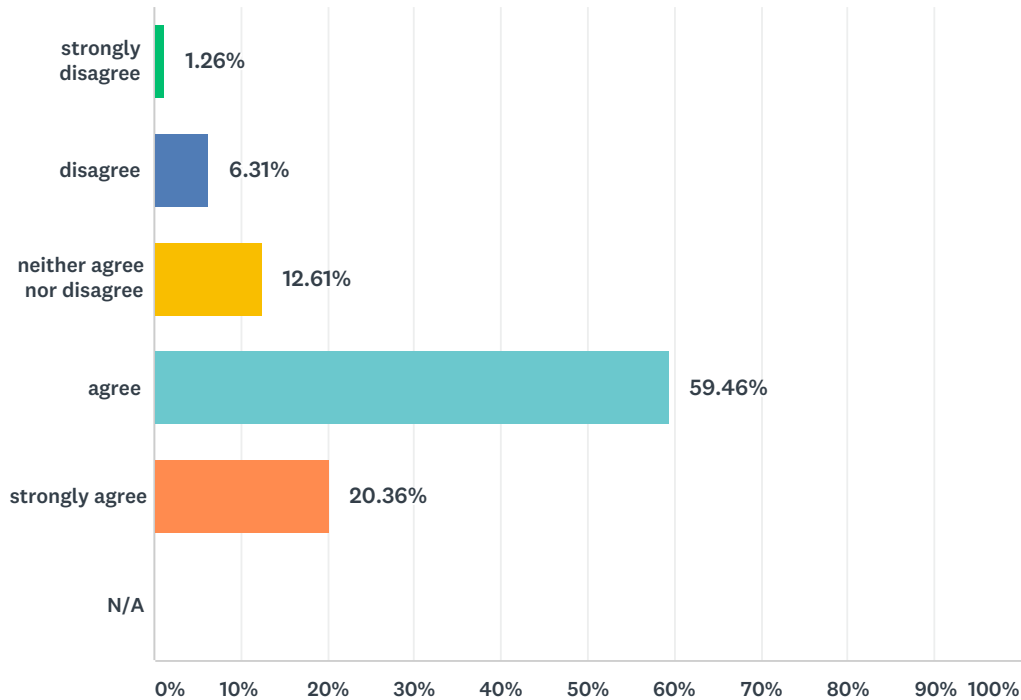
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	14.95%	83
disagree	21.98%	122
neither agree nor disagree	19.28%	107
agree	33.33%	185
strongly agree	9.91%	55
N/A	0.54%	3
TOTAL		555

## Q52 I understand how my role(s) and responsibilities fit in the agency's mission.

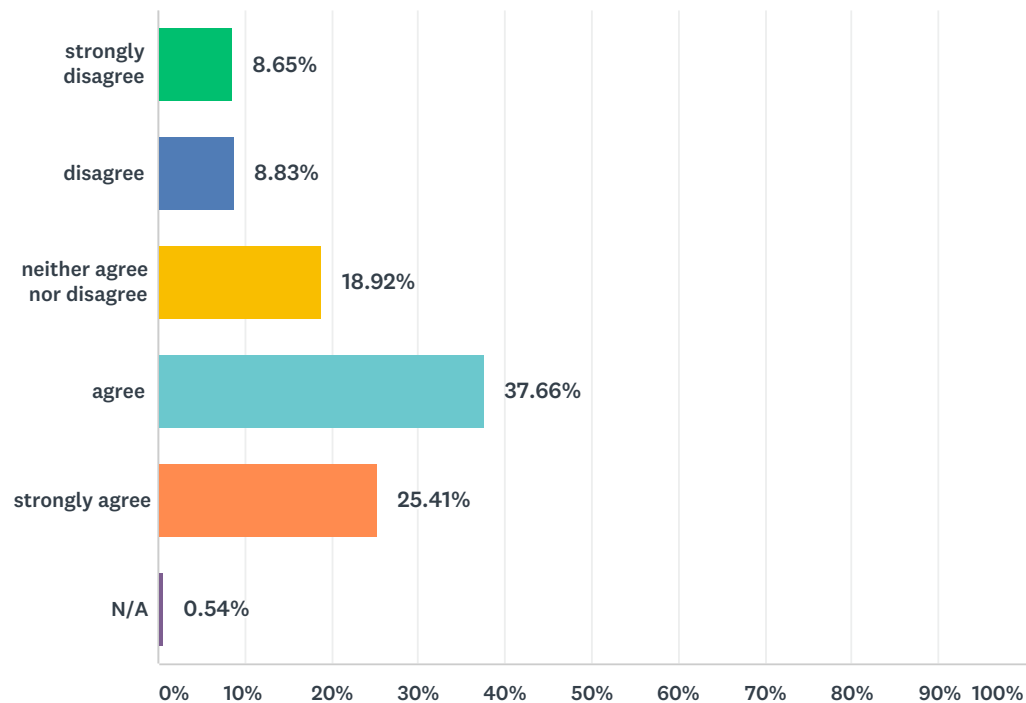
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	1.26%	7
disagree	6.31%	35
neither agree nor disagree	12.61%	70
agree	59.46%	330
strongly agree	20.36%	113
N/A	0.00%	0
TOTAL		555

Q53 I am proud to work for the SCDPS.

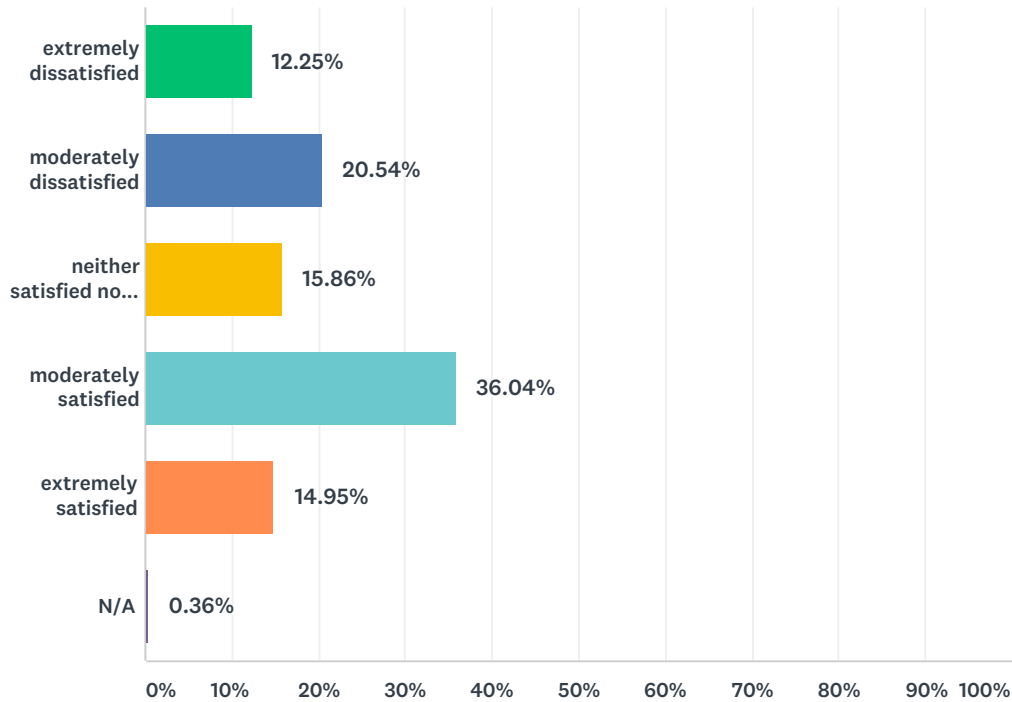
Answered: 555    Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	8.65%	48
disagree	8.83%	49
neither agree nor disagree	18.92%	105
agree	37.66%	209
strongly agree	25.41%	141
N/A	0.54%	3
TOTAL		555

## Q54 Considering everything, how satisfied are you with your job?

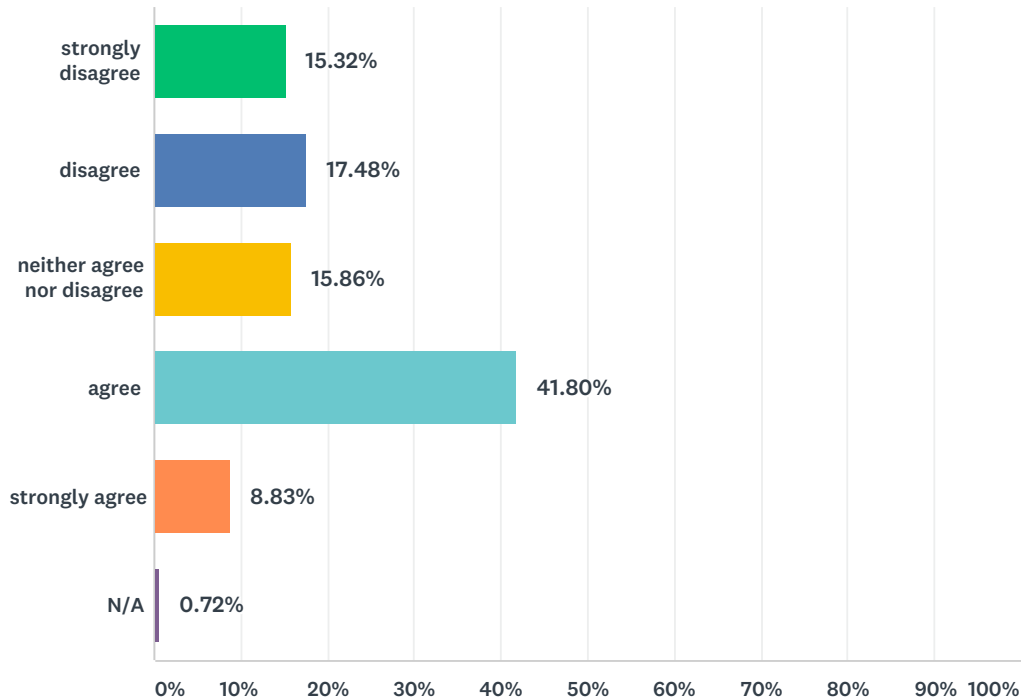
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
extremely dissatisfied	12.25%	68
moderately dissatisfied	20.54%	114
neither satisfied nor dissatisfied	15.86%	88
moderately satisfied	36.04%	200
extremely satisfied	14.95%	83
N/A	0.36%	2
TOTAL		555

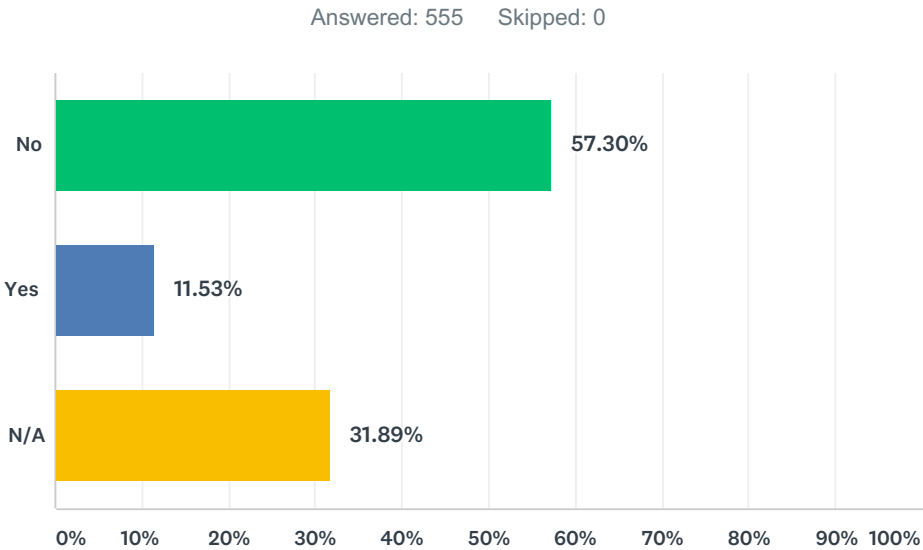
## Q55 I understand the Office of Professional Responsibility/Administrative Inquiry process.

Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	15.32%	85
disagree	17.48%	97
neither agree nor disagree	15.86%	88
agree	41.80%	232
strongly agree	8.83%	49
N/A	0.72%	4
TOTAL		555

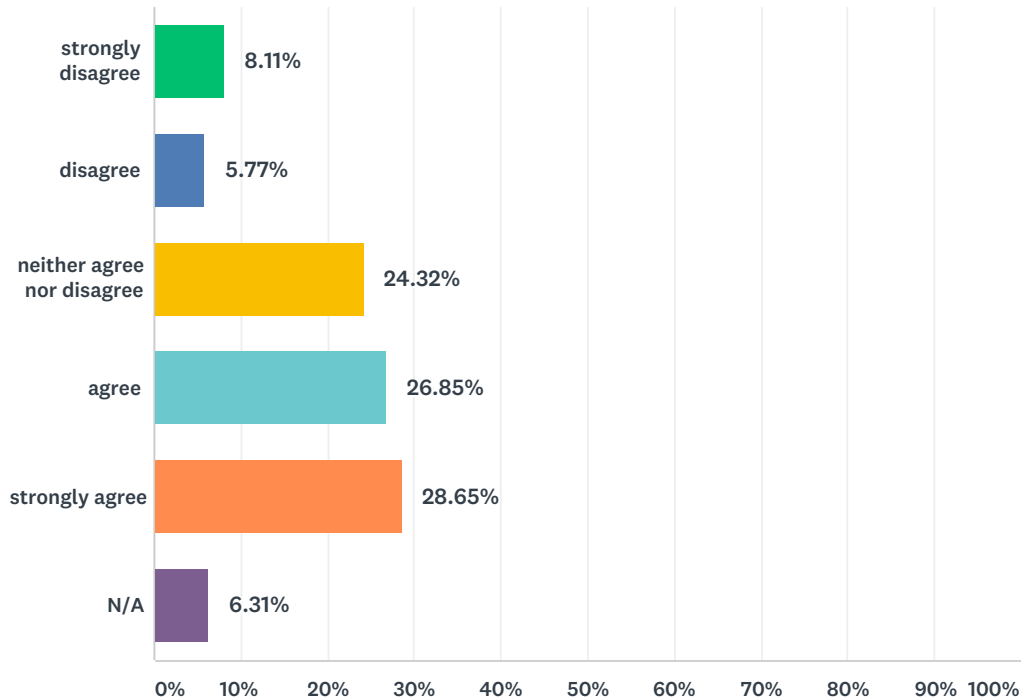
Q56 Results of closed administrative inquiries are communicated to you and your division on a periodic basis (e.g. quarterly) which provide a general synopsis of the allegation; whether or not the offense was sustained; the disciplinary action taken, if any; while providing anonymity to the identity of the affected employee.



ANSWER CHOICES	RESPONSES	
No	57.30%	318
Yes	11.53%	64
N/A	31.89%	177
Total Respondents: 555		

## Q57 Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions?

Answered: 555 Skipped: 0

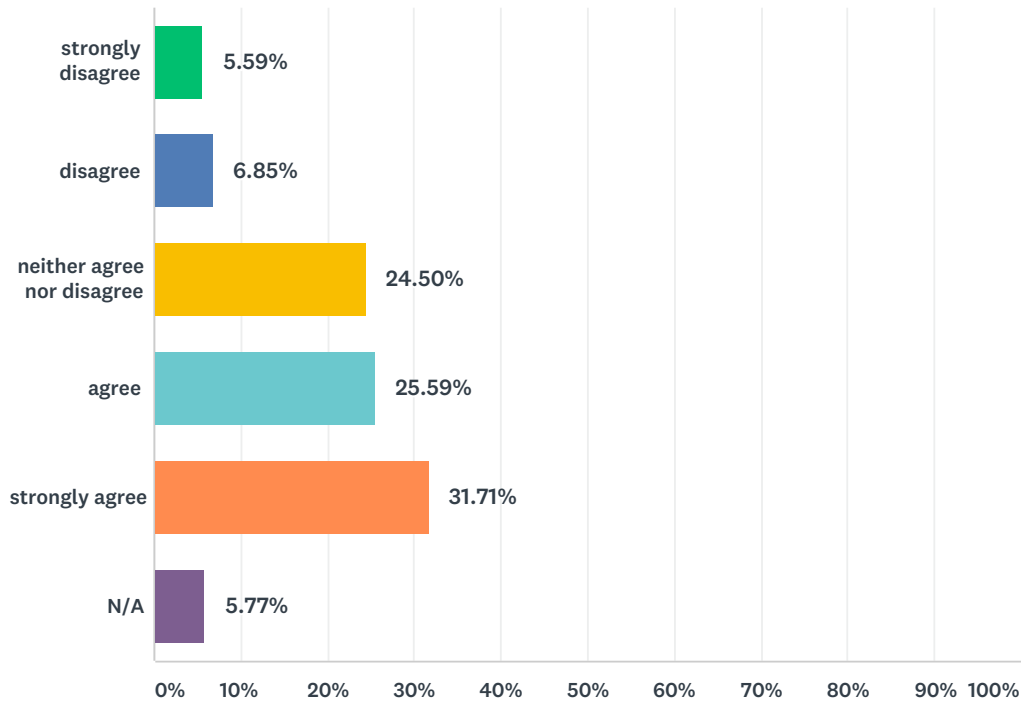


ANSWER CHOICES	RESPONSES	
strongly disagree	8.11%	45
disagree	5.77%	32
neither agree nor disagree	24.32%	135
agree	26.85%	149
strongly agree	28.65%	159
N/A	6.31%	35
TOTAL		555



## 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?

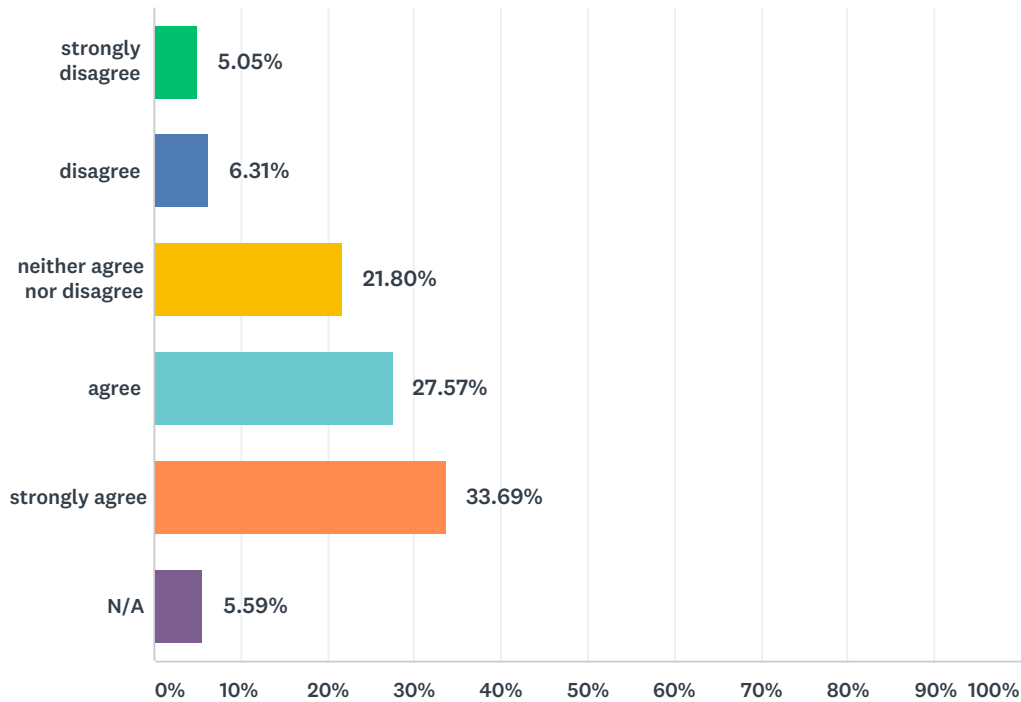
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	5.59%	31
disagree	6.85%	38
neither agree nor disagree	24.50%	136
agree	25.59%	142
strongly agree	31.71%	176
N/A	5.77%	32
TOTAL		555

## 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?"

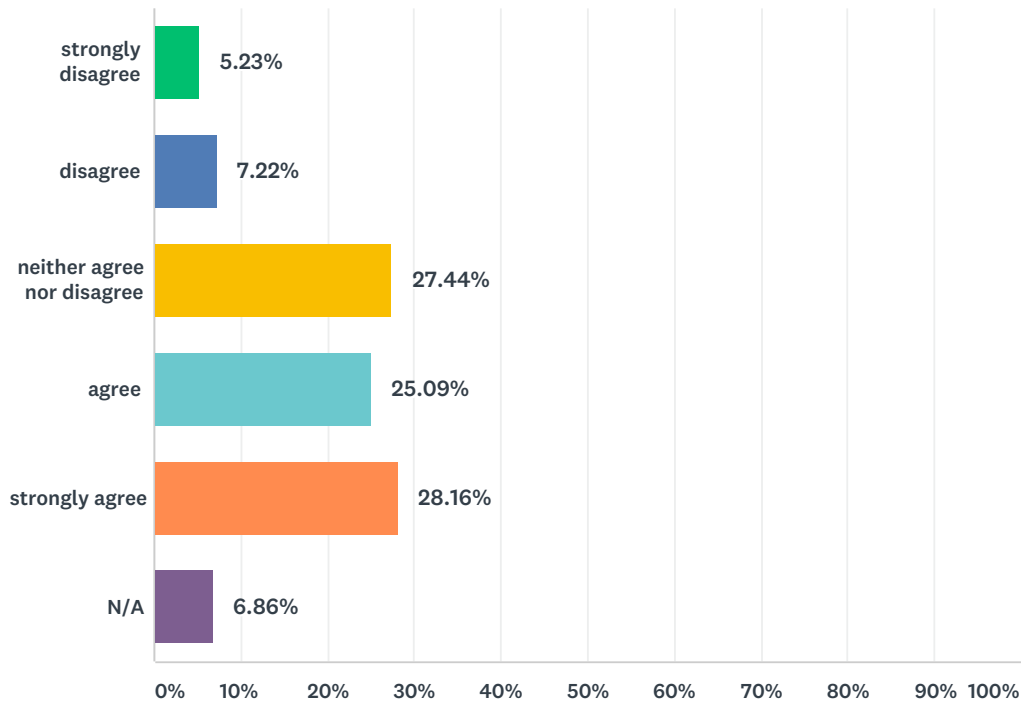
Answered: 555 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	5.05%	28
disagree	6.31%	35
neither agree nor disagree	21.80%	121
agree	27.57%	153
strongly agree	33.69%	187
N/A	5.59%	31
TOTAL		555

**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?**

Answered: 554 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	5.23%	29
disagree	7.22%	40
neither agree nor disagree	27.44%	152
agree	25.09%	139
strongly agree	28.16%	156
N/A	6.86%	38
TOTAL		554

**Q61 Please indicate any obstacle(s) that inhibit the hiring process to fill vacant positions.**

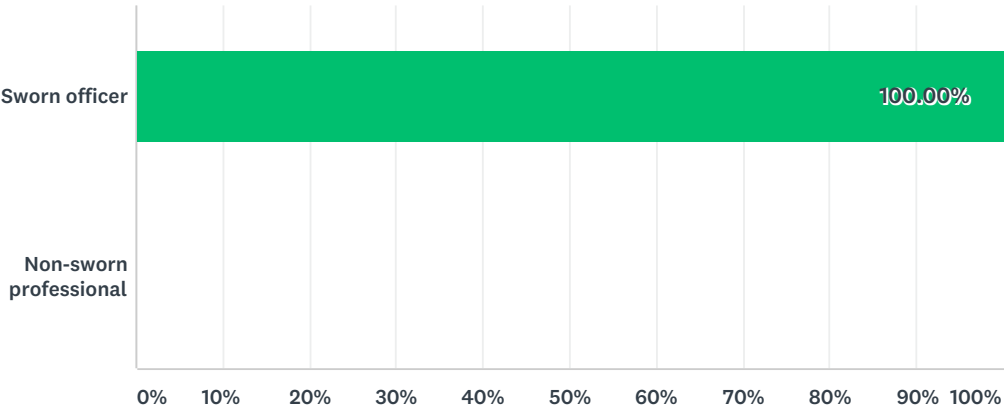
Answered: 539   Skipped: 16

**Q62 Please indicate area(s) that seem to most negatively affect the retention of employees.**

Answered: 541   Skipped: 14

Q63 Type of SCDPS employee:

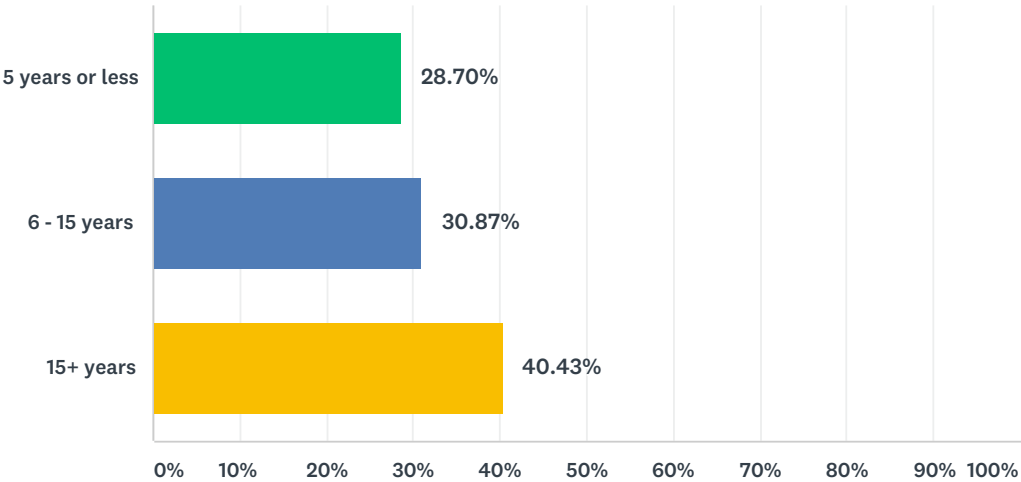
Answered: 555    Skipped: 0



ANSWER CHOICES		RESPONSES
Sworn officer	100.00%	555
Non-sworn professional	0.00%	0
TOTAL		555

Q64 Years of employment with SCDPS:

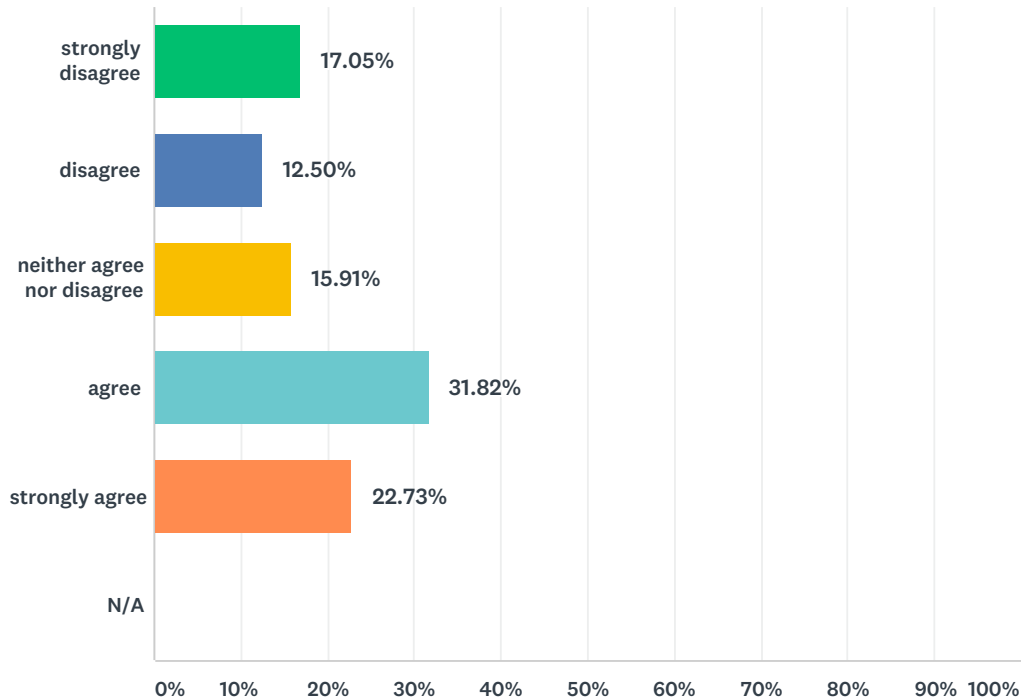
Answered: 554    Skipped: 1



ANSWER CHOICES	RESPONSES	
5 years or less	28.70%	159
6 - 15 years	30.87%	171
15+ years	40.43%	224
TOTAL		554

## Q1 I have a high level of respect for the SCDPS's senior executives (i.e., Director, Division Directors, etc.).

Answered: 176 Skipped: 0

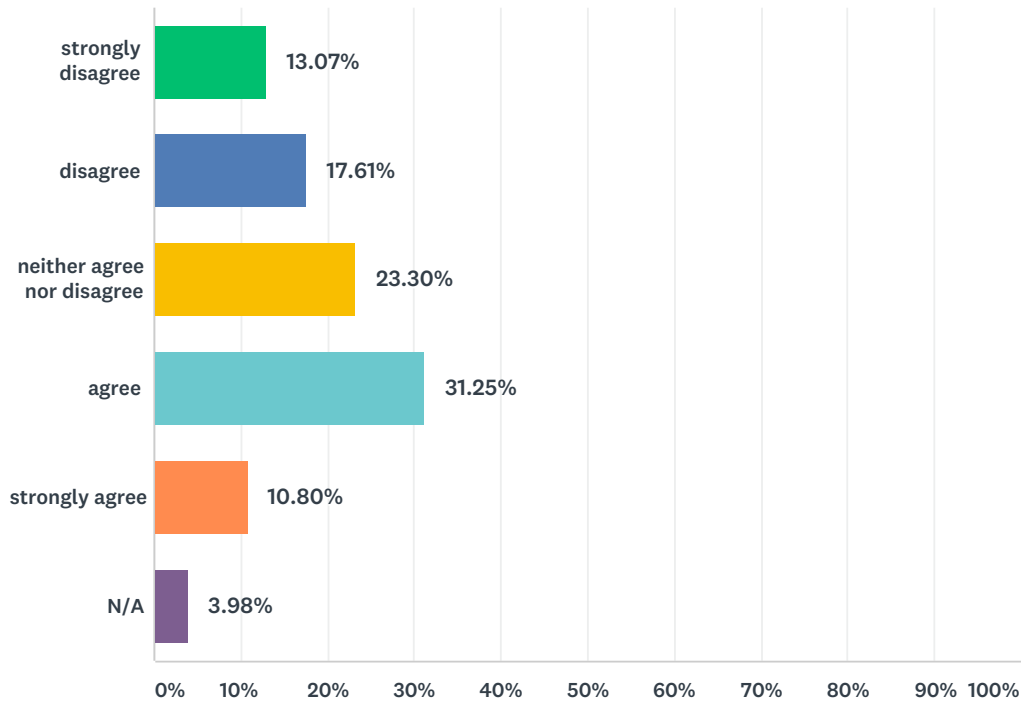


ANSWER CHOICES	RESPONSES	
strongly disagree	17.05%	30
disagree	12.50%	22
neither agree nor disagree	15.91%	28
agree	31.82%	56
strongly agree	22.73%	40
N/A	0.00%	0
TOTAL		176



## Q2 Direct communication (e.g., meetings, office visits) from the Director and senior executives helps me understand the SCDPS mission and strategy.

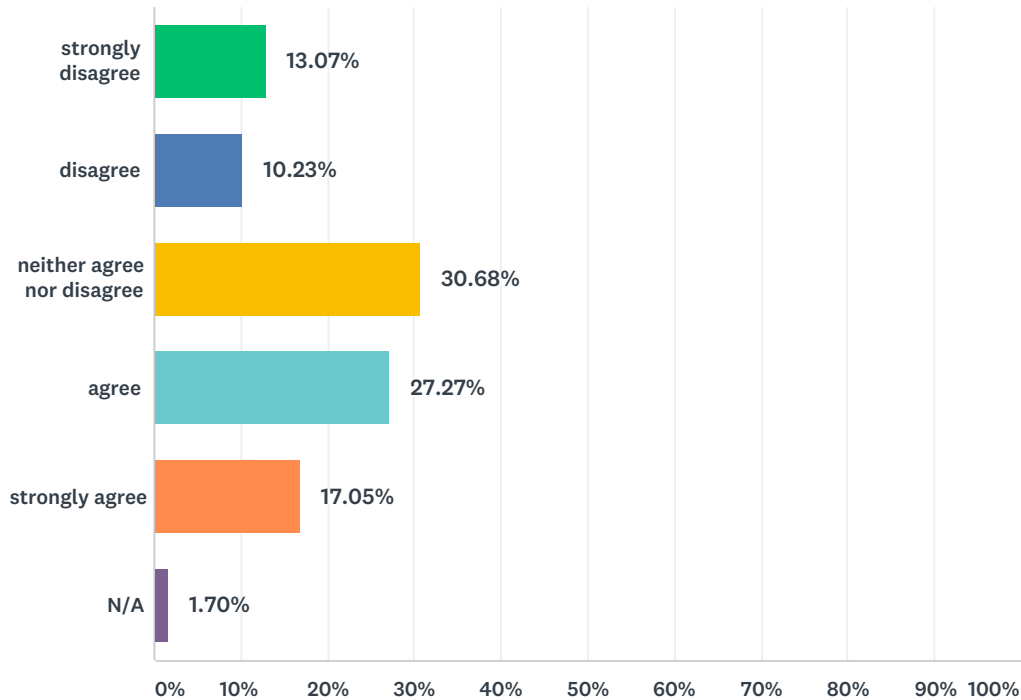
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	13.07%	23
disagree	17.61%	31
neither agree nor disagree	23.30%	41
agree	31.25%	55
strongly agree	10.80%	19
N/A	3.98%	7
TOTAL		176

### Q3 The SCDPS's senior executives maintain high standards of honesty and integrity.

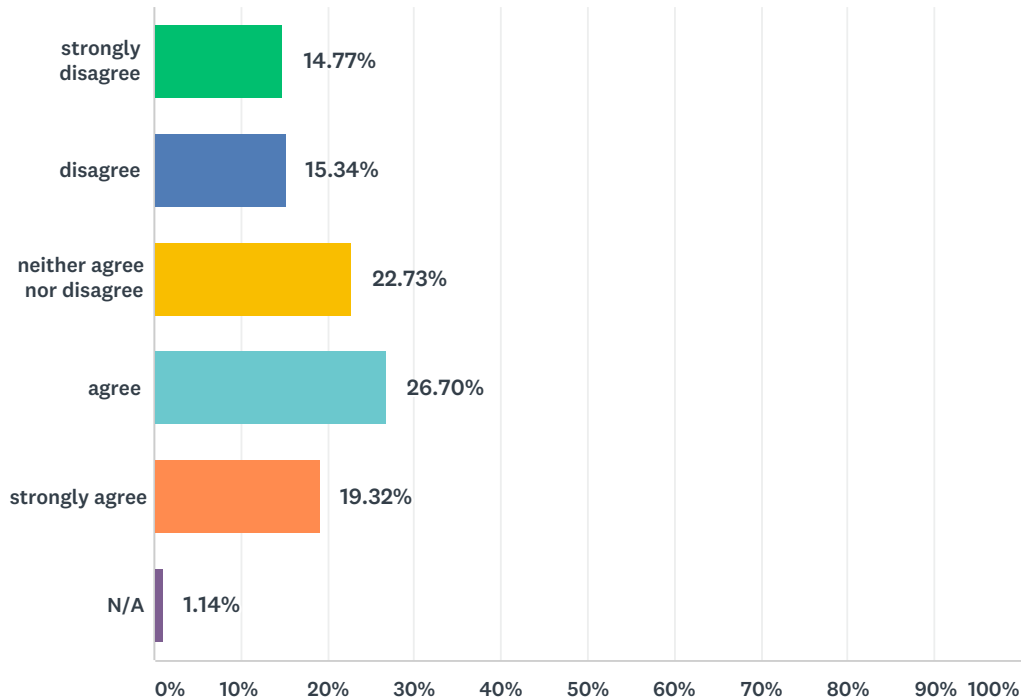
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	13.07%	23
disagree	10.23%	18
neither agree nor disagree	30.68%	54
agree	27.27%	48
strongly agree	17.05%	30
N/A	1.70%	3
TOTAL		176

## Q4 I believe SCDPS executives set a positive example for the organization by adhering to applicable rules, regulations, and policies.

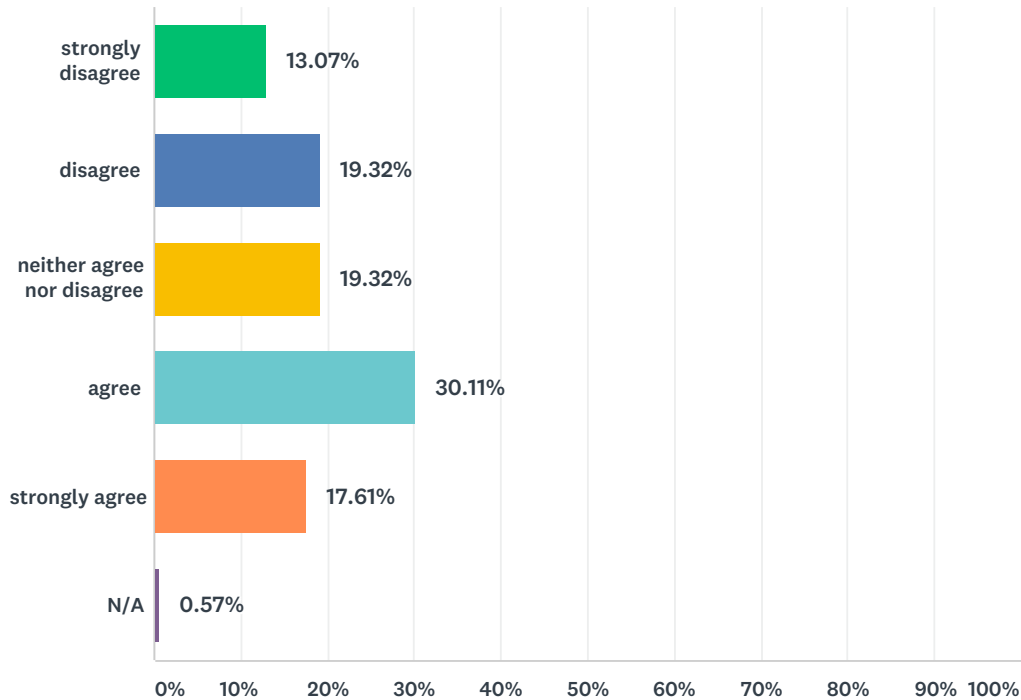
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	14.77%	26
disagree	15.34%	27
neither agree nor disagree	22.73%	40
agree	26.70%	47
strongly agree	19.32%	34
N/A	1.14%	2
TOTAL		176

## Q5 Agency leadership demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.

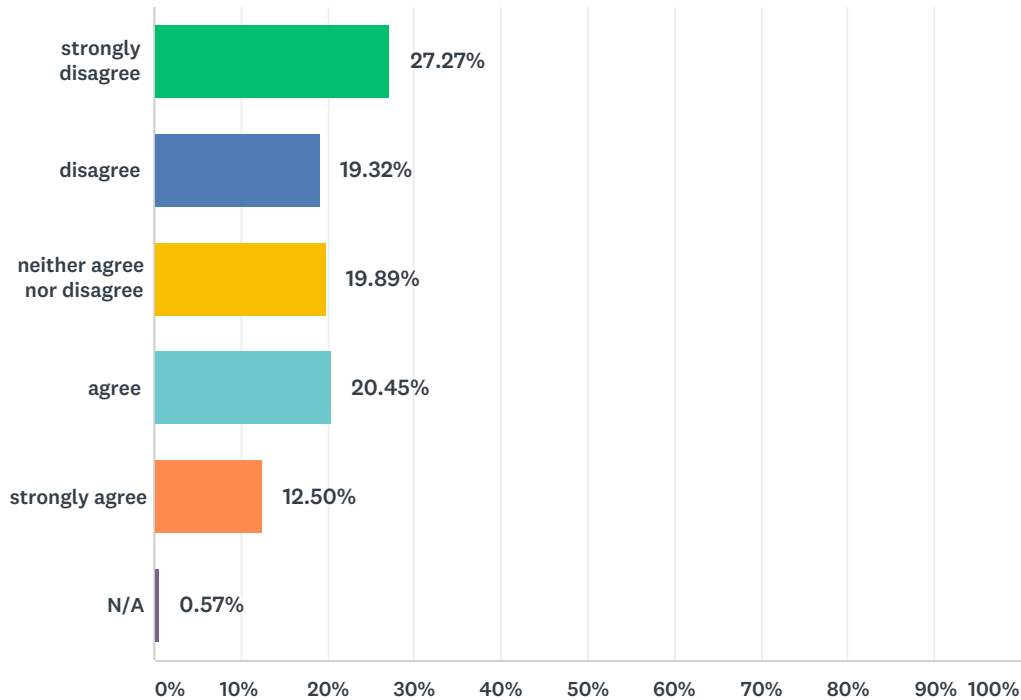
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	13.07%	23
disagree	19.32%	34
neither agree nor disagree	19.32%	34
agree	30.11%	53
strongly agree	17.61%	31
N/A	0.57%	1
TOTAL		176

## Q6 Employee morale is important to the SCDPS's senior executives (i.e., Director, Division Directors, etc.).

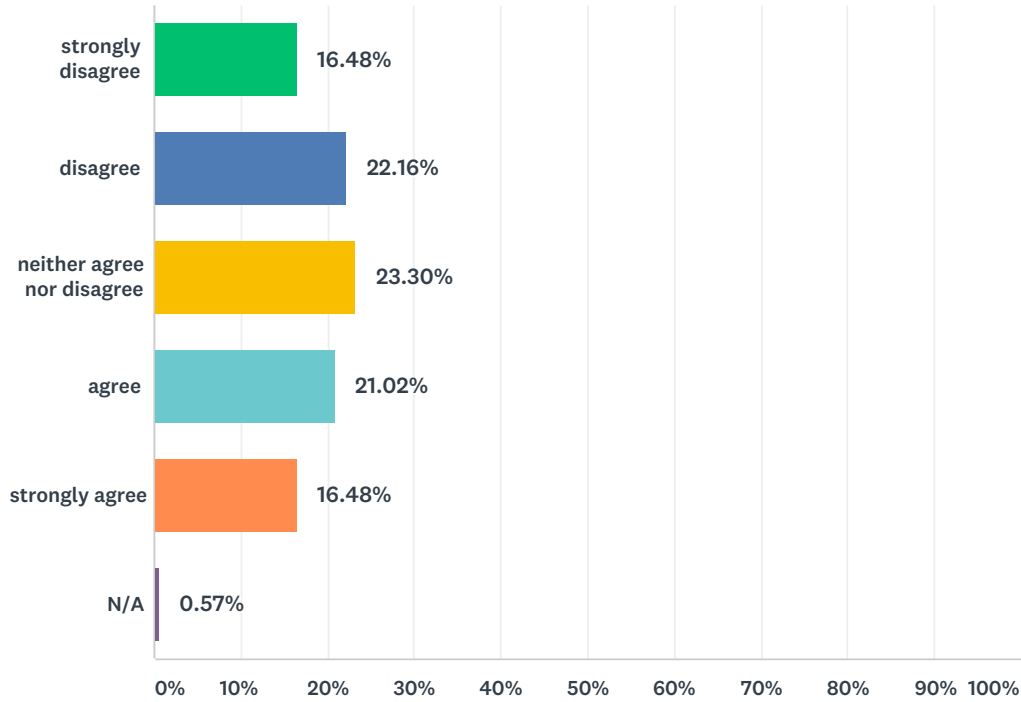
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	27.27%	48
disagree	19.32%	34
neither agree nor disagree	19.89%	35
agree	20.45%	36
strongly agree	12.50%	22
N/A	0.57%	1
TOTAL		176

## Q7 I have trust and confidence in my agency leadership.

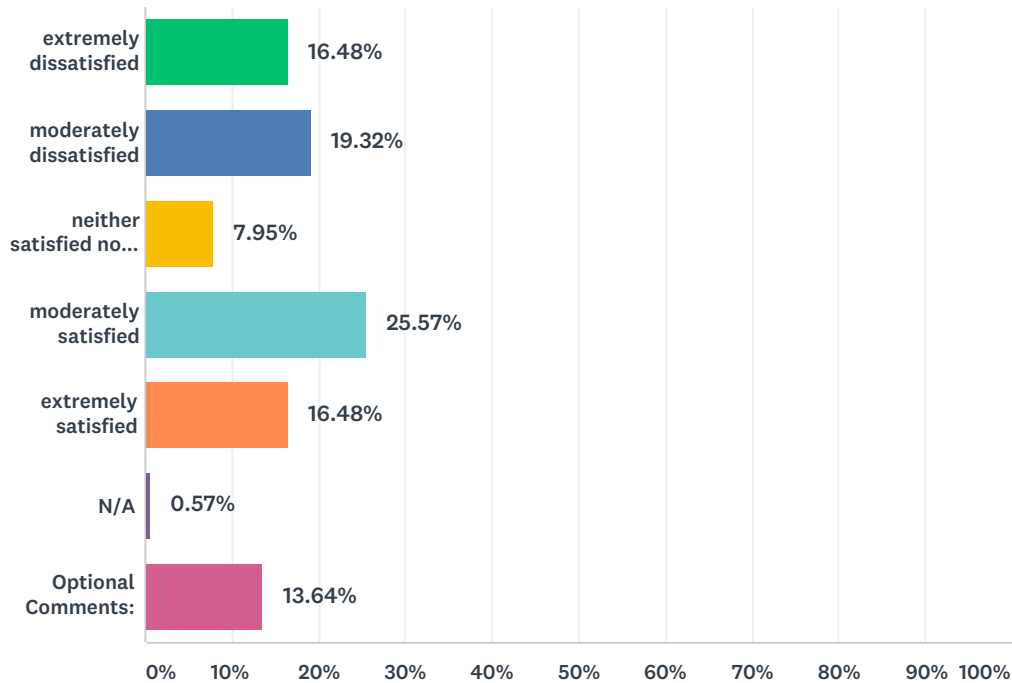
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	16.48%	29
disagree	22.16%	39
neither agree nor disagree	23.30%	41
agree	21.02%	37
strongly agree	16.48%	29
N/A	0.57%	1
TOTAL		176

## Q8 Considering everything, how satisfied are you with the SCDPS leadership and the status of the agency?

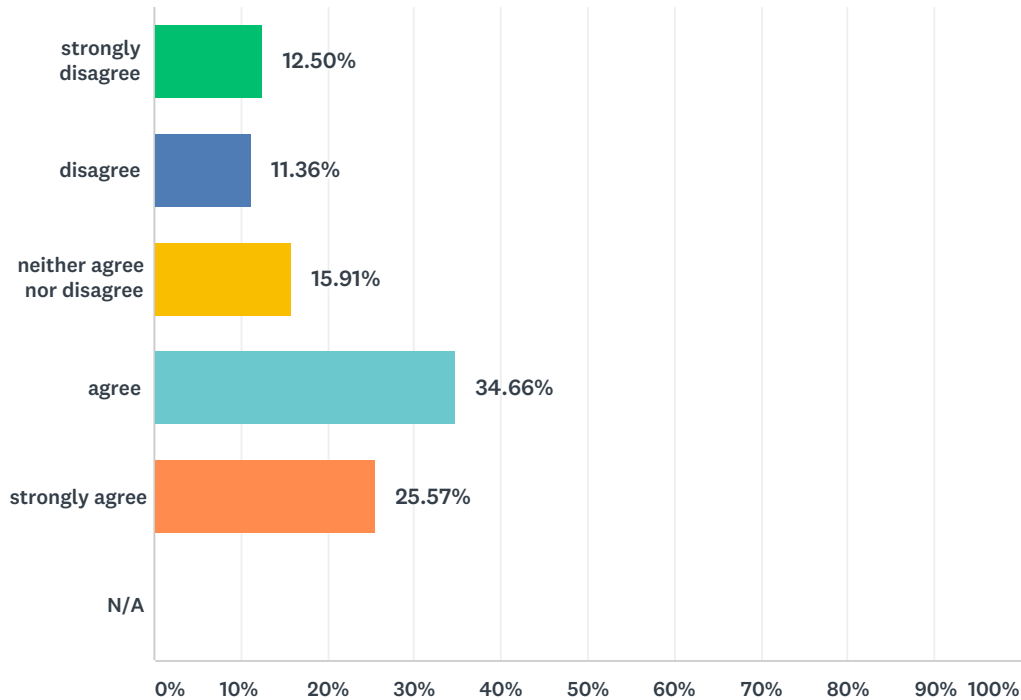
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
extremely dissatisfied	16.48%	29
moderately dissatisfied	19.32%	34
neither satisfied nor dissatisfied	7.95%	14
moderately satisfied	25.57%	45
extremely satisfied	16.48%	29
N/A	0.57%	1
Optional Comments:	13.64%	24
TOTAL		176

## Q9 The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.

Answered: 176 Skipped: 0

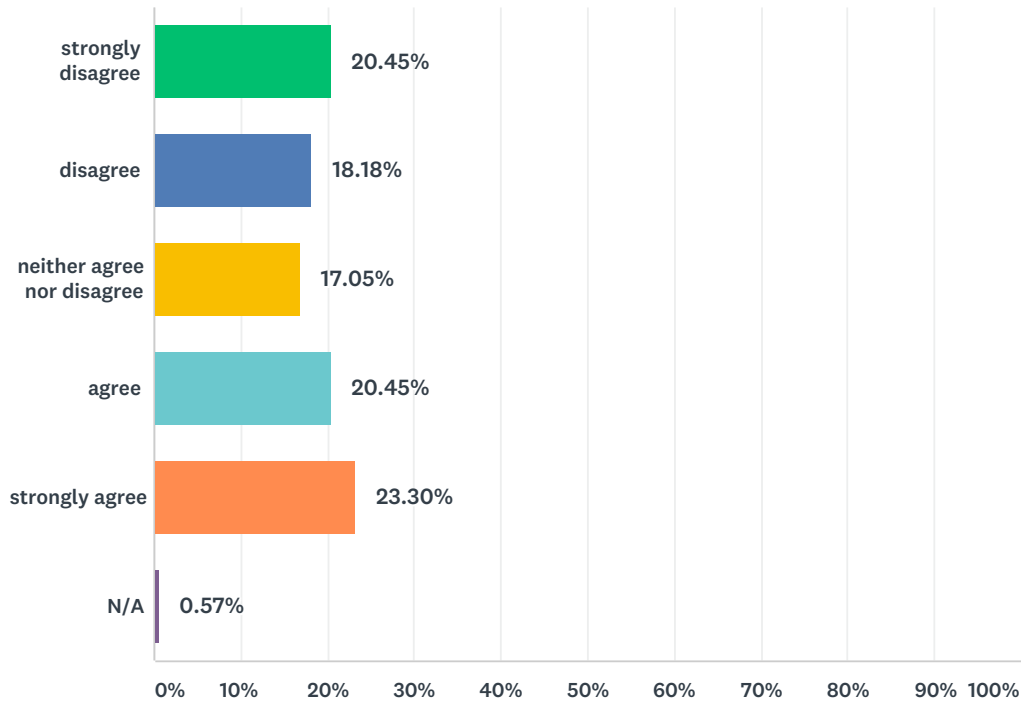


ANSWER CHOICES	RESPONSES	
strongly disagree	12.50%	22
disagree	11.36%	20
neither agree nor disagree	15.91%	28
agree	34.66%	61
strongly agree	25.57%	45
N/A	0.00%	0
TOTAL		176



## Q10 Employee morale is important to my Division leadership.

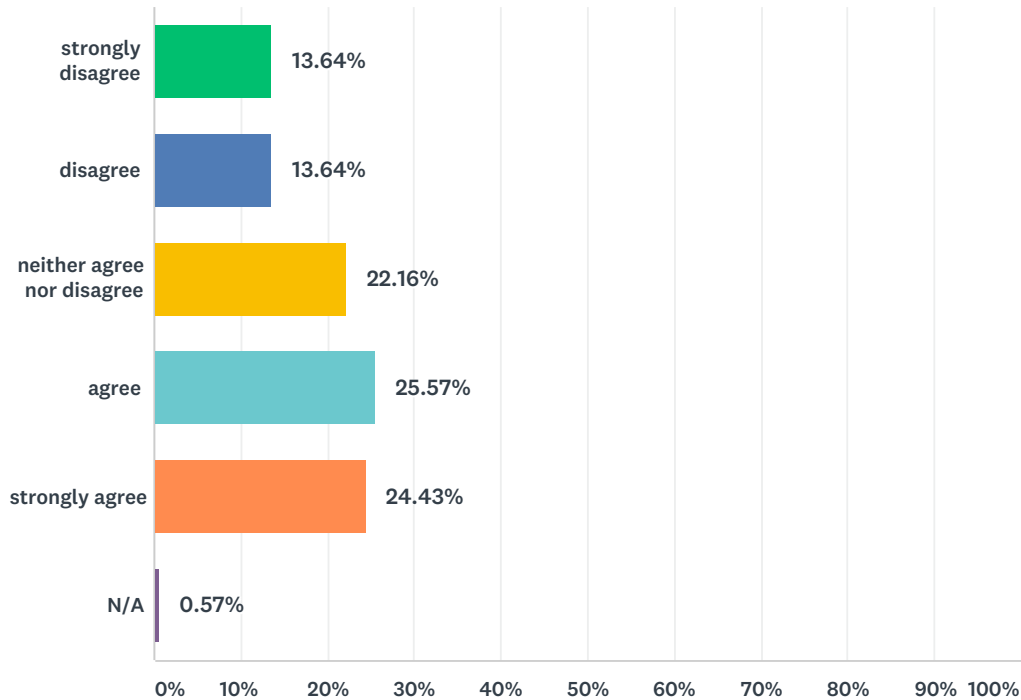
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	20.45%	36
disagree	18.18%	32
neither agree nor disagree	17.05%	30
agree	20.45%	36
strongly agree	23.30%	41
N/A	0.57%	1
TOTAL		176

## Q11 Division leadership has a positive impact on our Division performance.

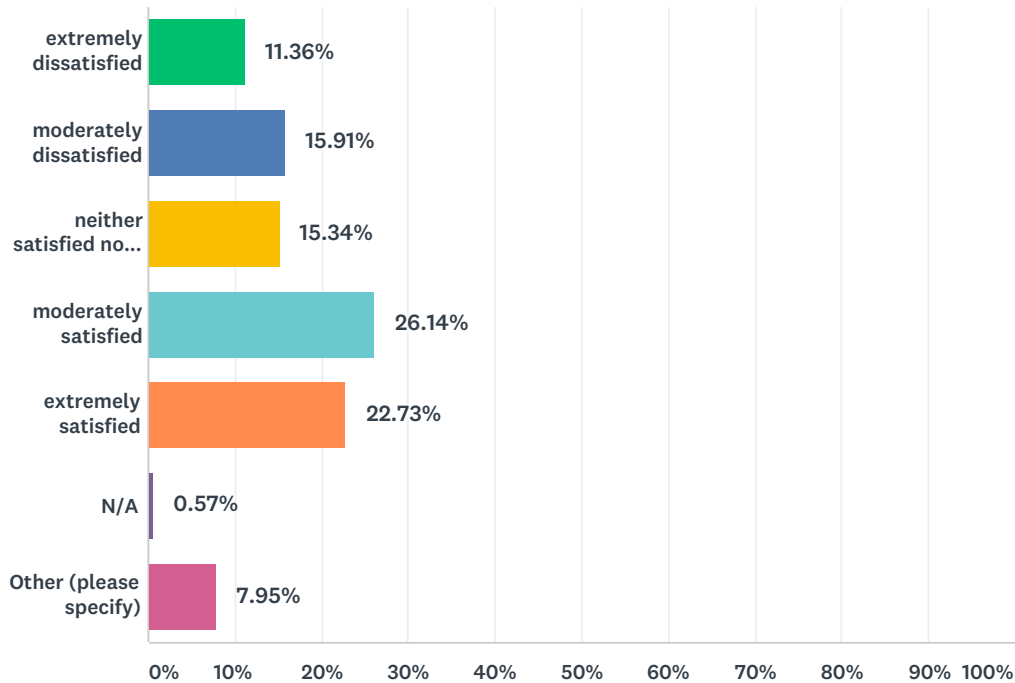
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	13.64%	24
disagree	13.64%	24
neither agree nor disagree	22.16%	39
agree	25.57%	45
strongly agree	24.43%	43
N/A	0.57%	1
TOTAL		176

## Q12 How satisfied are you with the information you receive from your Division leadership on what is going on in the DPS?

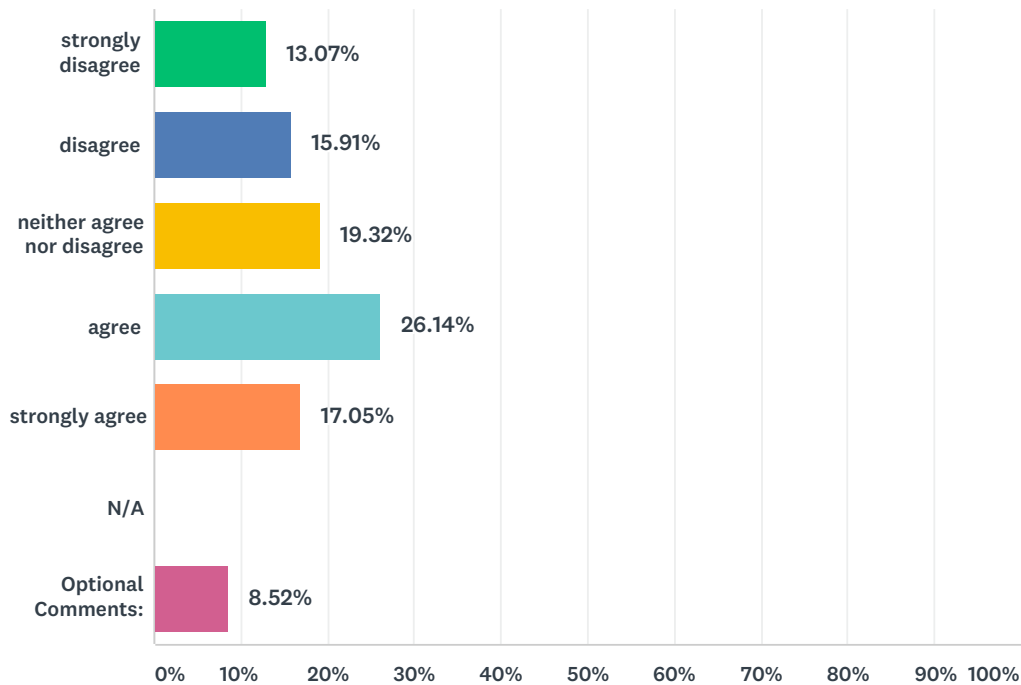
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
extremely dissatisfied	11.36%	20
moderately dissatisfied	15.91%	28
neither satisfied nor dissatisfied	15.34%	27
moderately satisfied	26.14%	46
extremely satisfied	22.73%	40
N/A	0.57%	1
Other (please specify)	7.95%	14
TOTAL		176

## Q13 Leaders in my Division encourage and consider alternative points of view and recommendations.

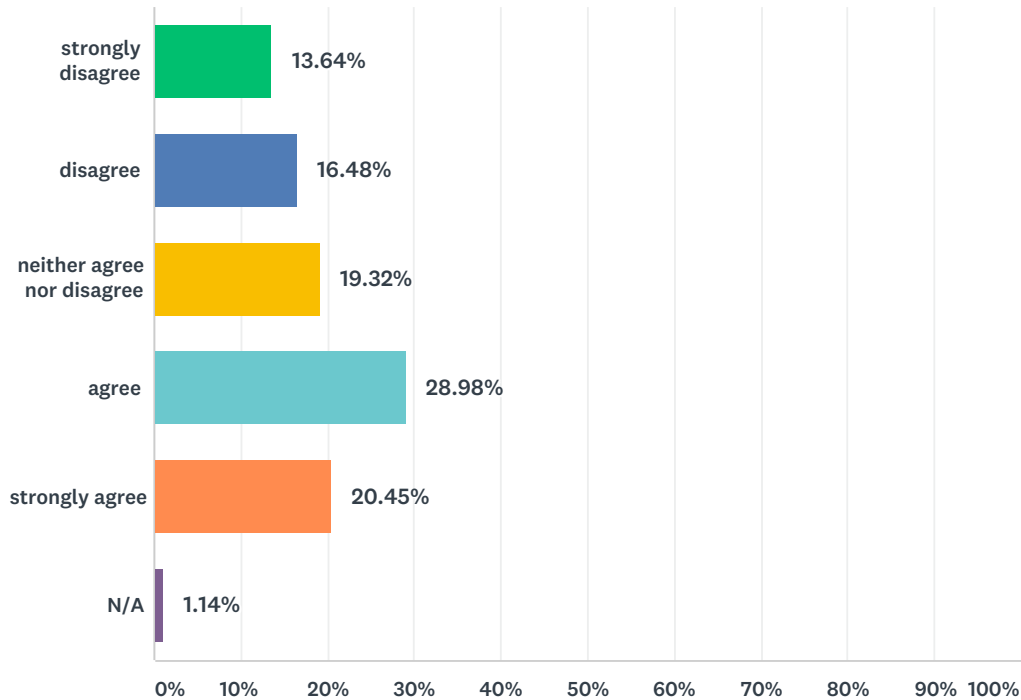
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	13.07%	23
disagree	15.91%	28
neither agree nor disagree	19.32%	34
agree	26.14%	46
strongly agree	17.05%	30
N/A	0.00%	0
Optional Comments:	8.52%	15
<b>TOTAL</b>		<b>176</b>

## Q14 Division leadership empowers and supports supervisors to perform their jobs.

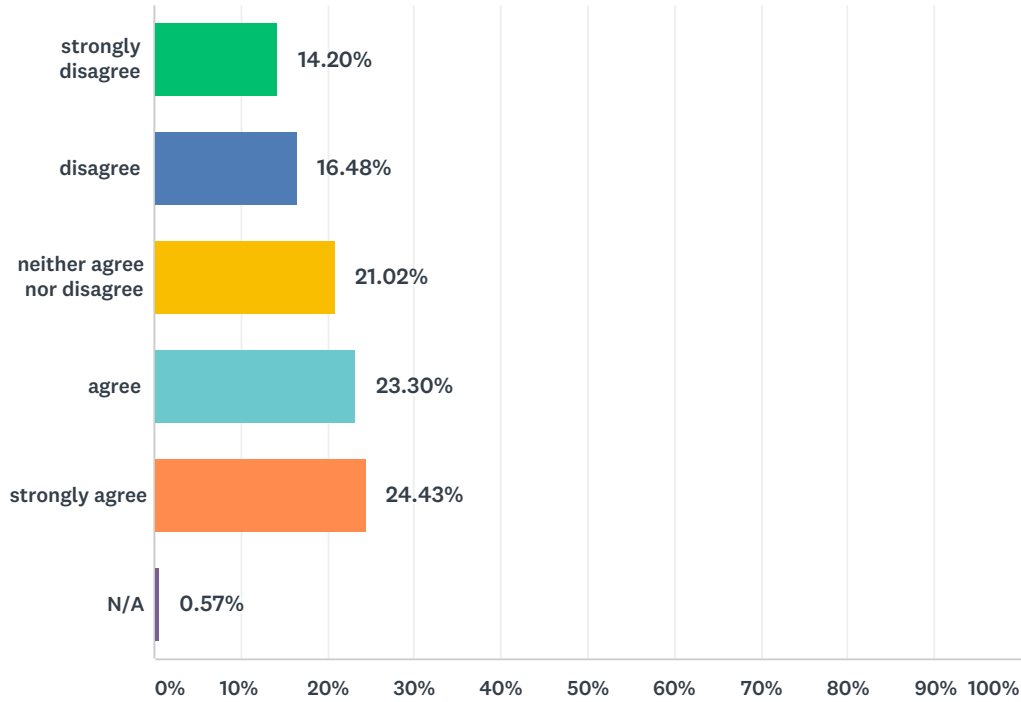
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	13.64%	24
disagree	16.48%	29
neither agree nor disagree	19.32%	34
agree	28.98%	51
strongly agree	20.45%	36
N/A	1.14%	2
TOTAL		176

## Q15 I have trust and confidence in my Division leadership.

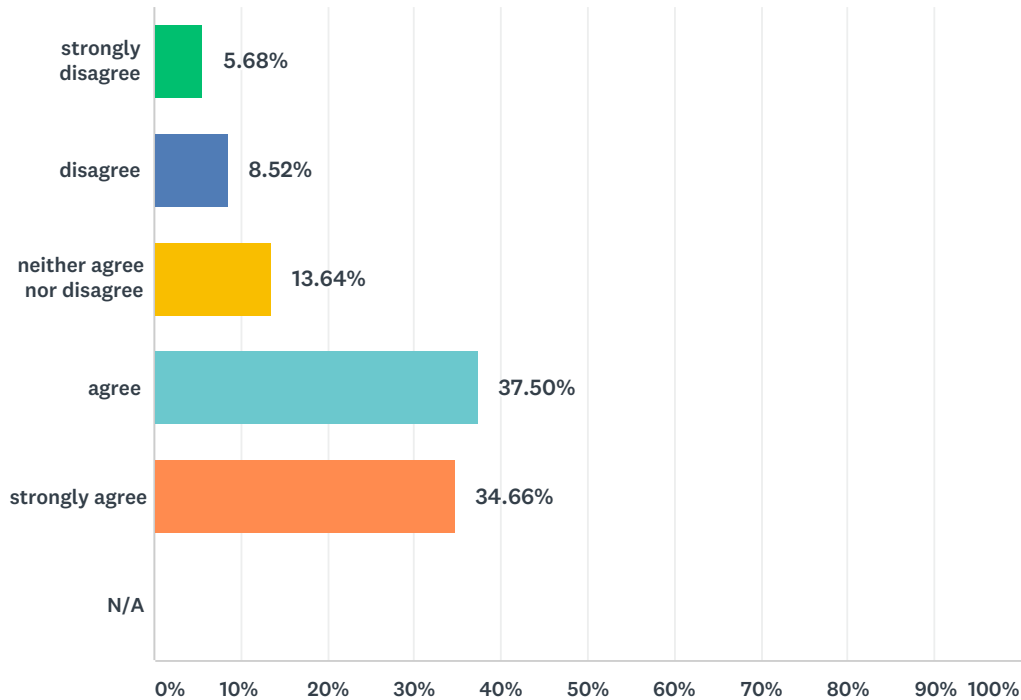
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	14.20%	25
disagree	16.48%	29
neither agree nor disagree	21.02%	37
agree	23.30%	41
strongly agree	24.43%	43
N/A	0.57%	1
TOTAL		176

## Q16 My supervisor provides guidance and instruction regarding expectations.

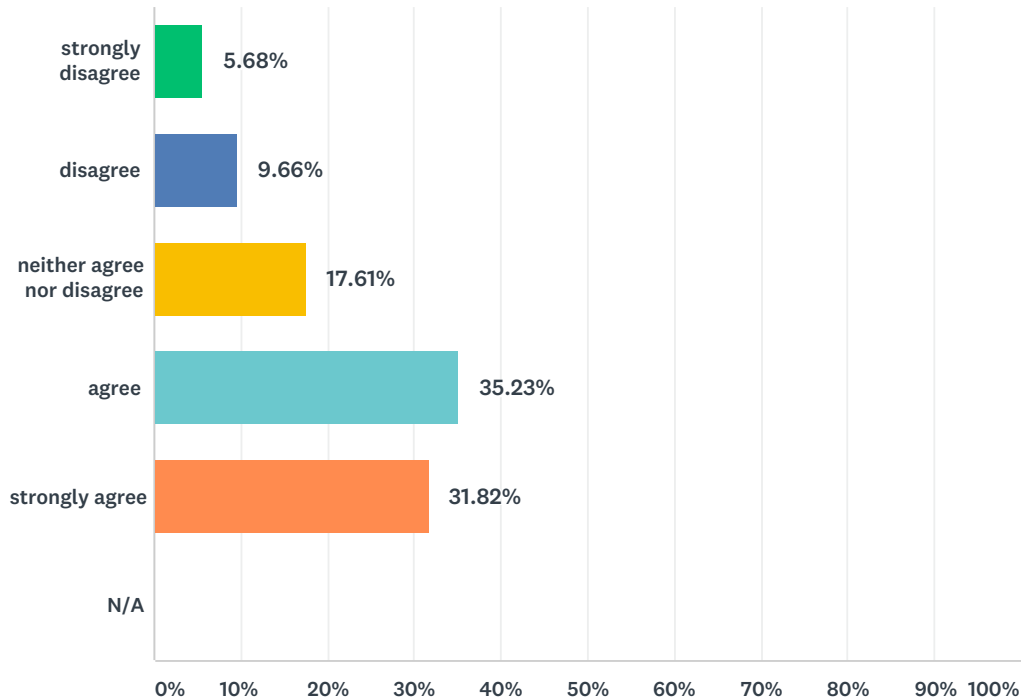
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	5.68%	10
disagree	8.52%	15
neither agree nor disagree	13.64%	24
agree	37.50%	66
strongly agree	34.66%	61
N/A	0.00%	0
TOTAL		176

## Q17 My supervisor provides the resources and support for me to do my job.

Answered: 176 Skipped: 0

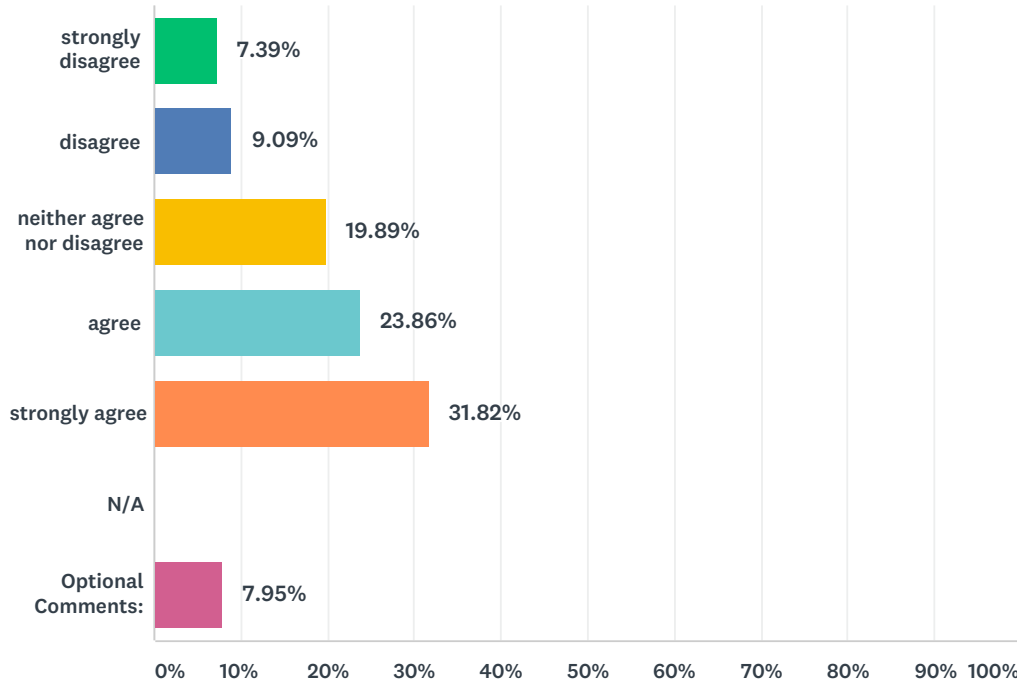


ANSWER CHOICES	RESPONSES	
strongly disagree	5.68%	10
disagree	9.66%	17
neither agree nor disagree	17.61%	31
agree	35.23%	62
strongly agree	31.82%	56
N/A	0.00%	0
TOTAL		176



## Q18 My supervisor leads by example.

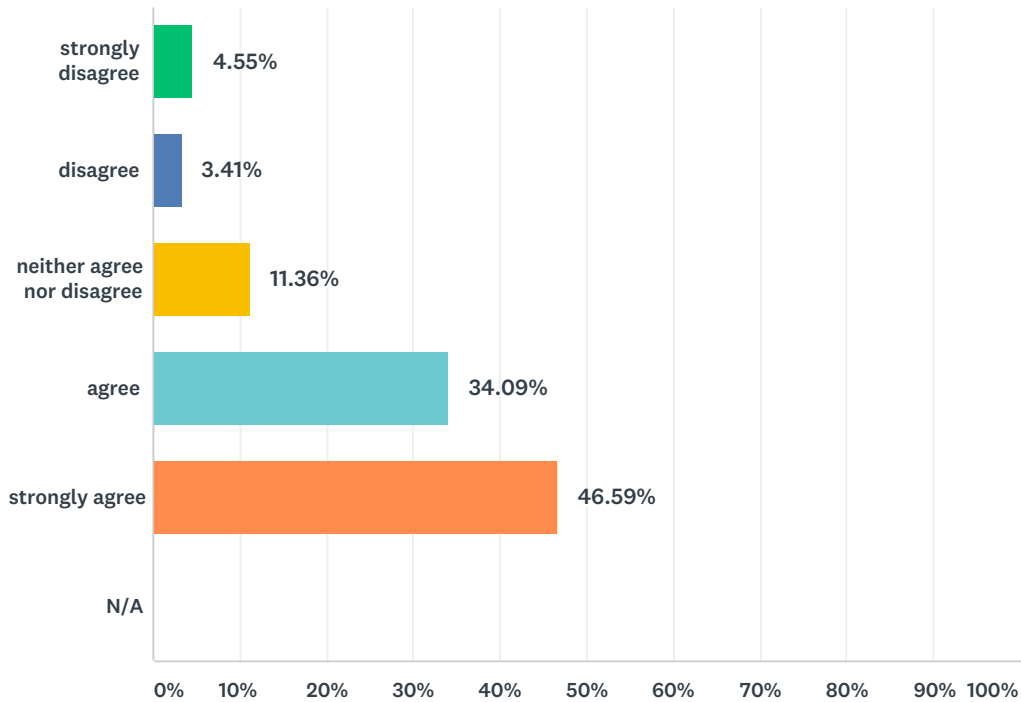
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	7.39%	13
disagree	9.09%	16
neither agree nor disagree	19.89%	35
agree	23.86%	42
strongly agree	31.82%	56
N/A	0.00%	0
Optional Comments:	7.95%	14
<b>TOTAL</b>		<b>176</b>

Q19 My supervisor is approachable.

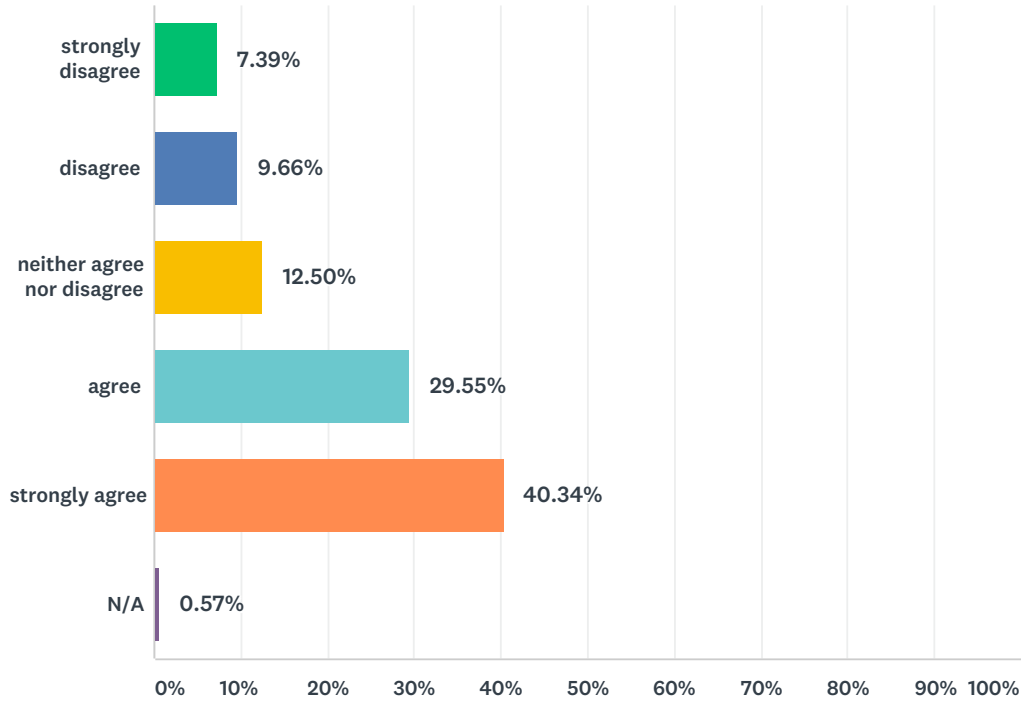
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	4.55%	8
disagree	3.41%	6
neither agree nor disagree	11.36%	20
agree	34.09%	60
strongly agree	46.59%	82
N/A	0.00%	0
TOTAL		176

## Q20 My supervisor treats people fairly.

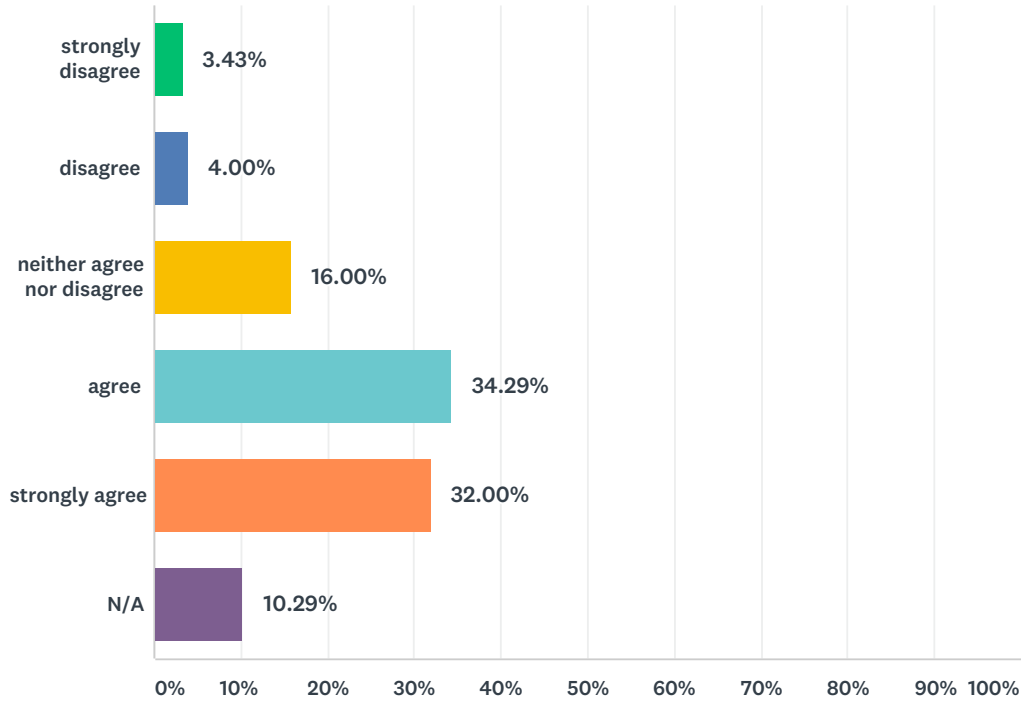
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	7.39%	13
disagree	9.66%	17
neither agree nor disagree	12.50%	22
agree	29.55%	52
strongly agree	40.34%	71
N/A	0.57%	1
TOTAL		176

## Q21 My supervisor uses financial resources efficiently and effectively.

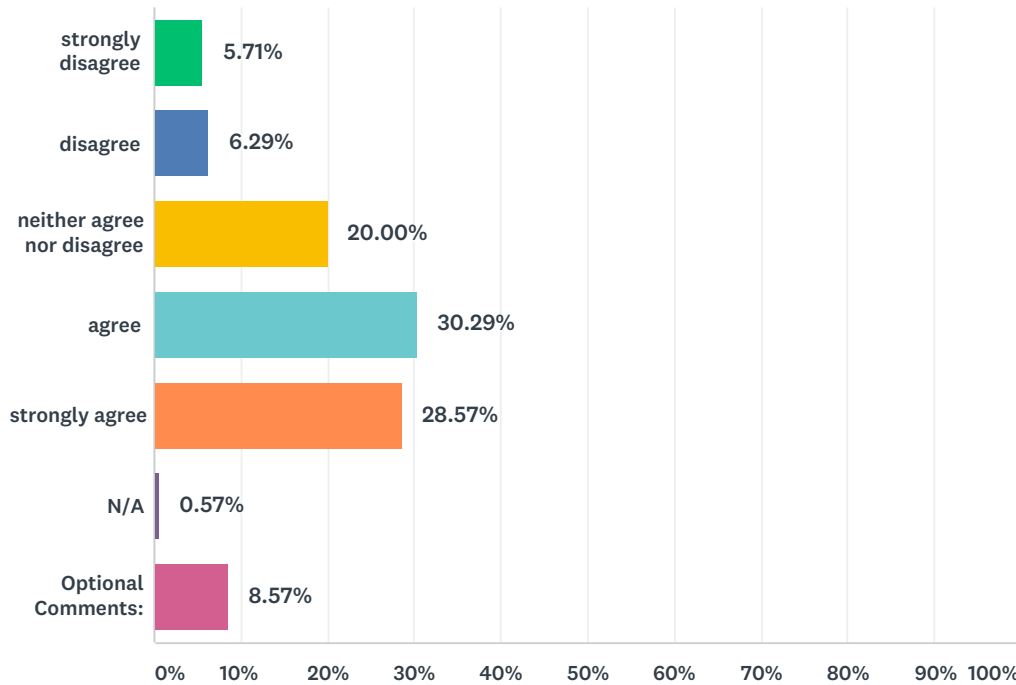
Answered: 175 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	3.43%	6
disagree	4.00%	7
neither agree nor disagree	16.00%	28
agree	34.29%	60
strongly agree	32.00%	56
N/A	10.29%	18
TOTAL		175

## Q22 My supervisor takes actions to hold others accountable.

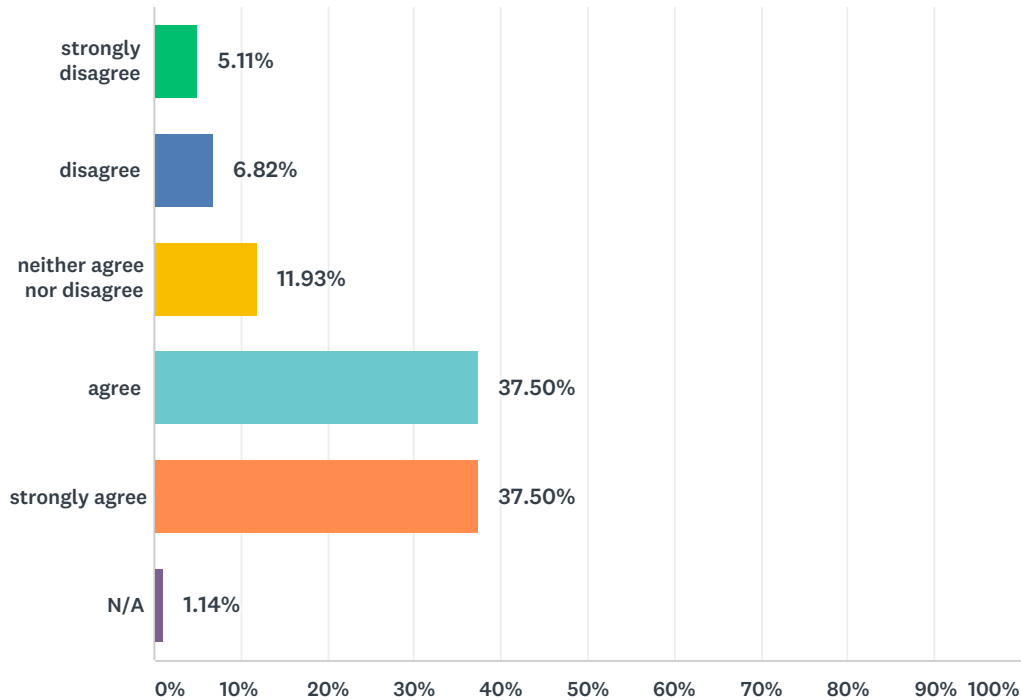
Answered: 175 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	5.71%	10
disagree	6.29%	11
neither agree nor disagree	20.00%	35
agree	30.29%	53
strongly agree	28.57%	50
N/A	0.57%	1
Optional Comments:	8.57%	15
<b>TOTAL</b>		<b>175</b>

## Q23 My supervisor makes sound judgments based upon common sense, practical experience, and applicable laws.

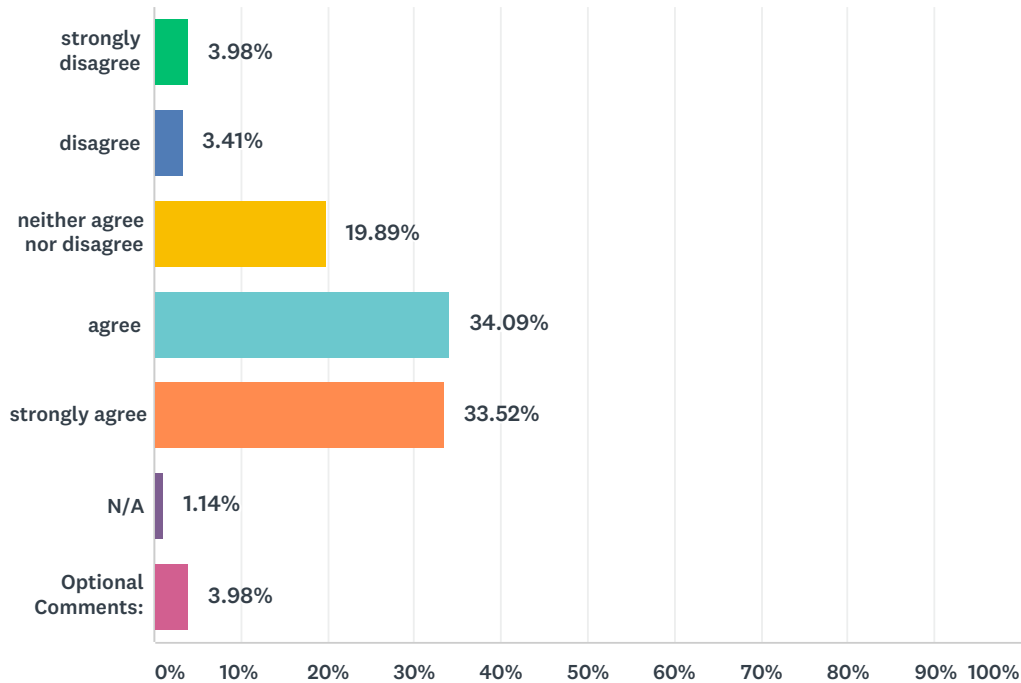
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	5.11%	9
disagree	6.82%	12
neither agree nor disagree	11.93%	21
agree	37.50%	66
strongly agree	37.50%	66
N/A	1.14%	2
TOTAL		176

## Q24 My supervisor supports organizational change in a positive and productive manner.

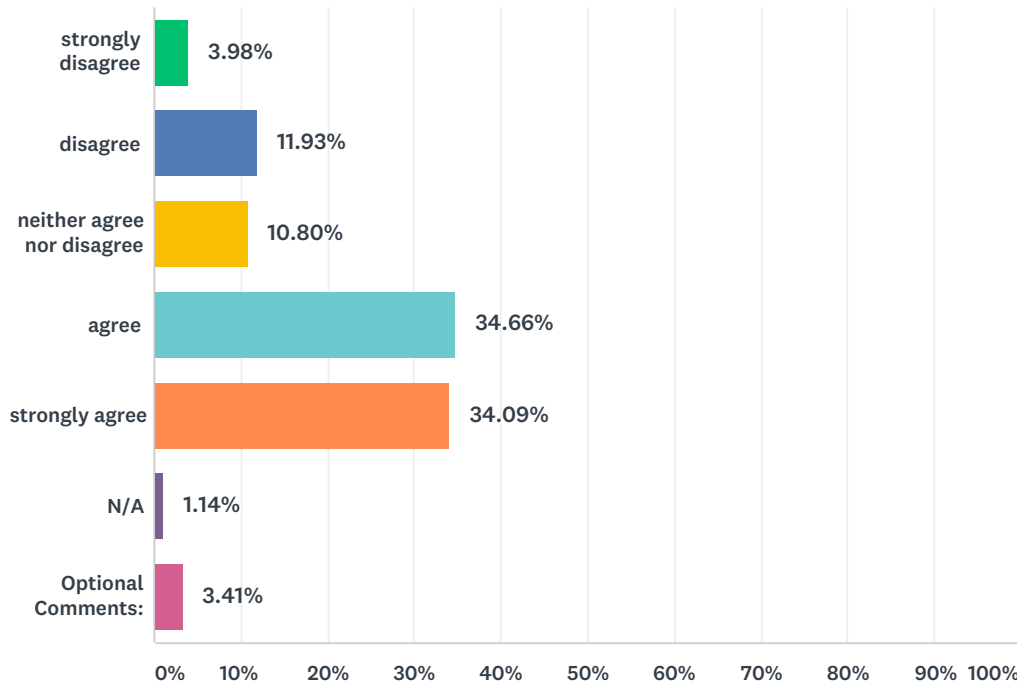
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	3.98%	7
disagree	3.41%	6
neither agree nor disagree	19.89%	35
agree	34.09%	60
strongly agree	33.52%	59
N/A	1.14%	2
Optional Comments:	3.98%	7
<b>TOTAL</b>		<b>176</b>

## Q25 My supervisor clearly communicates ideas verbally and in writing.

Answered: 176 Skipped: 0

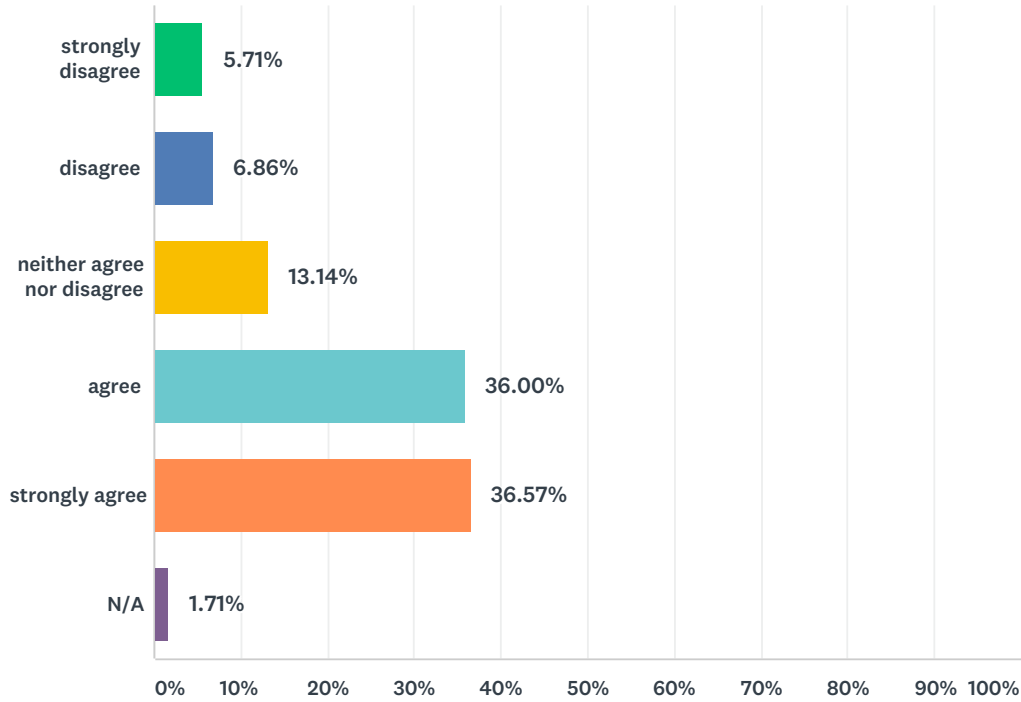


ANSWER CHOICES	RESPONSES	
strongly disagree	3.98%	7
disagree	11.93%	21
neither agree nor disagree	10.80%	19
agree	34.66%	61
strongly agree	34.09%	60
N/A	1.14%	2
Optional Comments:	3.41%	6
TOTAL		176



## Q26 My supervisor listens to what others have to say.

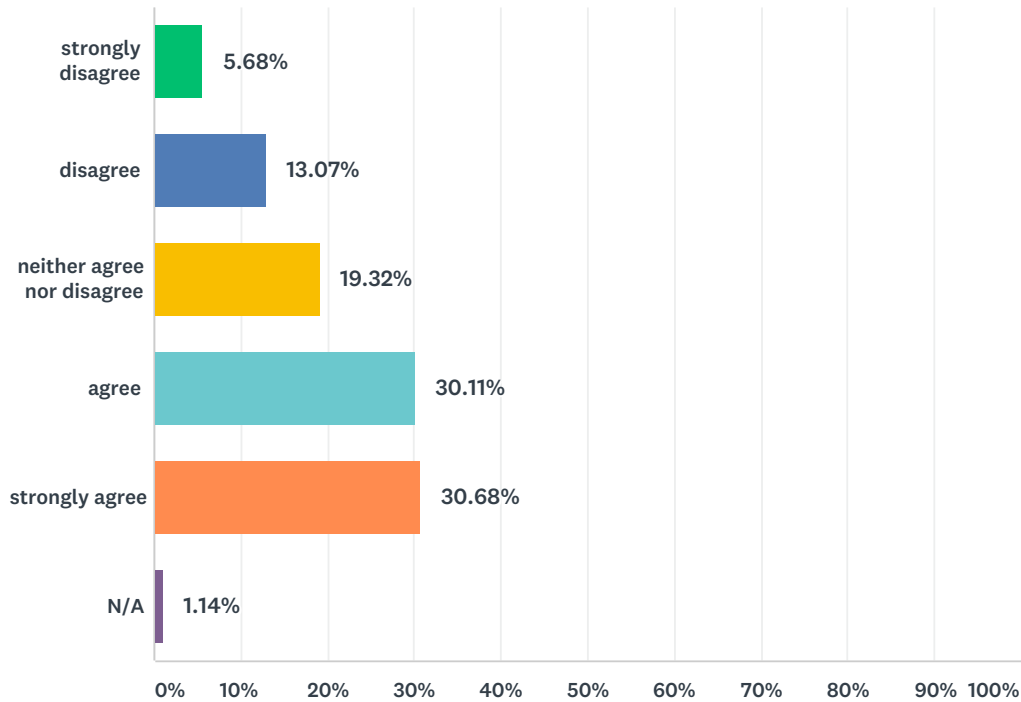
Answered: 175 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	5.71%	10
disagree	6.86%	12
neither agree nor disagree	13.14%	23
agree	36.00%	63
strongly agree	36.57%	64
N/A	1.71%	3
TOTAL		175

## Q27 My supervisor proactively addresses issues or problems.

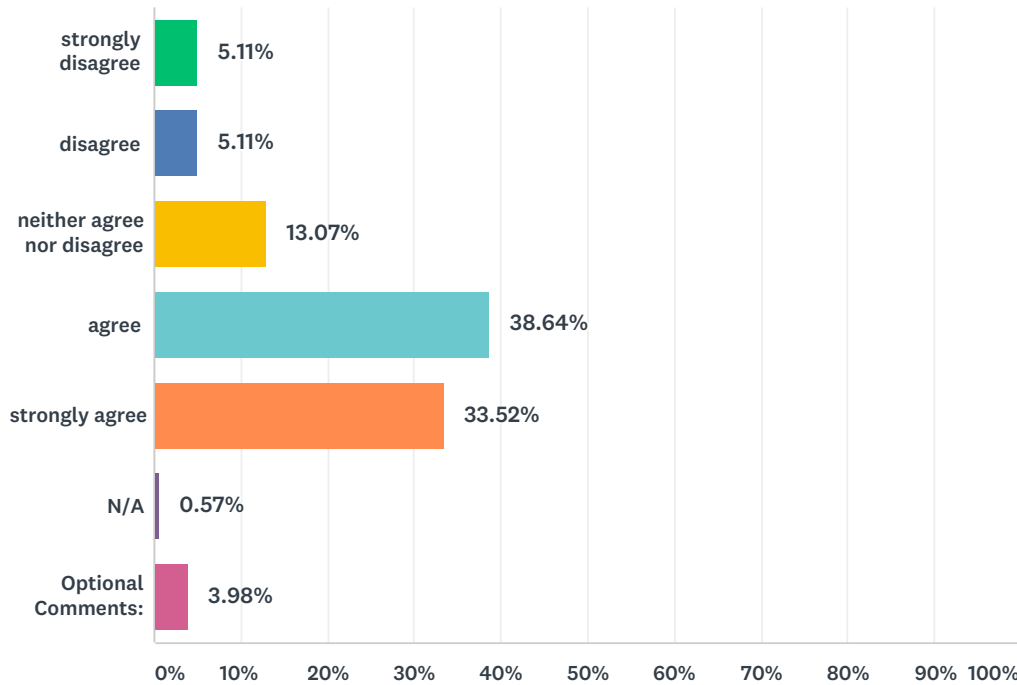
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	5.68%	10
disagree	13.07%	23
neither agree nor disagree	19.32%	34
agree	30.11%	53
strongly agree	30.68%	54
N/A	1.14%	2
TOTAL		176

## Q28 My supervisor promotes and supports sharing job knowledge.

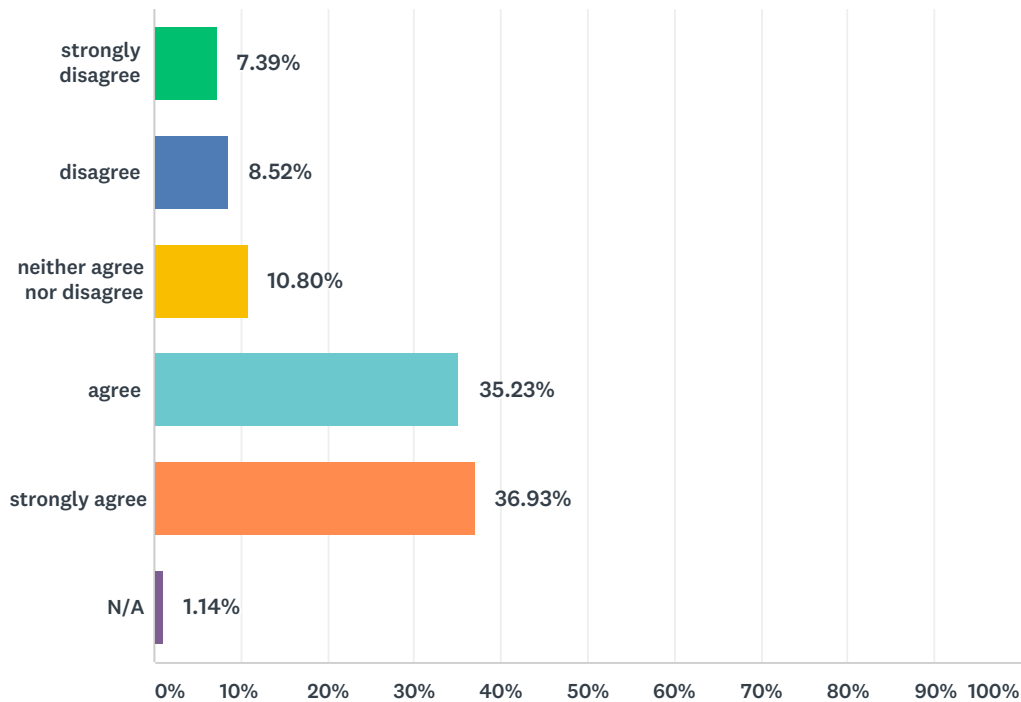
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	5.11%	9
disagree	5.11%	9
neither agree nor disagree	13.07%	23
agree	38.64%	68
strongly agree	33.52%	59
N/A	0.57%	1
Optional Comments:	3.98%	7
<b>TOTAL</b>		<b>176</b>

## Q29 My supervisor has sufficient technical skill necessary to perform the job or coach others with less skill.

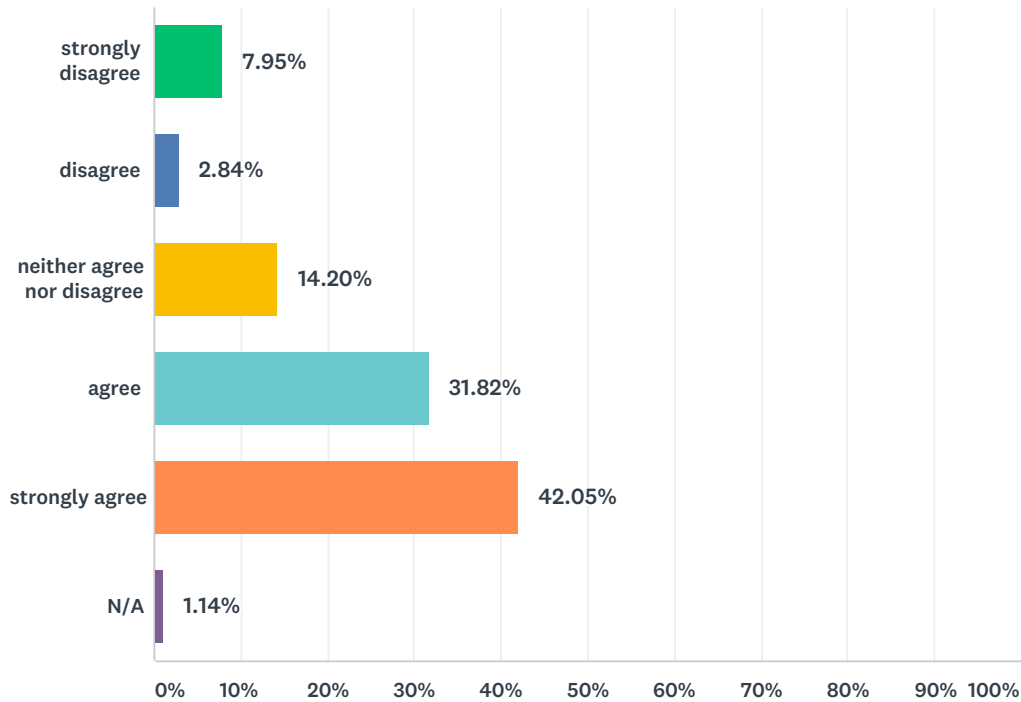
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	7.39%	13
disagree	8.52%	15
neither agree nor disagree	10.80%	19
agree	35.23%	62
strongly agree	36.93%	65
N/A	1.14%	2
TOTAL		176

## Q30 My supervisor acts with integrity, honesty, fairness, and empathy.

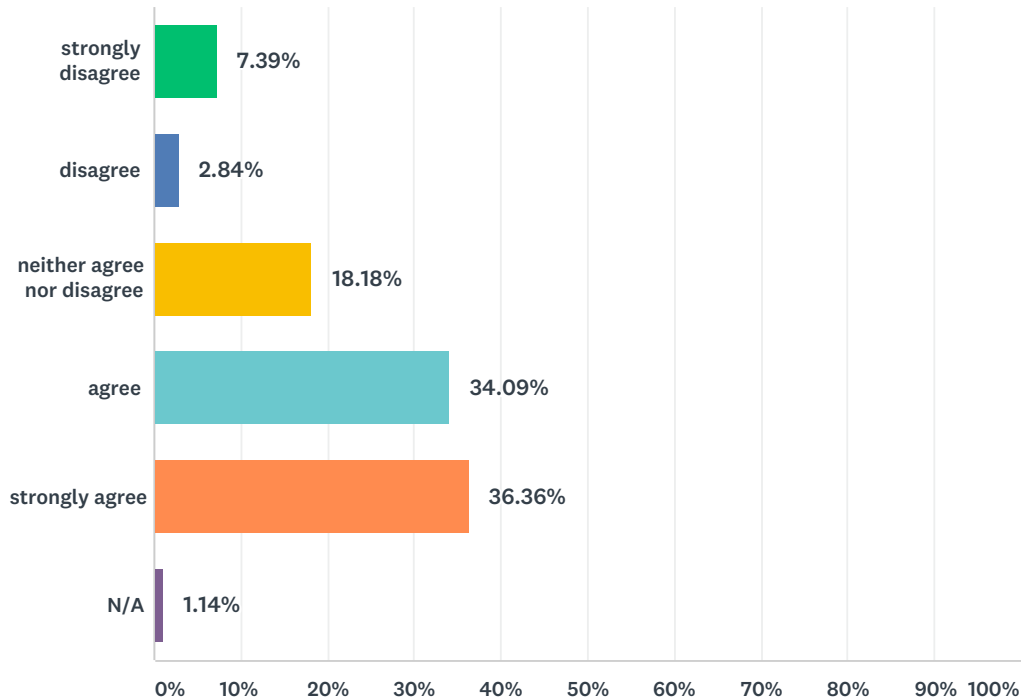
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	7.95%	14
disagree	2.84%	5
neither agree nor disagree	14.20%	25
agree	31.82%	56
strongly agree	42.05%	74
N/A	1.14%	2
TOTAL		176

## Q31 My supervisor recognizes and appreciates employees who are doing a good job.

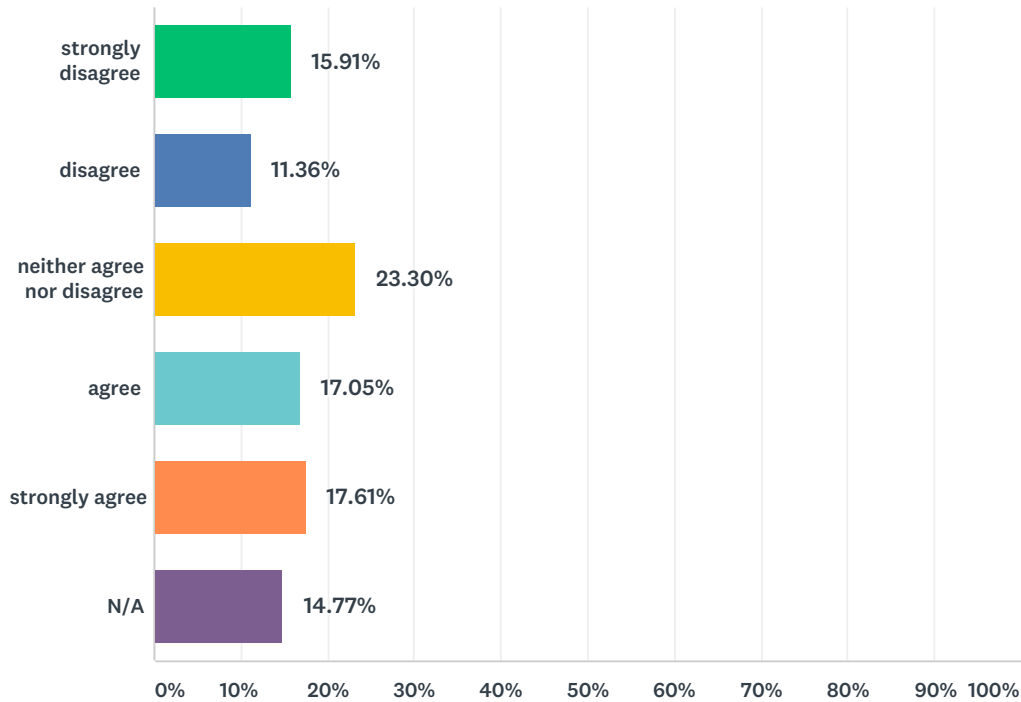
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	7.39%	13
disagree	2.84%	5
neither agree nor disagree	18.18%	32
agree	34.09%	60
strongly agree	36.36%	64
N/A	1.14%	2
TOTAL		176

## Q32 My supervisor awards promotions in my work unit based on merit.

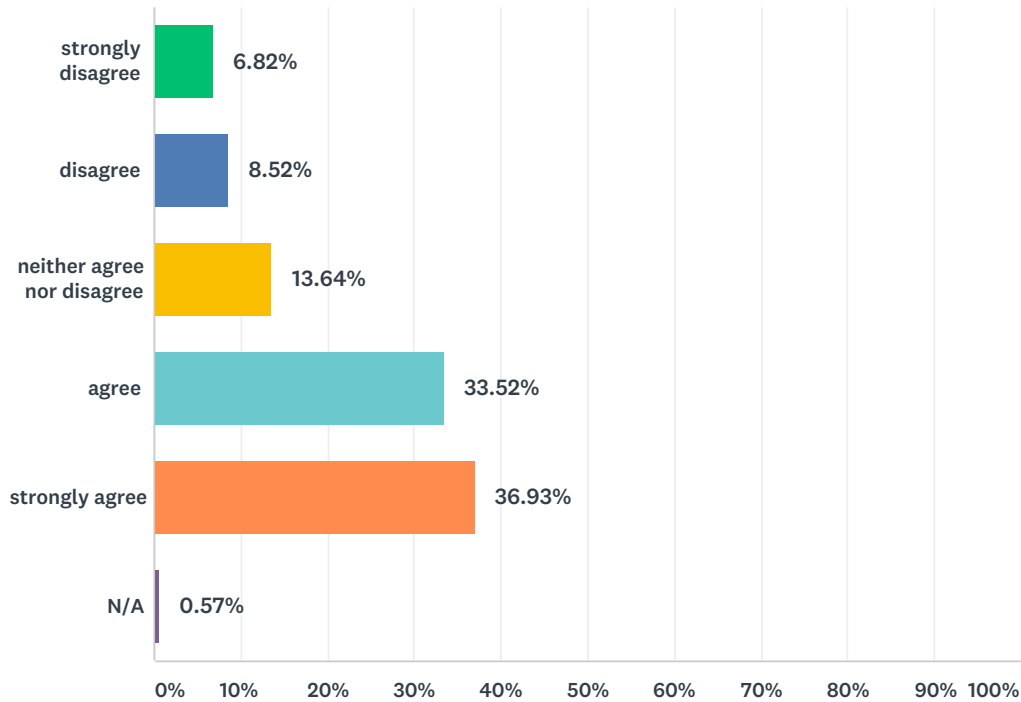
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	15.91%	28
disagree	11.36%	20
neither agree nor disagree	23.30%	41
agree	17.05%	30
strongly agree	17.61%	31
N/A	14.77%	26
TOTAL		176

### Q33 I have trust and confidence in my supervisor as a leader.

Answered: 176 Skipped: 0

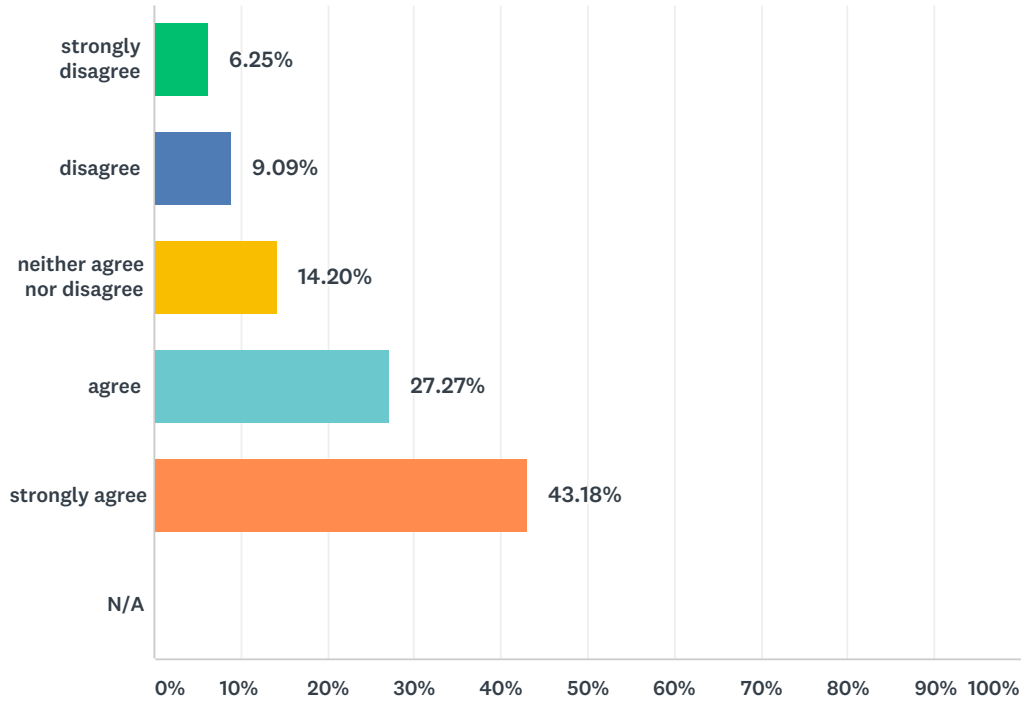


ANSWER CHOICES	RESPONSES	
strongly disagree	6.82%	12
disagree	8.52%	15
neither agree nor disagree	13.64%	24
agree	33.52%	59
strongly agree	36.93%	65
N/A	0.57%	1
TOTAL		176



## Q34 My supervisor cares about me as a person.

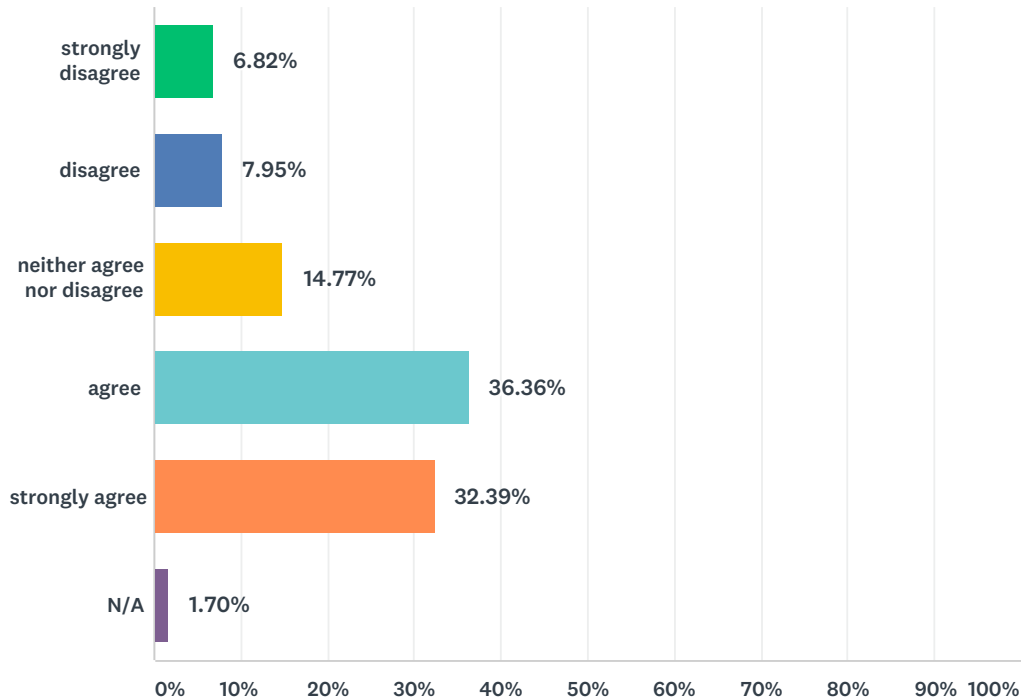
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	6.25%	11
disagree	9.09%	16
neither agree nor disagree	14.20%	25
agree	27.27%	48
strongly agree	43.18%	76
N/A	0.00%	0
<b>TOTAL</b>		<b>176</b>

### Q35 I have opportunities to voice my ideas about making work more efficient and/or to meet the public's needs more effectively.

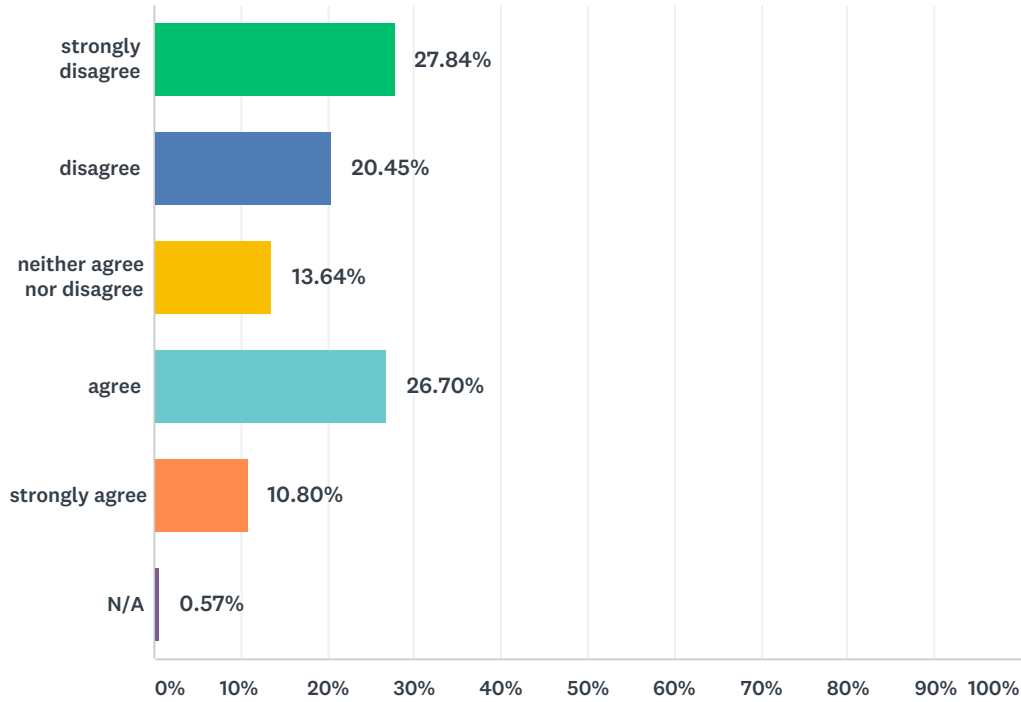
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	6.82%	12
disagree	7.95%	14
neither agree nor disagree	14.77%	26
agree	36.36%	64
strongly agree	32.39%	57
N/A	1.70%	3
TOTAL		176

## Q36 Morale at work is good.

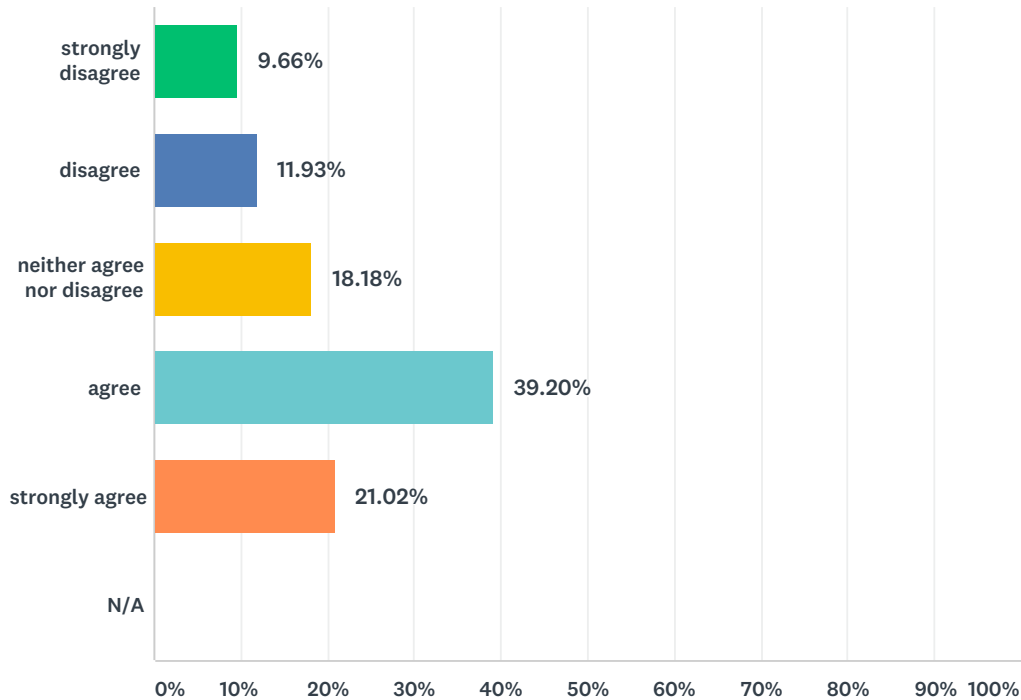
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	27.84%	49
disagree	20.45%	36
neither agree nor disagree	13.64%	24
agree	26.70%	47
strongly agree	10.80%	19
N/A	0.57%	1
TOTAL		176

### Q37 I have the technology needed (e.g. software, hardware, ect.) to get my job done.

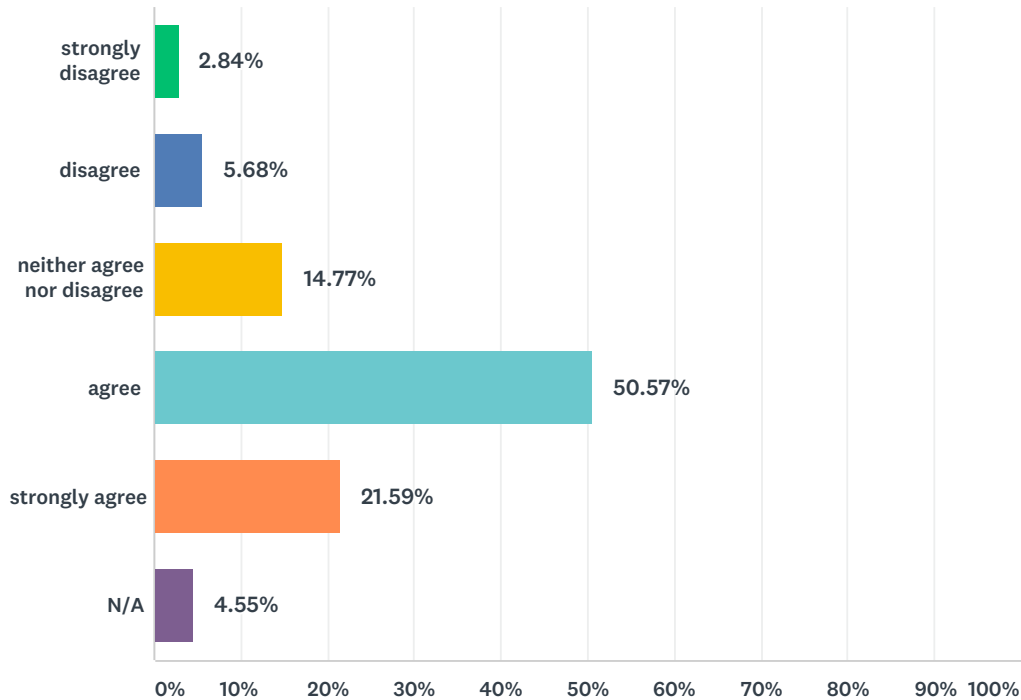
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	9.66%	17
disagree	11.93%	21
neither agree nor disagree	18.18%	32
agree	39.20%	69
strongly agree	21.02%	37
N/A	0.00%	0
TOTAL		176

## Q38 I have the tools needed to execute my administrative and reporting requirements.

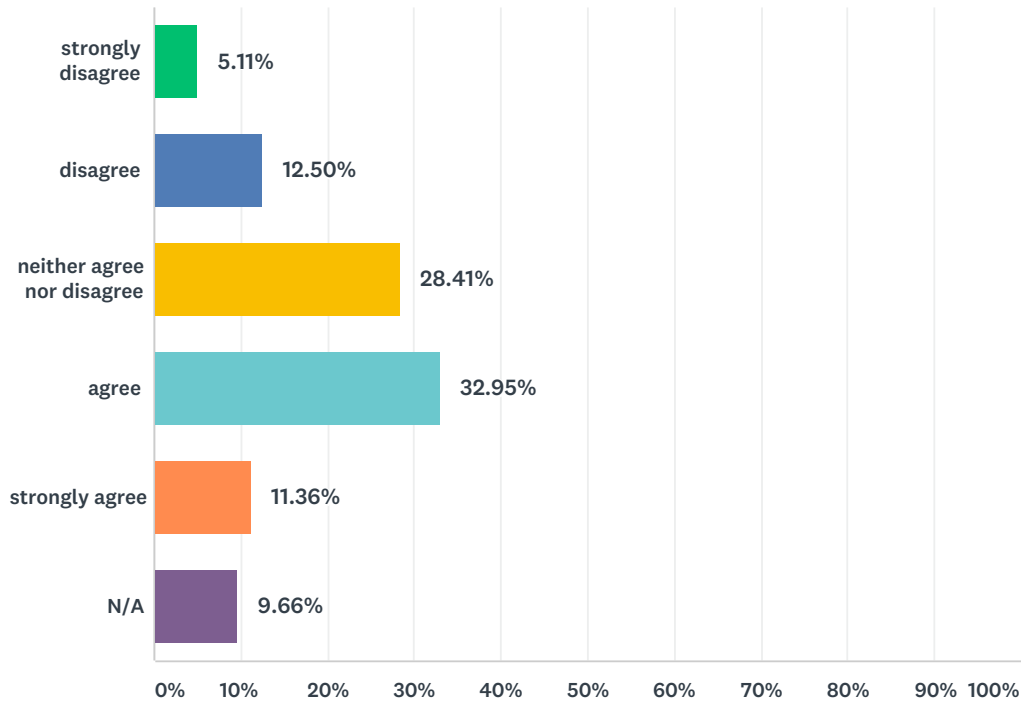
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	2.84%	5
disagree	5.68%	10
neither agree nor disagree	14.77%	26
agree	50.57%	89
strongly agree	21.59%	38
N/A	4.55%	8
TOTAL		176

## Q39 Employees report misconduct to the appropriate authorities.

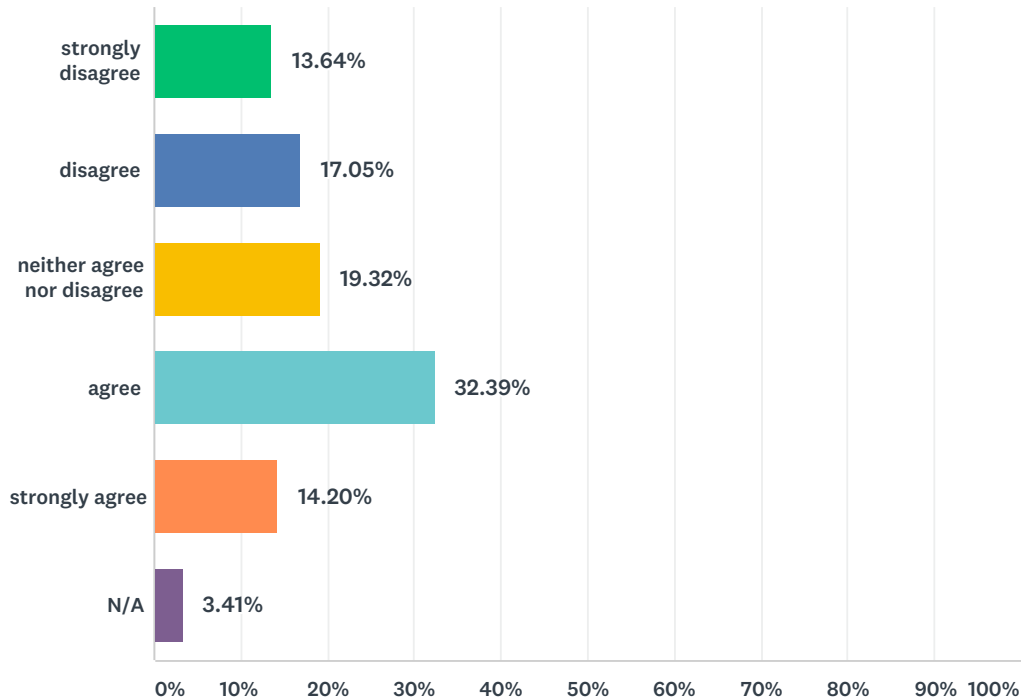
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	5.11%	9
disagree	12.50%	22
neither agree nor disagree	28.41%	50
agree	32.95%	58
strongly agree	11.36%	20
N/A	9.66%	17
TOTAL		176

## Q40 I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.

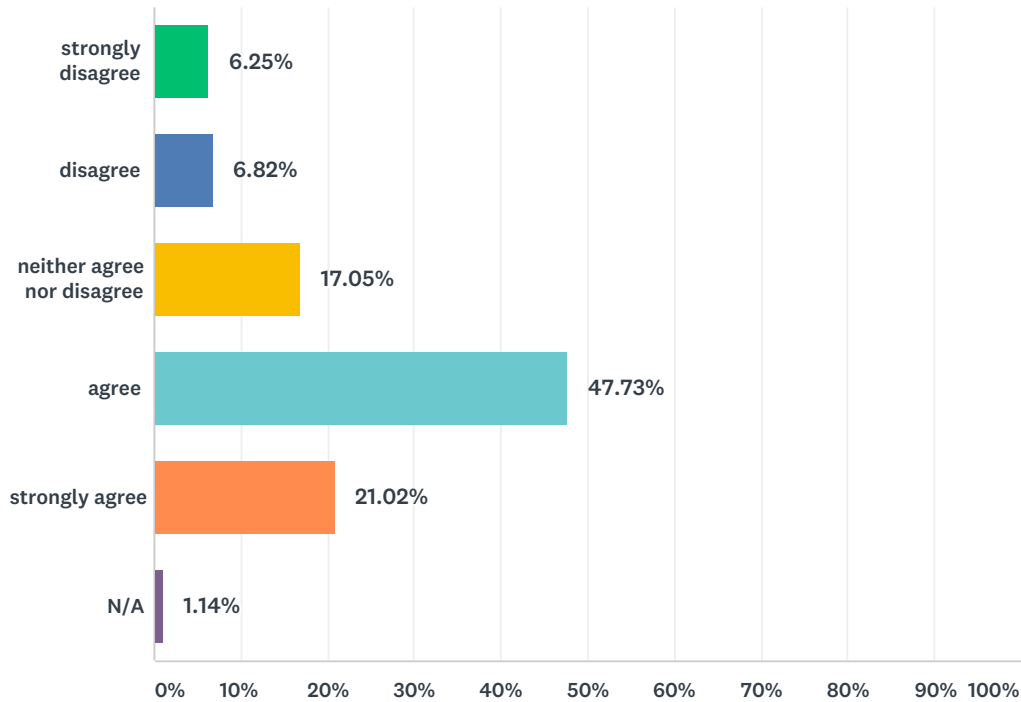
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	13.64%	24
disagree	17.05%	30
neither agree nor disagree	19.32%	34
agree	32.39%	57
strongly agree	14.20%	25
N/A	3.41%	6
TOTAL		176

## Q41 Employees are protected from health and safety hazards on the job.

Answered: 176 Skipped: 0

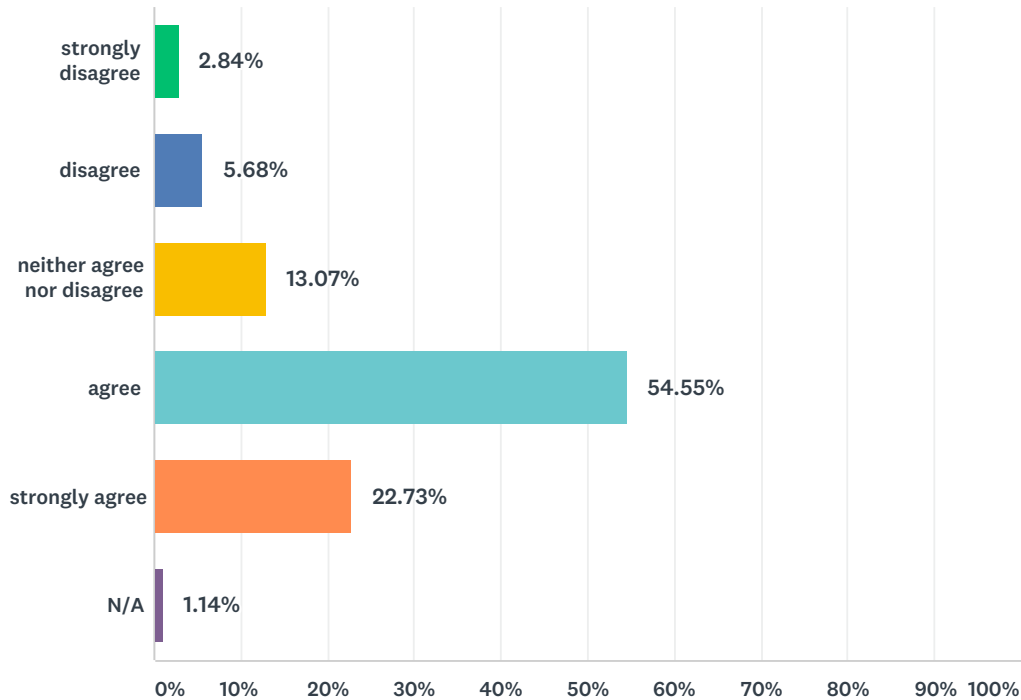


ANSWER CHOICES	RESPONSES	
strongly disagree	6.25%	11
disagree	6.82%	12
neither agree nor disagree	17.05%	30
agree	47.73%	84
strongly agree	21.02%	37
N/A	1.14%	2
TOTAL		176



## Q42 Access to information systems and confidential information is adequately controlled.

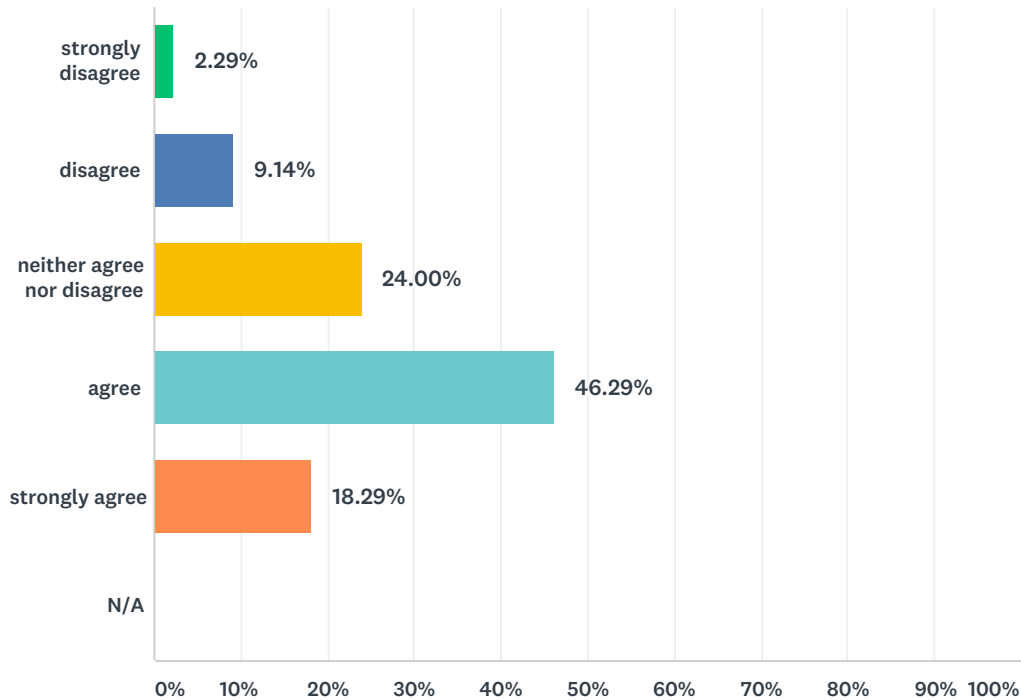
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	2.84%	5
disagree	5.68%	10
neither agree nor disagree	13.07%	23
agree	54.55%	96
strongly agree	22.73%	40
N/A	1.14%	2
TOTAL		176

## Q43 The employees here are competent and know how to get the job done.

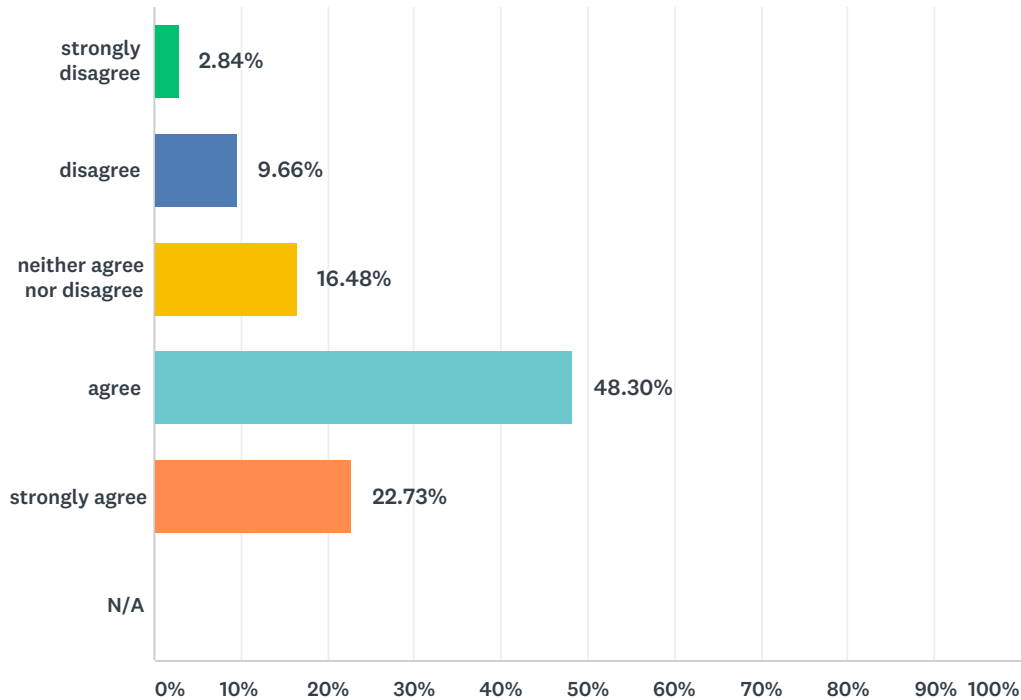
Answered: 175 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	2.29%	4
disagree	9.14%	16
neither agree nor disagree	24.00%	42
agree	46.29%	81
strongly agree	18.29%	32
N/A	0.00%	0
TOTAL		175

## Q44 The people in my Division conduct themselves in a professional manner.

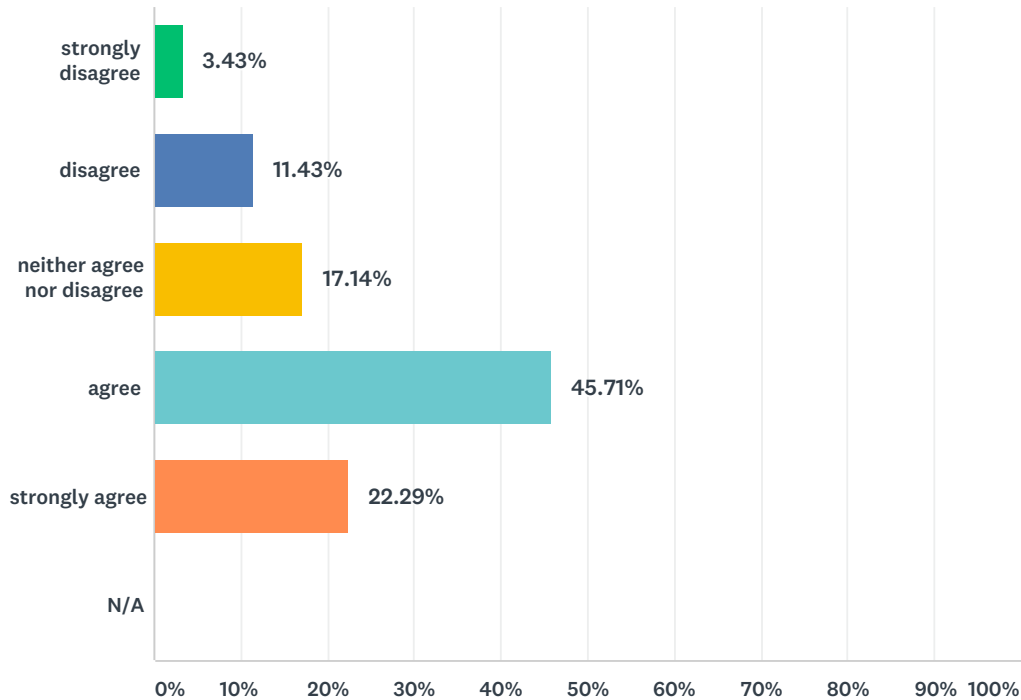
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	2.84%	5
disagree	9.66%	17
neither agree nor disagree	16.48%	29
agree	48.30%	85
strongly agree	22.73%	40
N/A	0.00%	0
TOTAL		176

## Q45 The people in my Division treat each other with respect and consideration.

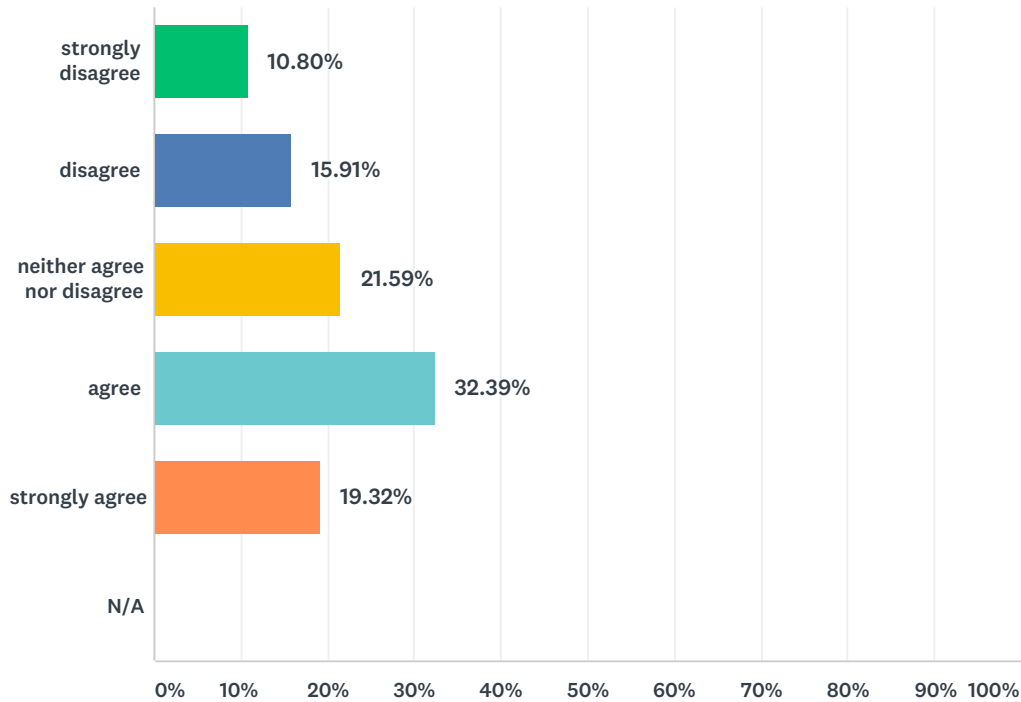
Answered: 175 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	3.43%	6
disagree	11.43%	20
neither agree nor disagree	17.14%	30
agree	45.71%	80
strongly agree	22.29%	39
N/A	0.00%	0
TOTAL		175

## Q46 People in my Division are treated in a fair and consistent manner.

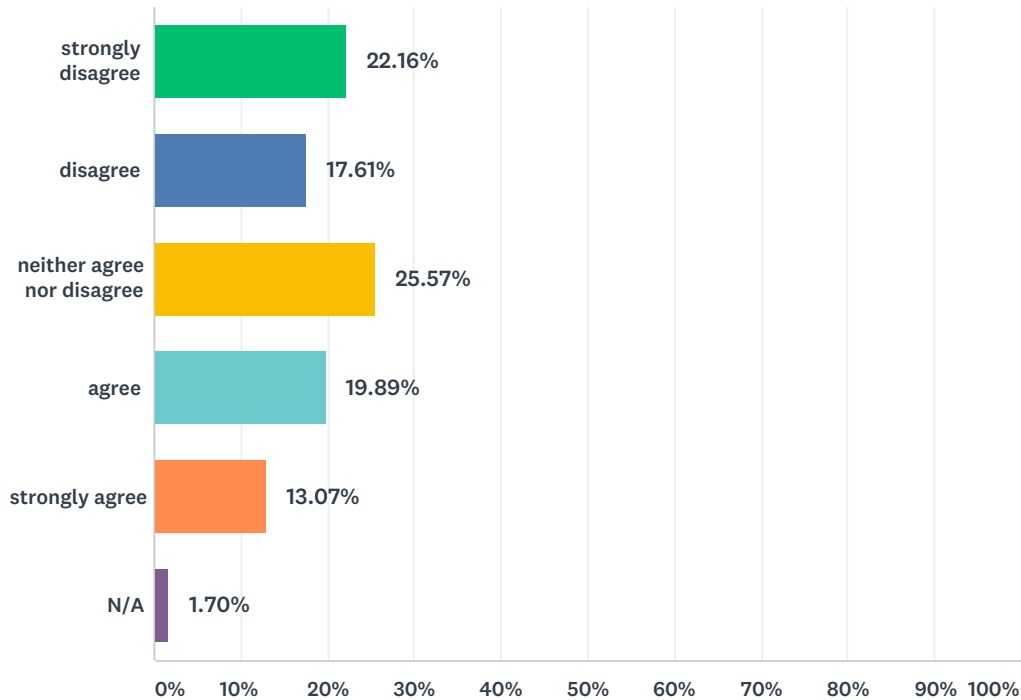
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	10.80%	19
disagree	15.91%	28
neither agree nor disagree	21.59%	38
agree	32.39%	57
strongly agree	19.32%	34
N/A	0.00%	0
TOTAL		176

## Q47 Personnel policies (e.g., performance appraisal, promotion, rewards) are applied consistently across employees.

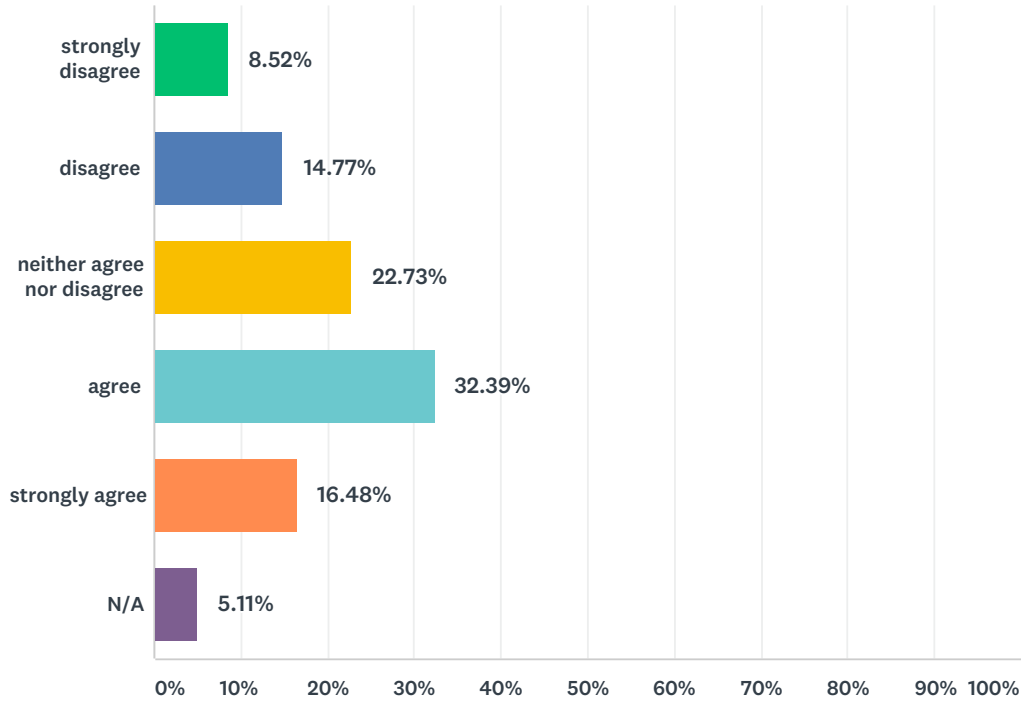
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	22.16%	39
disagree	17.61%	31
neither agree nor disagree	25.57%	45
agree	19.89%	35
strongly agree	13.07%	23
N/A	1.70%	3
TOTAL		176

## Q48 In my work unit, steps are taken to deal with poor performance.

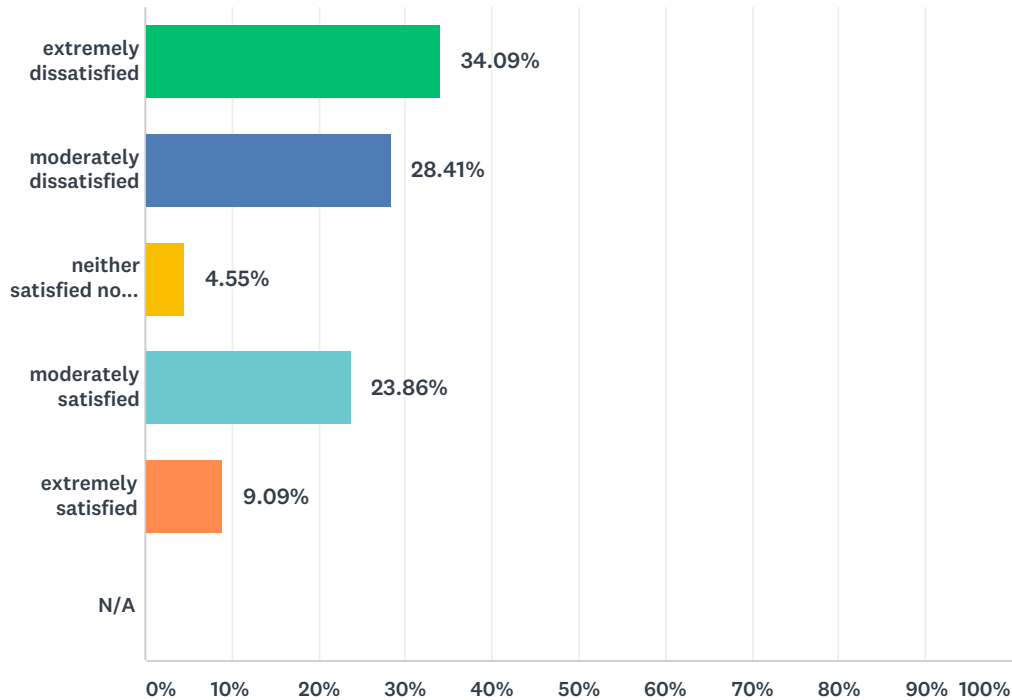
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	8.52%	15
disagree	14.77%	26
neither agree nor disagree	22.73%	40
agree	32.39%	57
strongly agree	16.48%	29
N/A	5.11%	9
TOTAL		176

## Q49 Considering everything, how satisfied are you with your total compensation (e.g., salary, bonus, benefits, etc.)?

Answered: 176 Skipped: 0

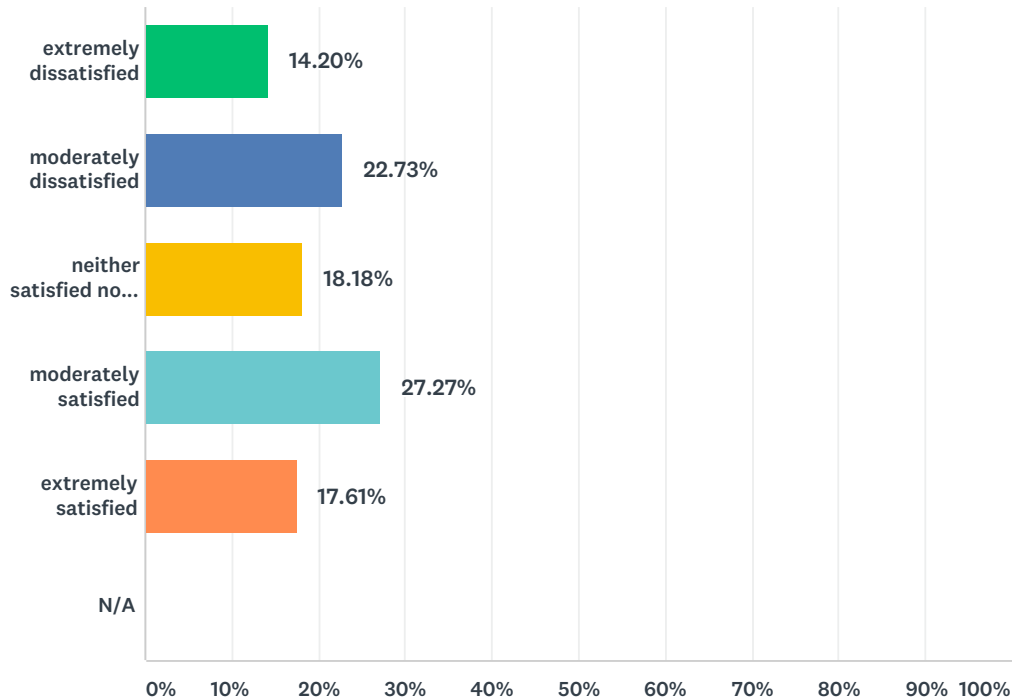


ANSWER CHOICES	RESPONSES	
extremely dissatisfied	34.09%	60
moderately dissatisfied	28.41%	50
neither satisfied nor dissatisfied	4.55%	8
moderately satisfied	23.86%	42
extremely satisfied	9.09%	16
N/A	0.00%	0
<b>TOTAL</b>		<b>176</b>



## Q50 How satisfied are you with the recognition you receive for doing a good job?

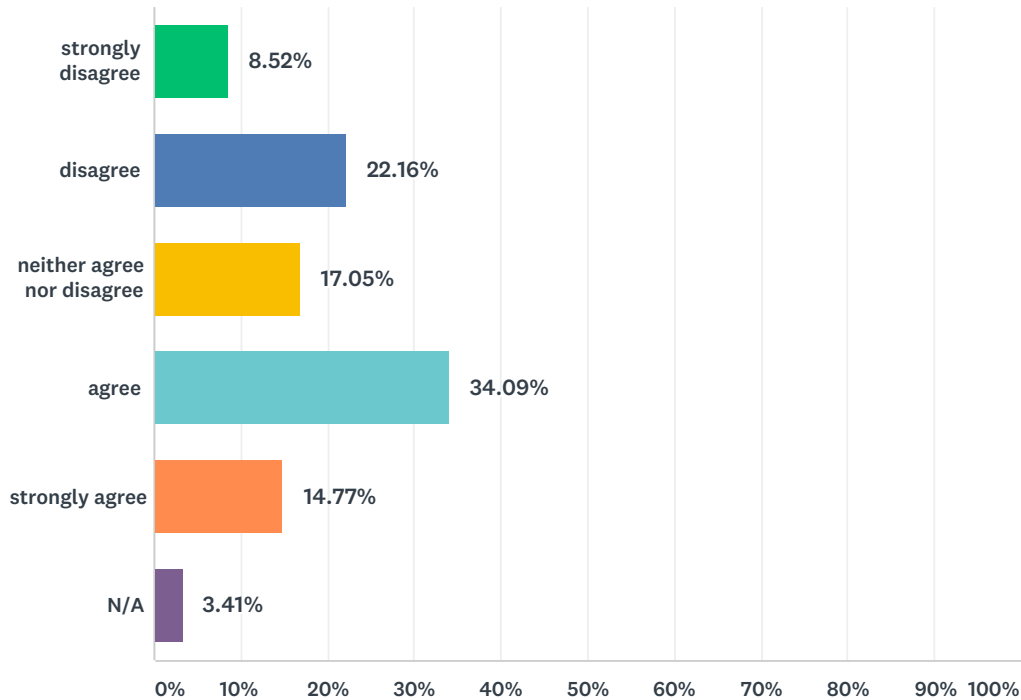
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
extremely dissatisfied	14.20%	25
moderately dissatisfied	22.73%	40
neither satisfied nor dissatisfied	18.18%	32
moderately satisfied	27.27%	48
extremely satisfied	17.61%	31
N/A	0.00%	0
TOTAL		176

## Q51 I have the opportunity to receive training that will improve my skills and enhance my career opportunities.

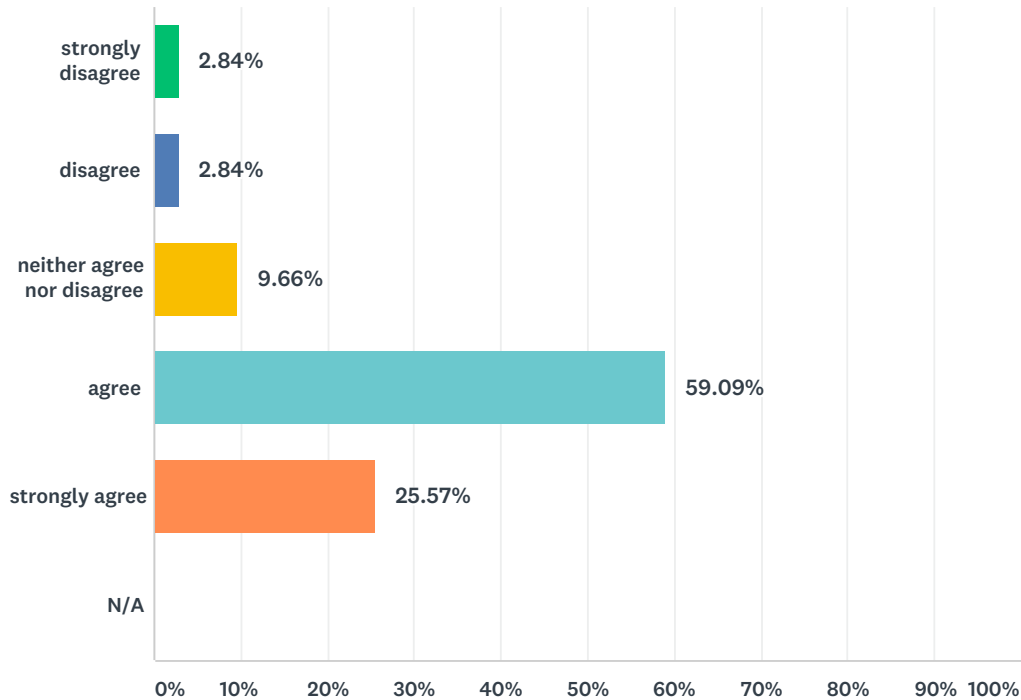
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	8.52%	15
disagree	22.16%	39
neither agree nor disagree	17.05%	30
agree	34.09%	60
strongly agree	14.77%	26
N/A	3.41%	6
TOTAL		176

## Q52 I understand how my role(s) and responsibilities fit in the agency's mission.

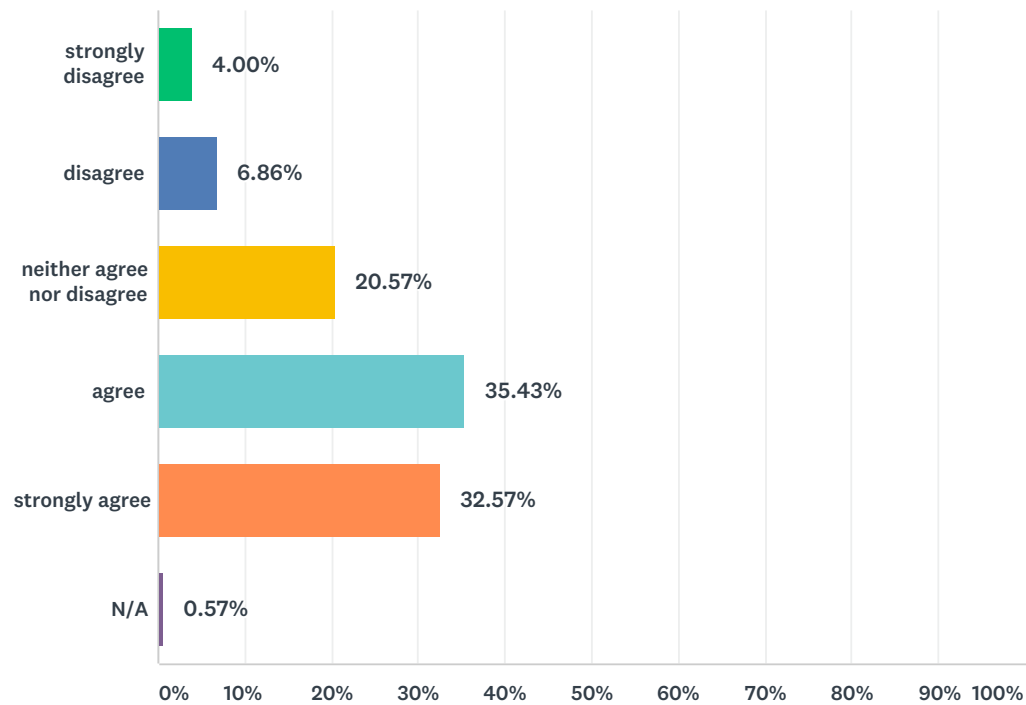
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	2.84%	5
disagree	2.84%	5
neither agree nor disagree	9.66%	17
agree	59.09%	104
strongly agree	25.57%	45
N/A	0.00%	0
TOTAL		176

Q53 I am proud to work for the SCDPS.

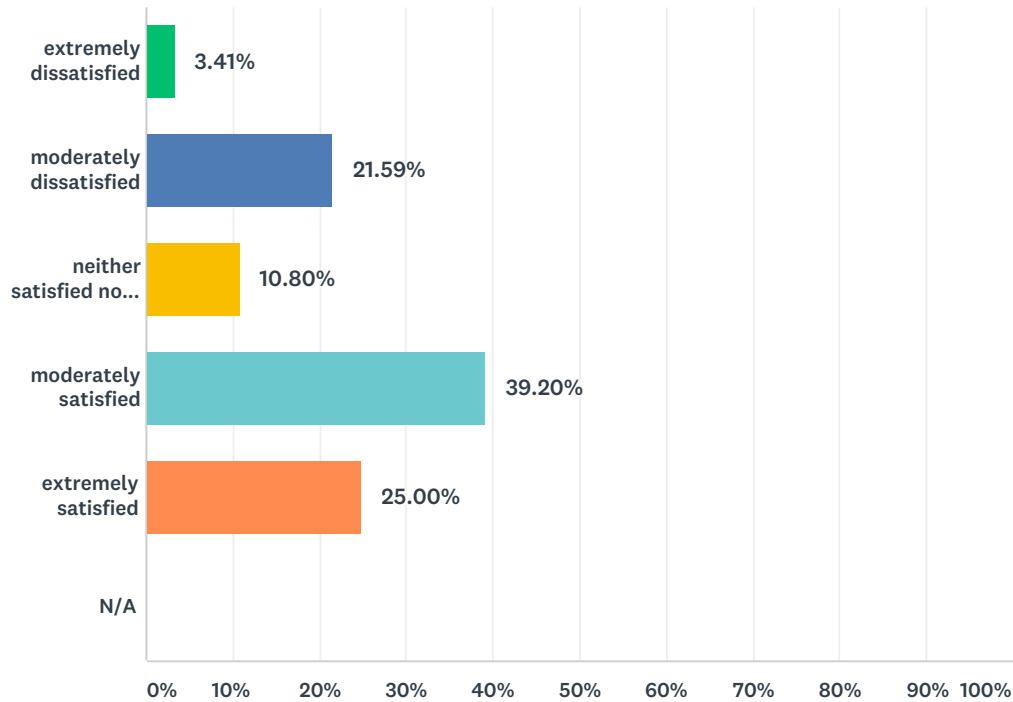
Answered: 175    Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	4.00%	7
disagree	6.86%	12
neither agree nor disagree	20.57%	36
agree	35.43%	62
strongly agree	32.57%	57
N/A	0.57%	1
TOTAL		175

## Q54 Considering everything, how satisfied are you with your job?

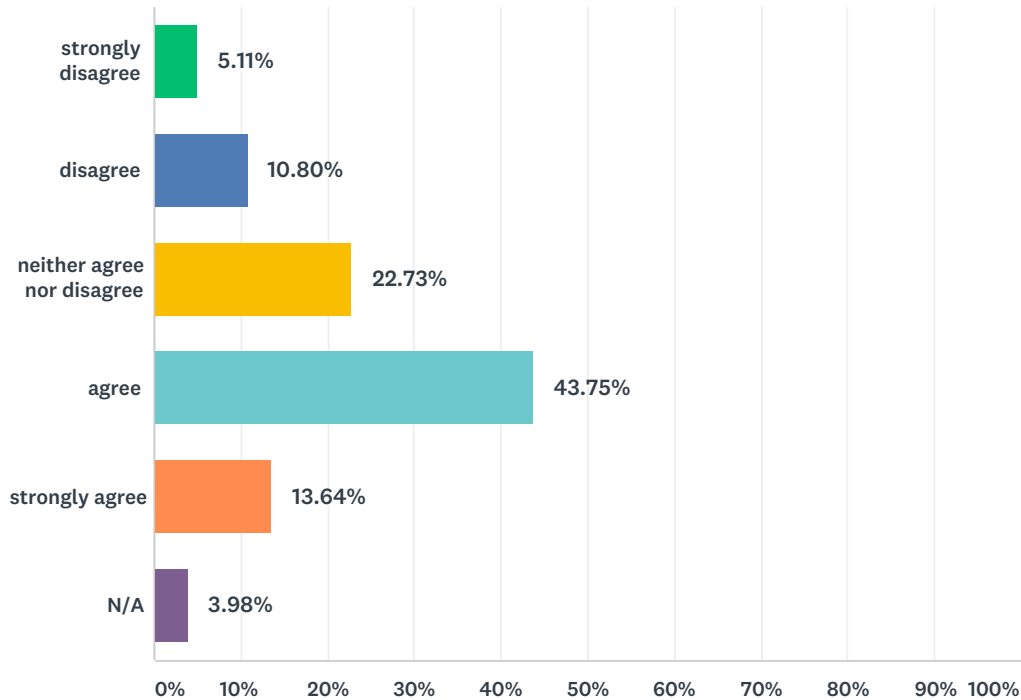
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
extremely dissatisfied	3.41%	6
moderately dissatisfied	21.59%	38
neither satisfied nor dissatisfied	10.80%	19
moderately satisfied	39.20%	69
extremely satisfied	25.00%	44
N/A	0.00%	0
TOTAL		176

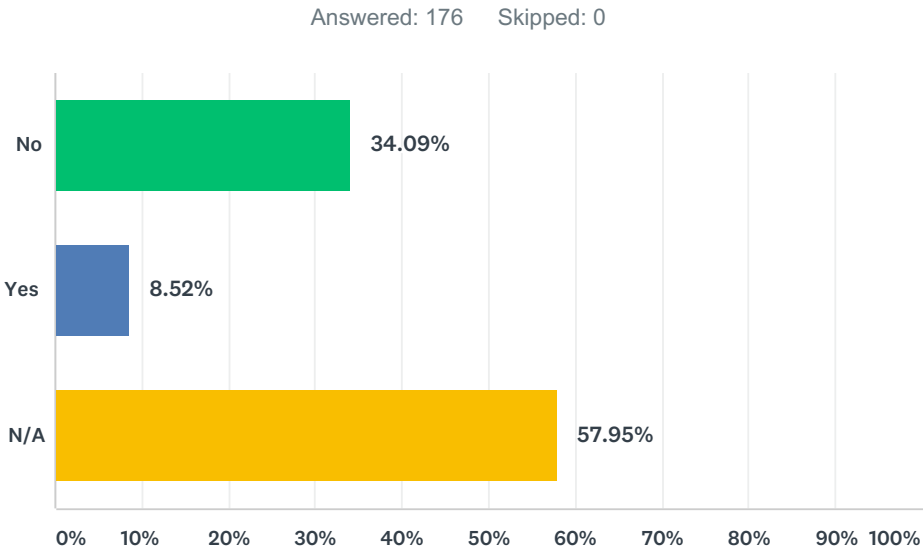
## Q55 I understand the Office of Professional Responsibility/Administrative Inquiry process.

Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	5.11%	9
disagree	10.80%	19
neither agree nor disagree	22.73%	40
agree	43.75%	77
strongly agree	13.64%	24
N/A	3.98%	7
TOTAL		176

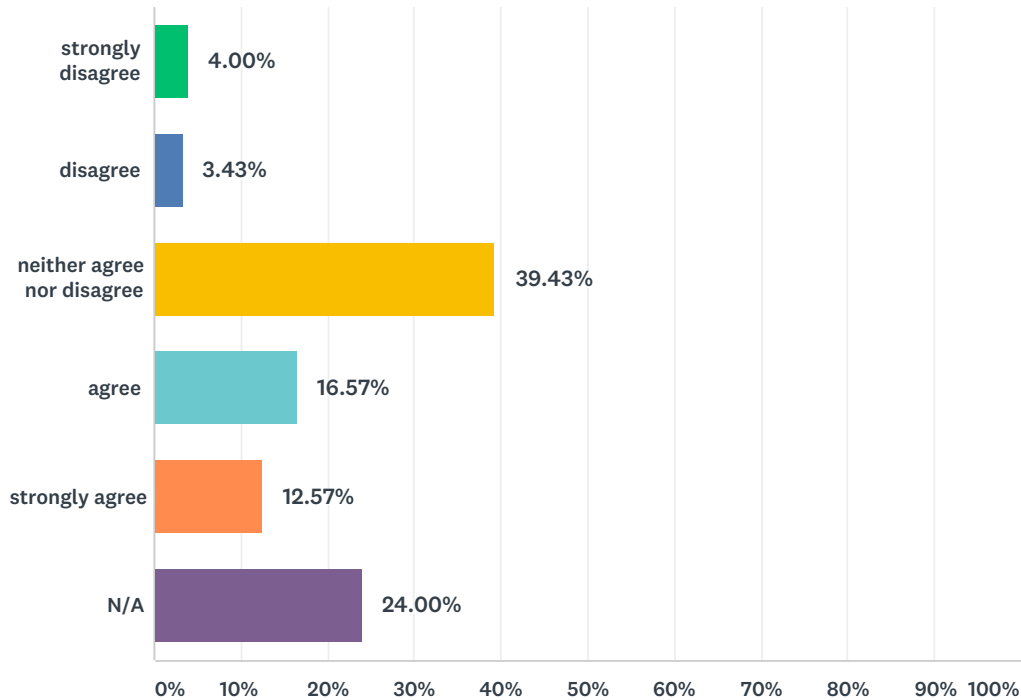
Q56 Results of closed administrative inquiries are communicated to you and your division on a periodic basis (e.g. quarterly) which provide a general synopsis of the allegation; whether or not the offense was sustained; the disciplinary action taken, if any; while providing anonymity to the identity of the affected employee.



ANSWER CHOICES	RESPONSES	
No	34.09%	60
Yes	8.52%	15
N/A	57.95%	102
Total Respondents: 176		

## Q57 Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions?

Answered: 175 Skipped: 1

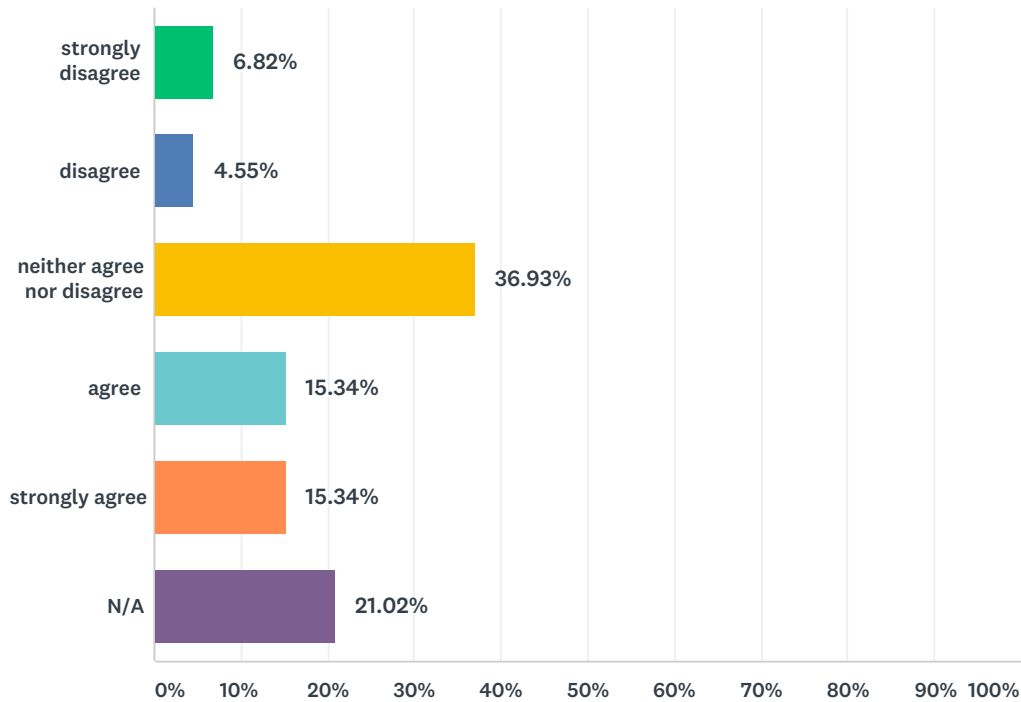


ANSWER CHOICES	RESPONSES	
strongly disagree	4.00%	7
disagree	3.43%	6
neither agree nor disagree	39.43%	69
agree	16.57%	29
strongly agree	12.57%	22
N/A	24.00%	42
TOTAL		175



## 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?

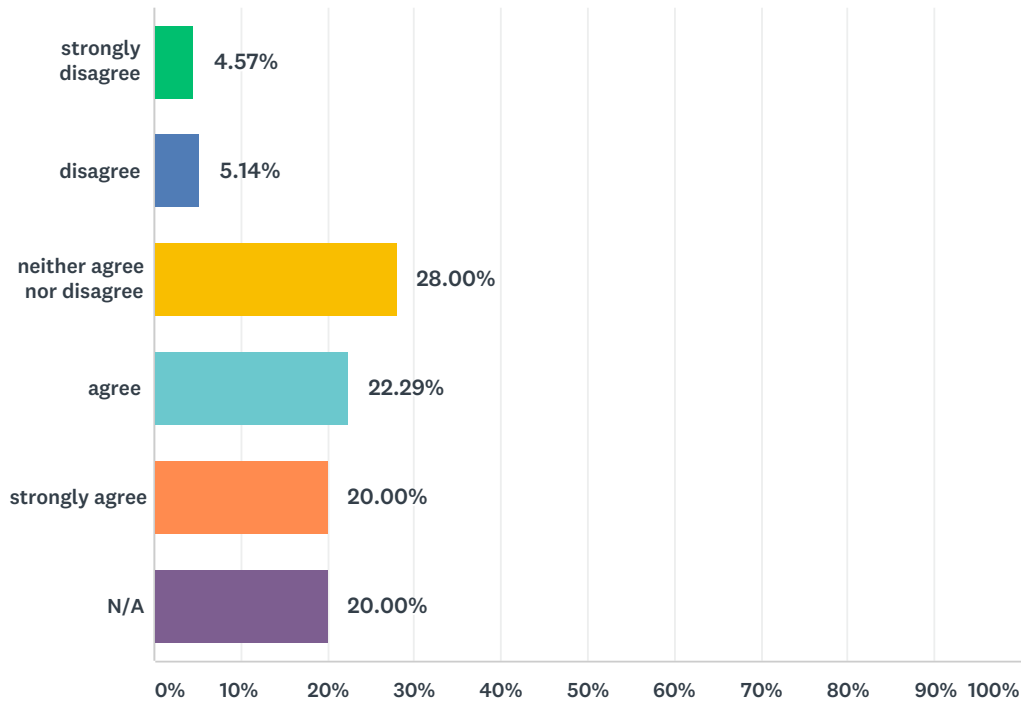
Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	6.82%	12
disagree	4.55%	8
neither agree nor disagree	36.93%	65
agree	15.34%	27
strongly agree	15.34%	27
N/A	21.02%	37
TOTAL		176

**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?"**

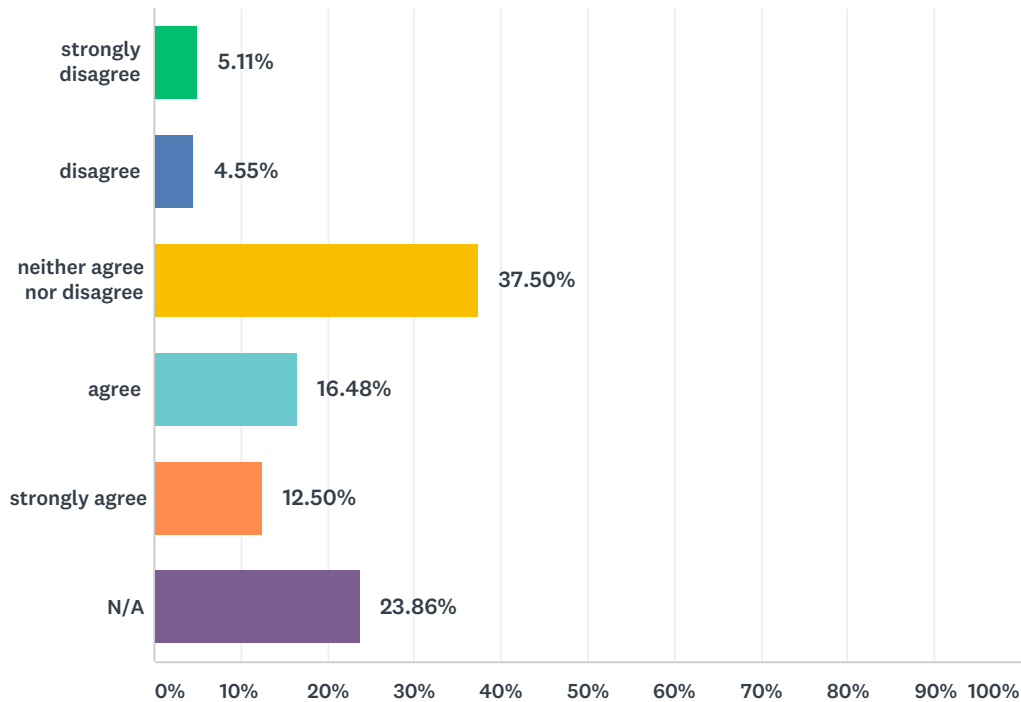
Answered: 175 Skipped: 1



ANSWER CHOICES	RESPONSES	
strongly disagree	4.57%	8
disagree	5.14%	9
neither agree nor disagree	28.00%	49
agree	22.29%	39
strongly agree	20.00%	35
N/A	20.00%	35
<b>TOTAL</b>		<b>175</b>

**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?**

Answered: 176 Skipped: 0



ANSWER CHOICES	RESPONSES	
strongly disagree	5.11%	9
disagree	4.55%	8
neither agree nor disagree	37.50%	66
agree	16.48%	29
strongly agree	12.50%	22
N/A	23.86%	42
TOTAL		176

**Q61 Please indicate any obstacle(s) that inhibit the hiring process to fill vacant positions.**

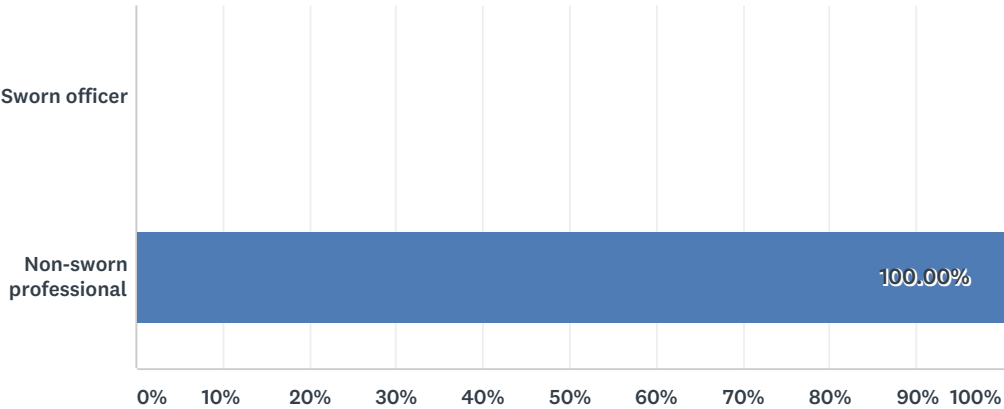
Answered: 171   Skipped: 5

**Q62 Please indicate area(s) that seem to most negatively affect the retention of employees.**

Answered: 172   Skipped: 4

Q63 Type of SCDPS employee:

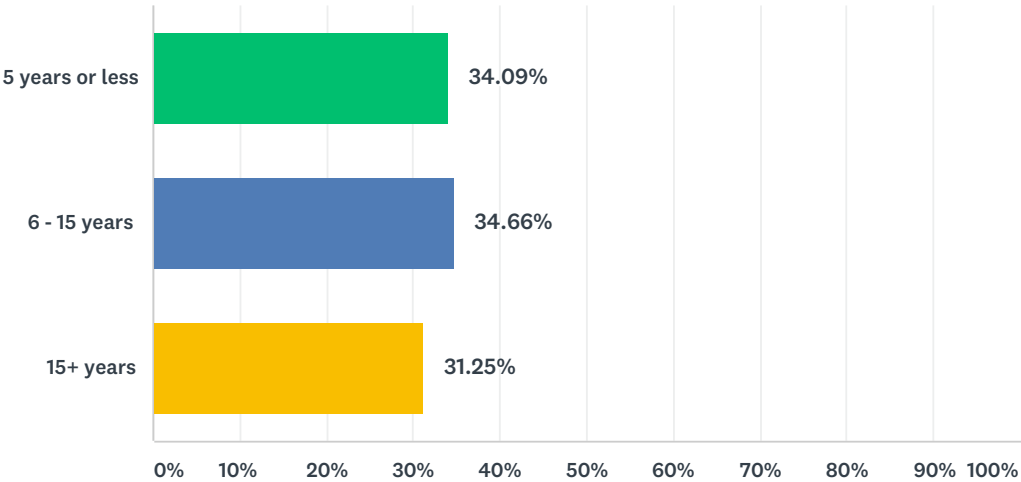
Answered: 176    Skipped: 0



ANSWER CHOICES		RESPONSES	
Sworn officer		0.00%	0
Non-sworn professional		100.00%	176
TOTAL			176

Q64 Years of employment with SCDPS:

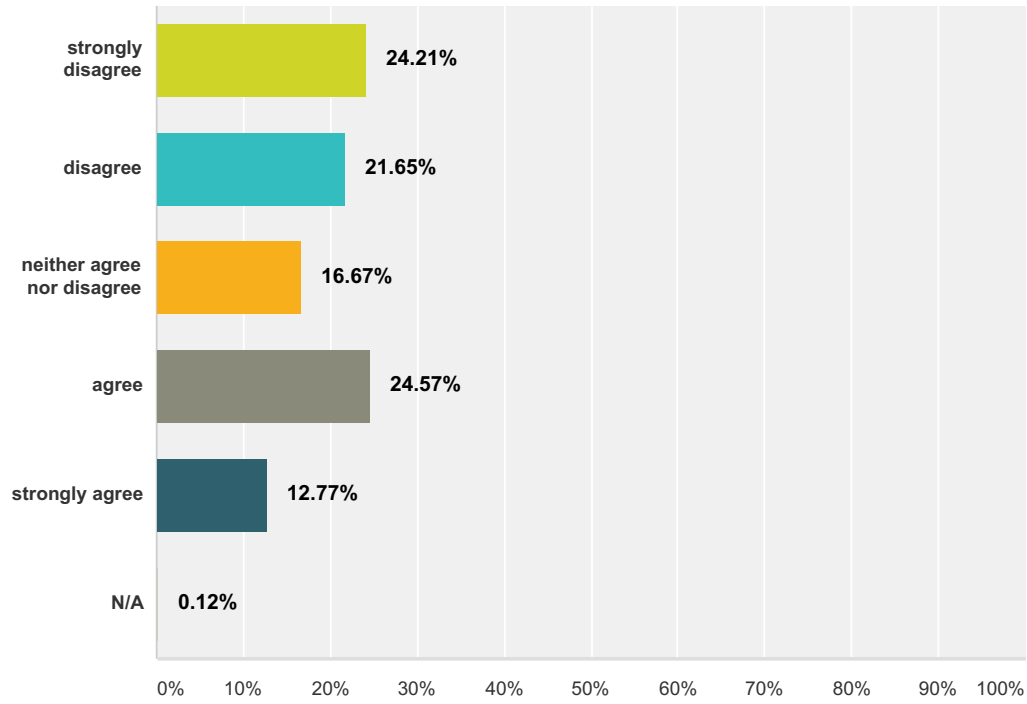
Answered: 176    Skipped: 0



ANSWER CHOICES	RESPONSES	
5 years or less	34.09%	60
6 - 15 years	34.66%	61
15+ years	31.25%	55
TOTAL		176

**Q1 I have a high level of respect for the SCDPS's senior executives (i.e., Director, Division Directors, etc.).**

Answered: 822 Skipped: 2

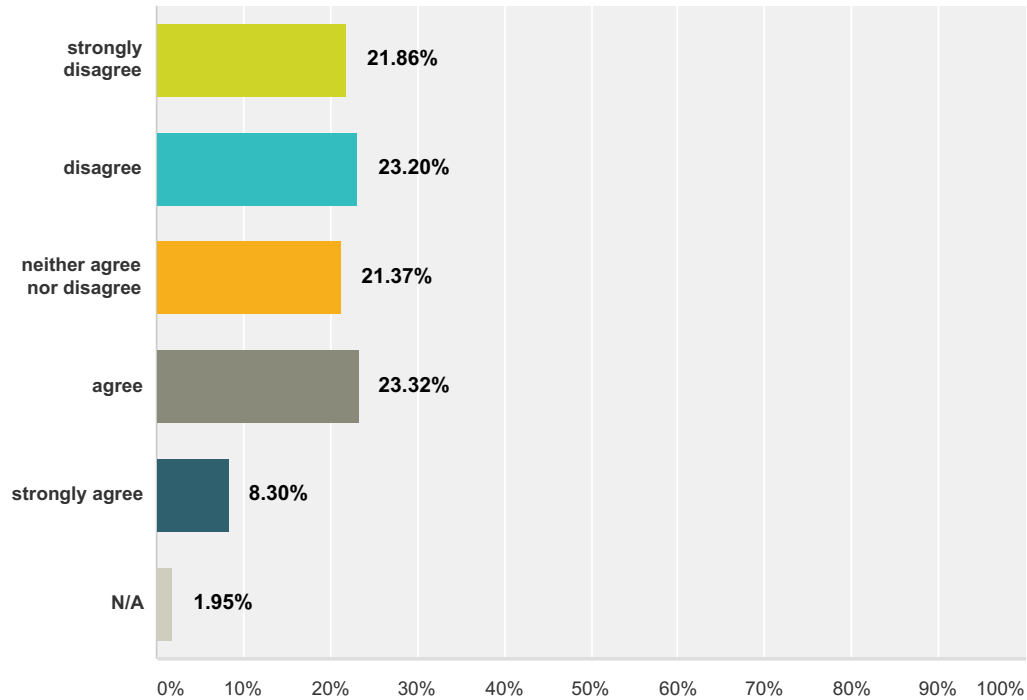


Answer Choices	Responses	
strongly disagree	24.21%	199
disagree	21.65%	178
neither agree nor disagree	16.67%	137
agree	24.57%	202
strongly agree	12.77%	105
N/A	0.12%	1
<b>Total</b>		<b>822</b>



**Q2 Direct communication (e.g., meetings, office visits) from the Director and senior executives helps me understand the SCDPS mission and strategy.**

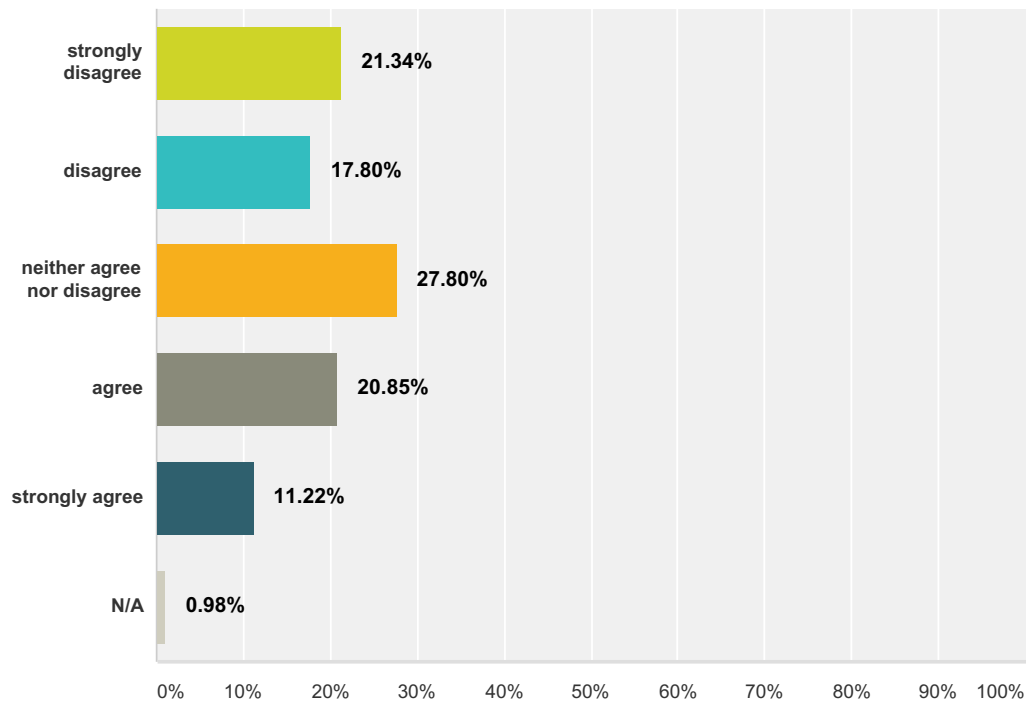
Answered: 819 Skipped: 5



Answer Choices	Responses	
strongly disagree	21.86%	179
disagree	23.20%	190
neither agree nor disagree	21.37%	175
agree	23.32%	191
strongly agree	8.30%	68
N/A	1.95%	16
<b>Total</b>		<b>819</b>

### Q3 The SCDPS's senior executives maintain high standards of honesty and integrity.

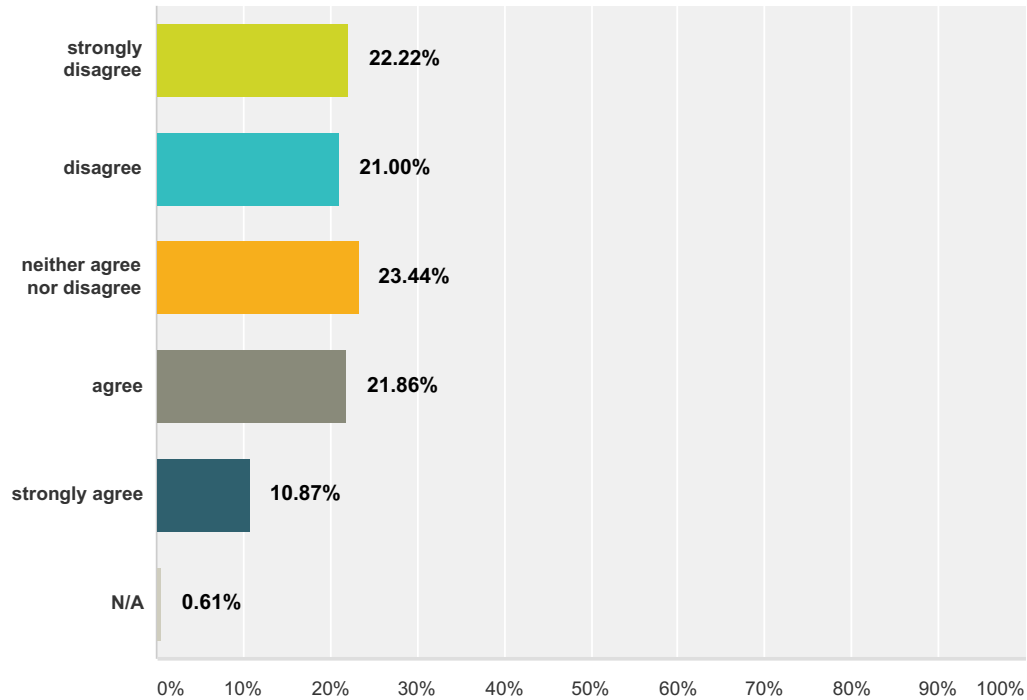
Answered: 820 Skipped: 4



Answer Choices	Responses	
strongly disagree	21.34%	175
disagree	17.80%	146
neither agree nor disagree	27.80%	228
agree	20.85%	171
strongly agree	11.22%	92
N/A	0.98%	8
<b>Total</b>		<b>820</b>

**Q4 I believe SCDPS executives set a positive example for the organization by adhering to applicable rules, regulations, and policies.**

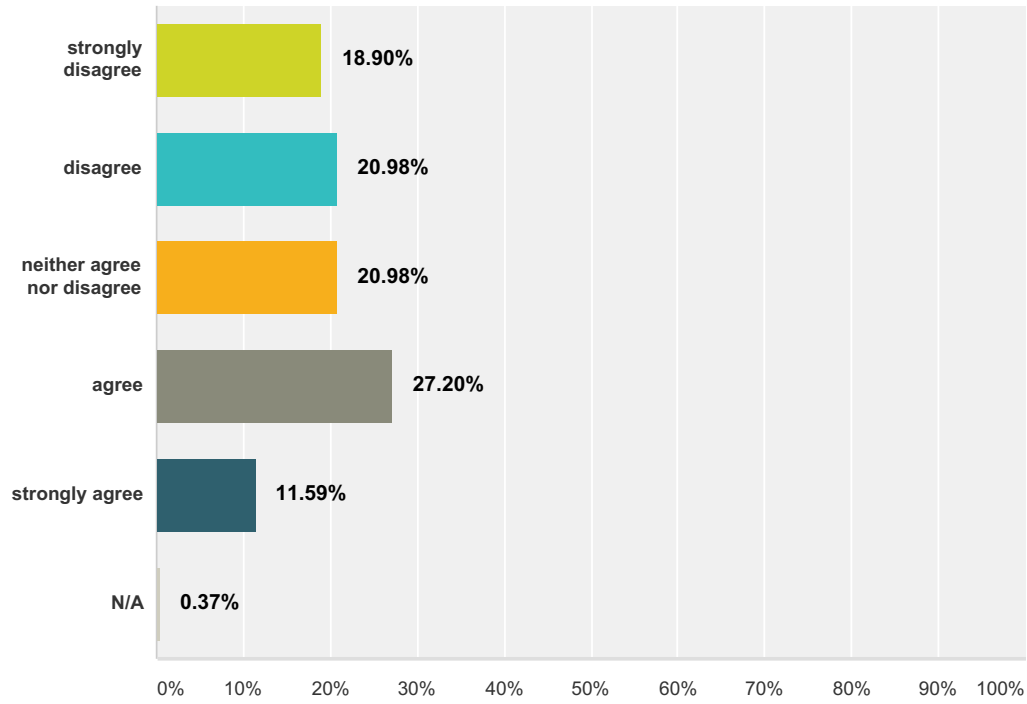
Answered: 819 Skipped: 5



Answer Choices	Responses	
strongly disagree	22.22%	182
disagree	21.00%	172
neither agree nor disagree	23.44%	192
agree	21.86%	179
strongly agree	10.87%	89
N/A	0.61%	5
<b>Total</b>		<b>819</b>

**Q5 Agency leadership demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.**

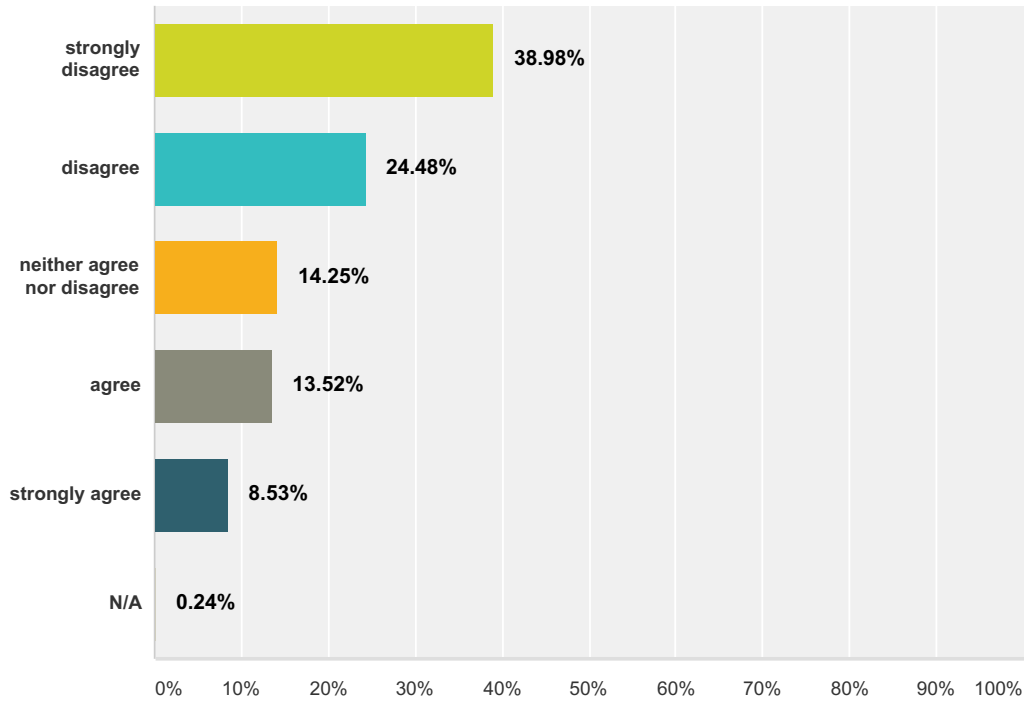
Answered: 820 Skipped: 4



Answer Choices	Responses	
strongly disagree	18.90%	155
disagree	20.98%	172
neither agree nor disagree	20.98%	172
agree	27.20%	223
strongly agree	11.59%	95
N/A	0.37%	3
<b>Total</b>		<b>820</b>

**Q6 Employee morale is important to the SCDPS's senior executives (i.e., Director, Division Directors, etc.).**

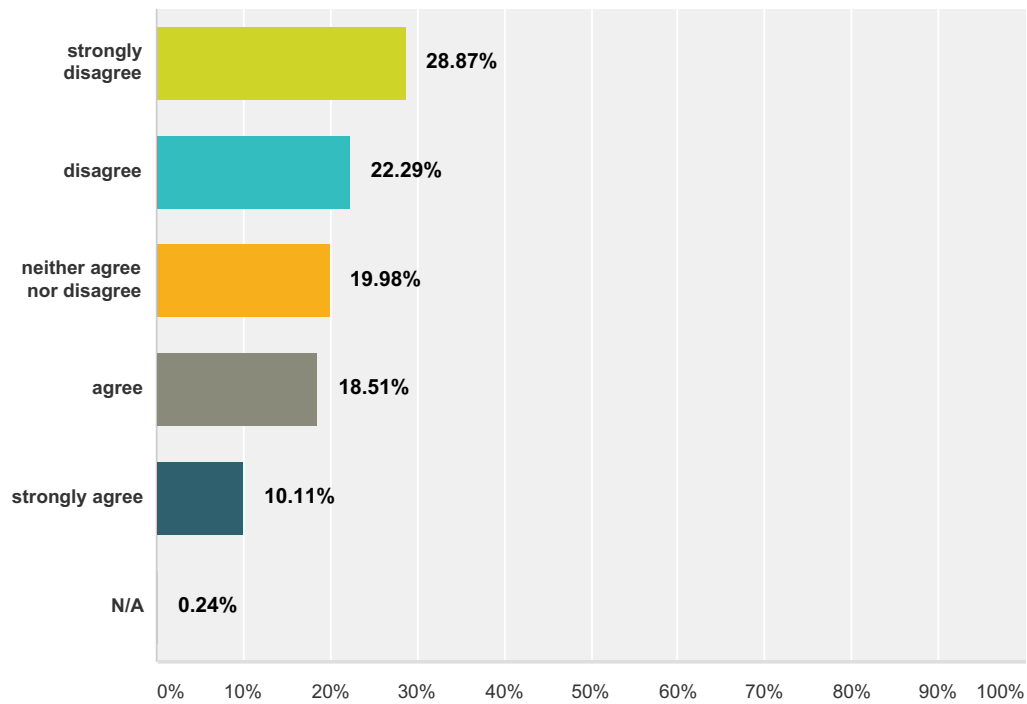
Answered: 821 Skipped: 3



Answer Choices	Responses	
strongly disagree	38.98%	320
disagree	24.48%	201
neither agree nor disagree	14.25%	117
agree	13.52%	111
strongly agree	8.53%	70
N/A	0.24%	2
<b>Total</b>		<b>821</b>

### Q7 I have trust and confidence in my agency leadership.

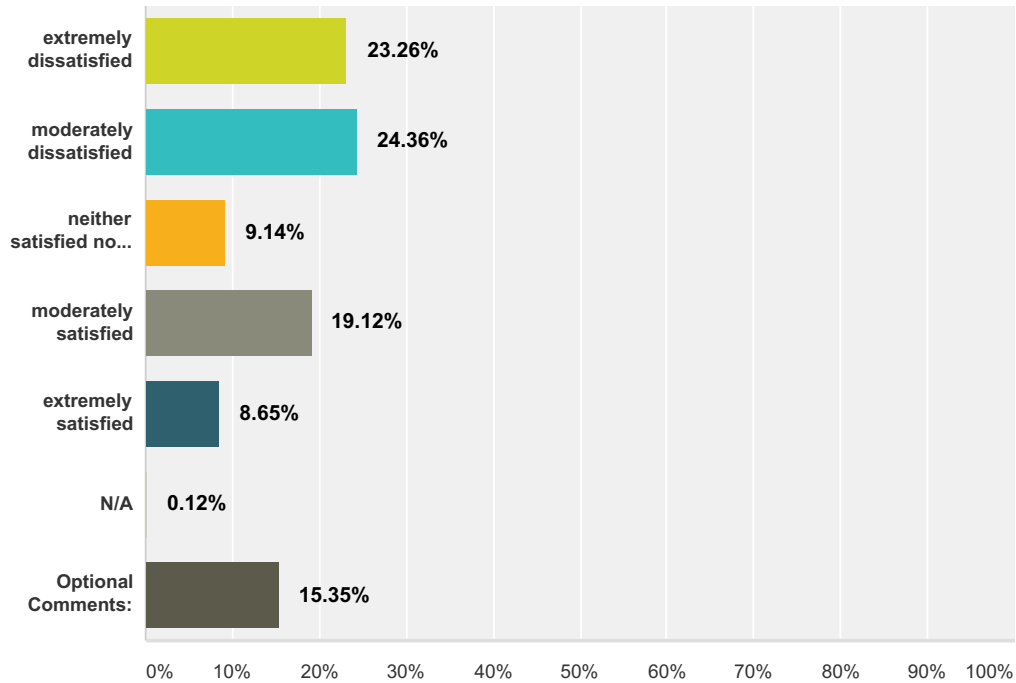
Answered: 821 Skipped: 3



Answer Choices	Responses	
strongly disagree	28.87%	237
disagree	22.29%	183
neither agree nor disagree	19.98%	164
agree	18.51%	152
strongly agree	10.11%	83
N/A	0.24%	2
<b>Total</b>		<b>821</b>

## Q8 Considering everything, how satisfied are you with the SCDPS leadership and the status of the agency?

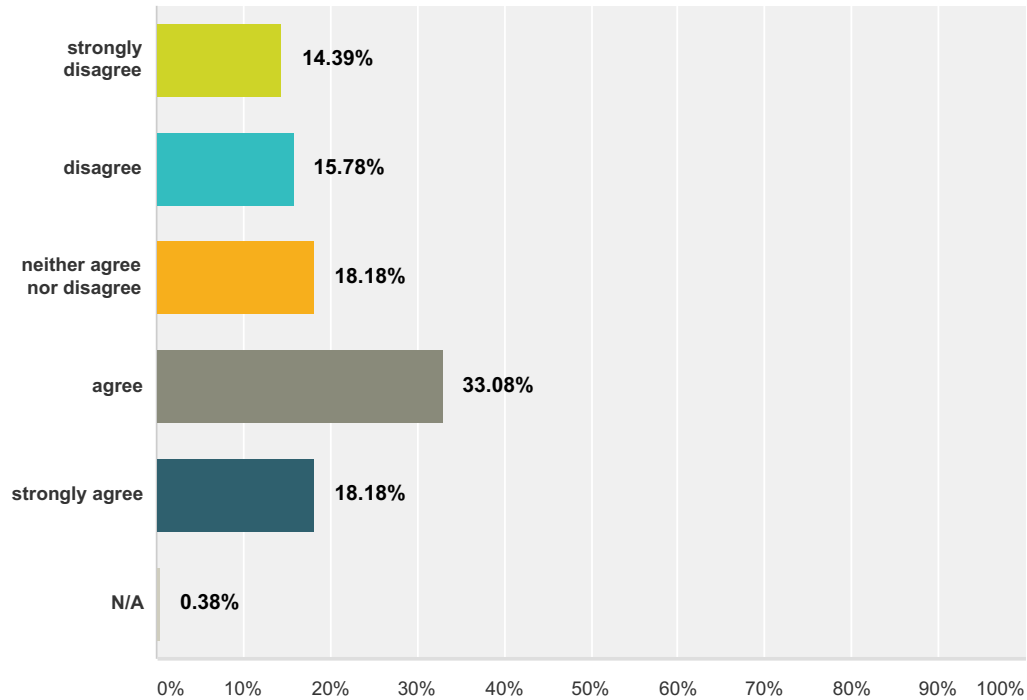
Answered: 821 Skipped: 3



Answer Choices	Responses	
extremely dissatisfied	23.26%	191
moderately dissatisfied	24.36%	200
neither satisfied nor dissatisfied	9.14%	75
moderately satisfied	19.12%	157
extremely satisfied	8.65%	71
N/A	0.12%	1
Optional Comments:	15.35%	126
<b>Total</b>		<b>821</b>

**Q9 The leadership in my Division demonstrates that a commitment to ethics, integrity, and compliance is an institutional priority.**

Answered: 792 Skipped: 32

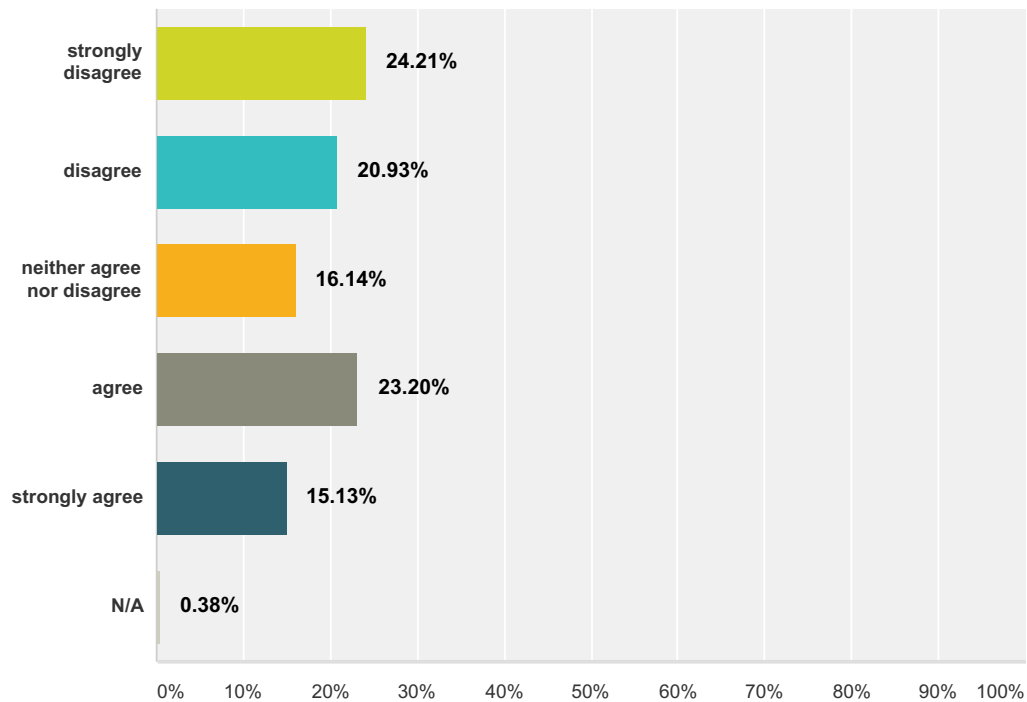


Answer Choices	Responses	
strongly disagree	14.39%	114
disagree	15.78%	125
neither agree nor disagree	18.18%	144
agree	33.08%	262
strongly agree	18.18%	144
N/A	0.38%	3
<b>Total</b>		<b>792</b>



## Q10 Employee morale is important to my Division leadership.

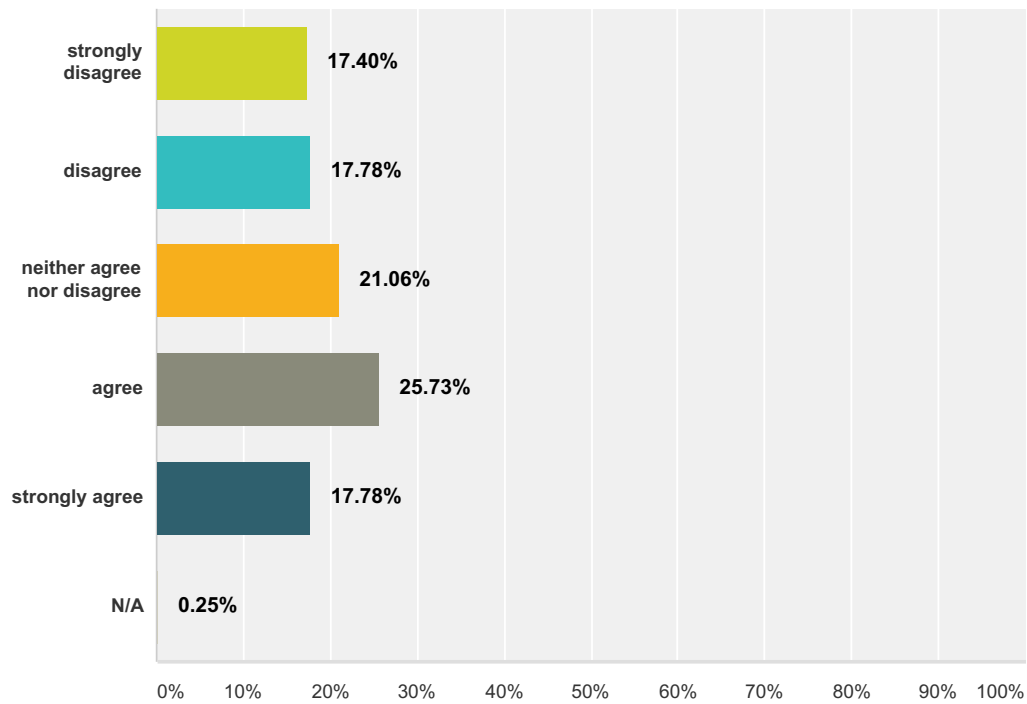
Answered: 793 Skipped: 31



Answer Choices	Responses	
strongly disagree	24.21%	192
disagree	20.93%	166
neither agree nor disagree	16.14%	128
agree	23.20%	184
strongly agree	15.13%	120
N/A	0.38%	3
<b>Total</b>		<b>793</b>

### Q11 Division leadership has a positive impact on our Division performance.

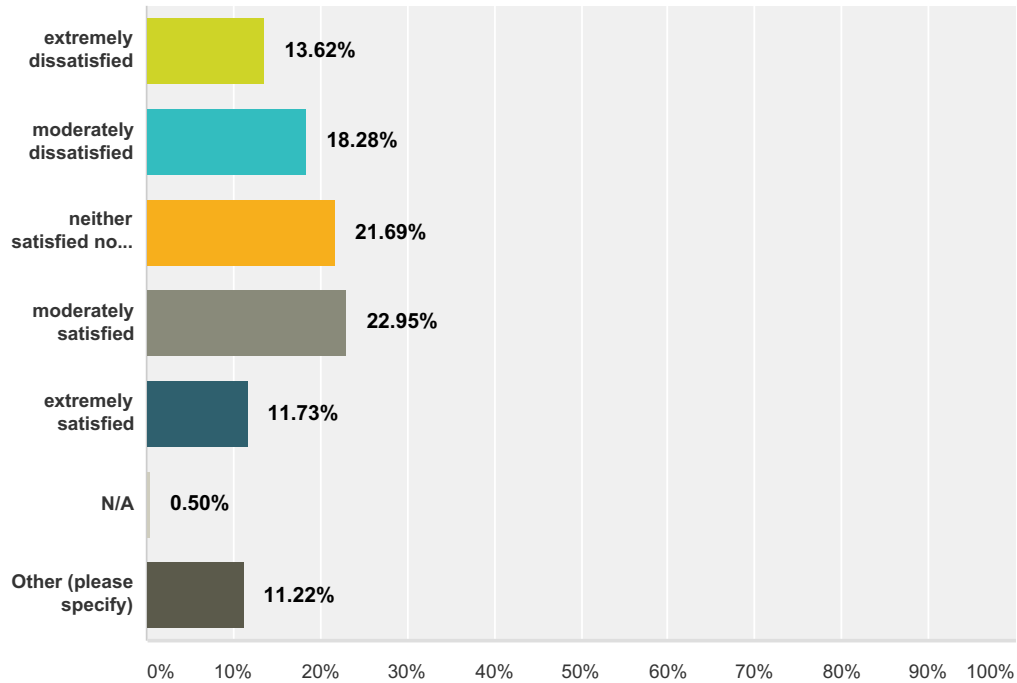
Answered: 793 Skipped: 31



Answer Choices	Responses	
strongly disagree	17.40%	138
disagree	17.78%	141
neither agree nor disagree	21.06%	167
agree	25.73%	204
strongly agree	17.78%	141
N/A	0.25%	2
<b>Total</b>		<b>793</b>

## Q12 How satisfied are you with the information you receive from your Division leadership on what is going on in the DPS?

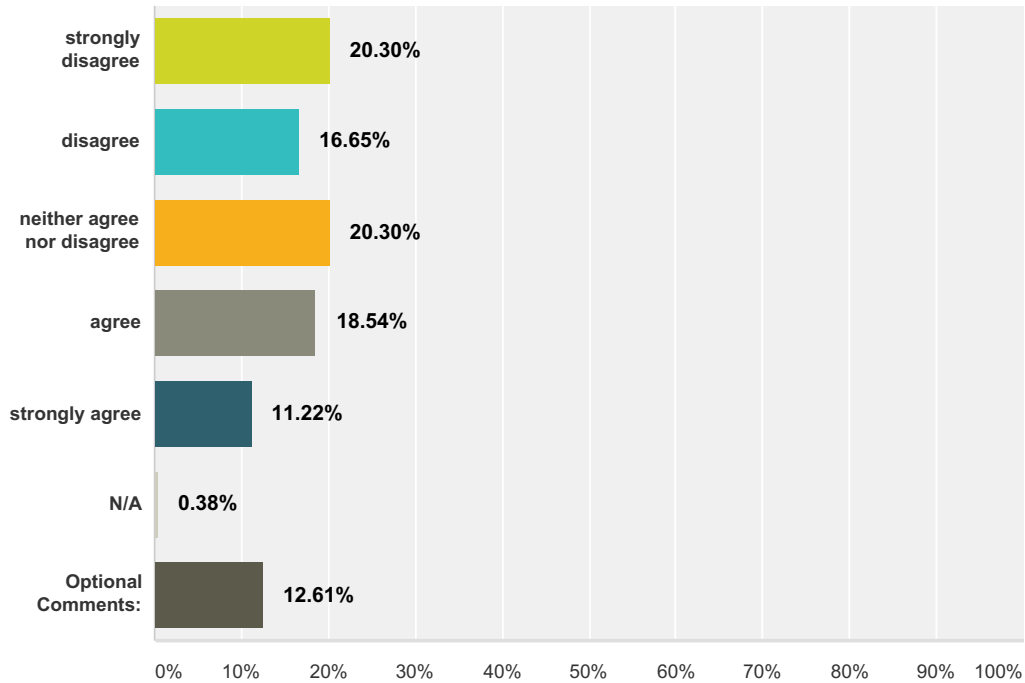
Answered: 793 Skipped: 31



Answer Choices	Responses	
extremely dissatisfied	13.62%	108
moderately dissatisfied	18.28%	145
neither satisfied nor dissatisfied	21.69%	172
moderately satisfied	22.95%	182
extremely satisfied	11.73%	93
N/A	0.50%	4
Other (please specify)	11.22%	89
<b>Total</b>		<b>793</b>

### Q13 Leaders in my Division encourage and consider alternative points of view and recommendations.

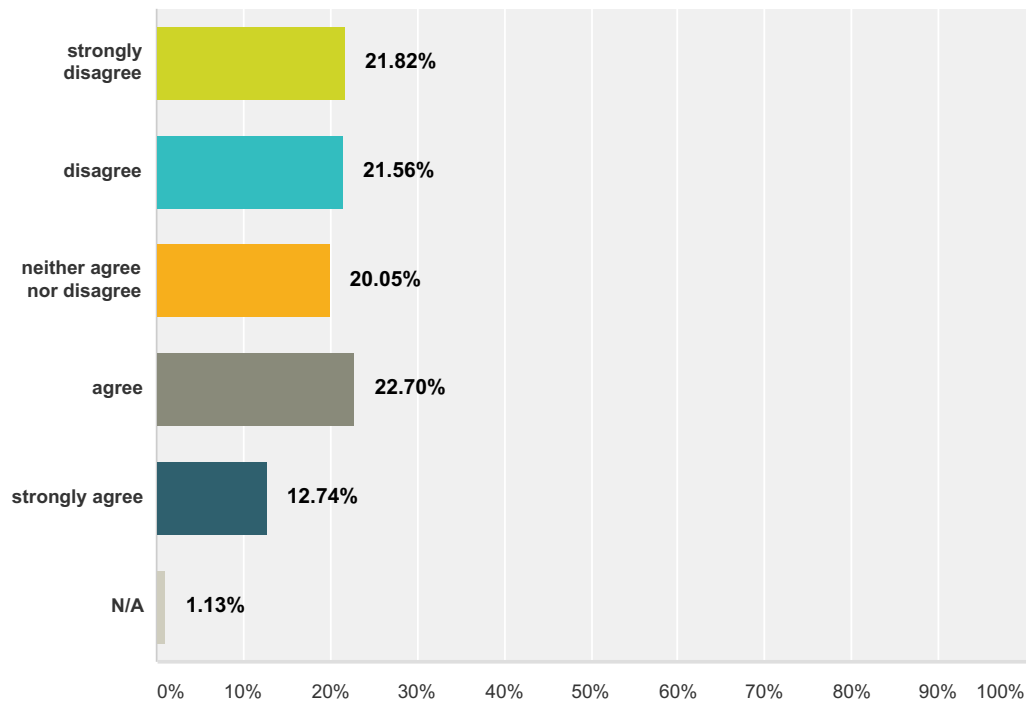
Answered: 793 Skipped: 31



Answer Choices	Responses	
strongly disagree	20.30%	161
disagree	16.65%	132
neither agree nor disagree	20.30%	161
agree	18.54%	147
strongly agree	11.22%	89
N/A	0.38%	3
Optional Comments:	12.61%	100
<b>Total</b>		<b>793</b>

## Q14 Division leadership empowers and supports supervisors to perform their jobs.

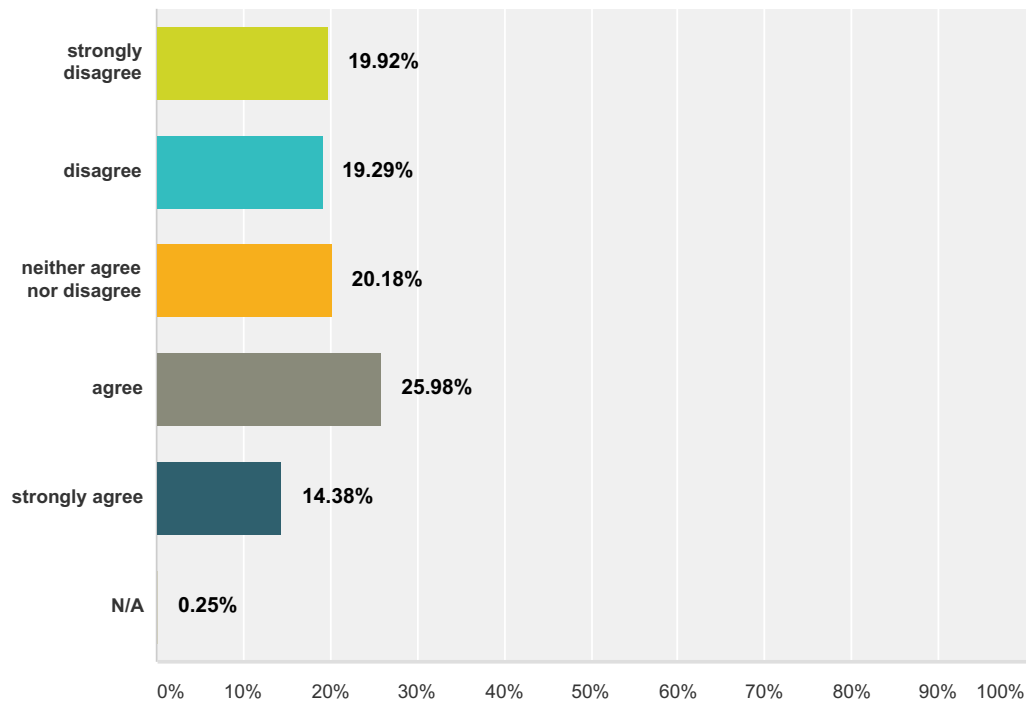
Answered: 793 Skipped: 31



Answer Choices	Responses	
strongly disagree	21.82%	173
disagree	21.56%	171
neither agree nor disagree	20.05%	159
agree	22.70%	180
strongly agree	12.74%	101
N/A	1.13%	9
<b>Total</b>		<b>793</b>

### Q15 I have trust and confidence in my Division leadership.

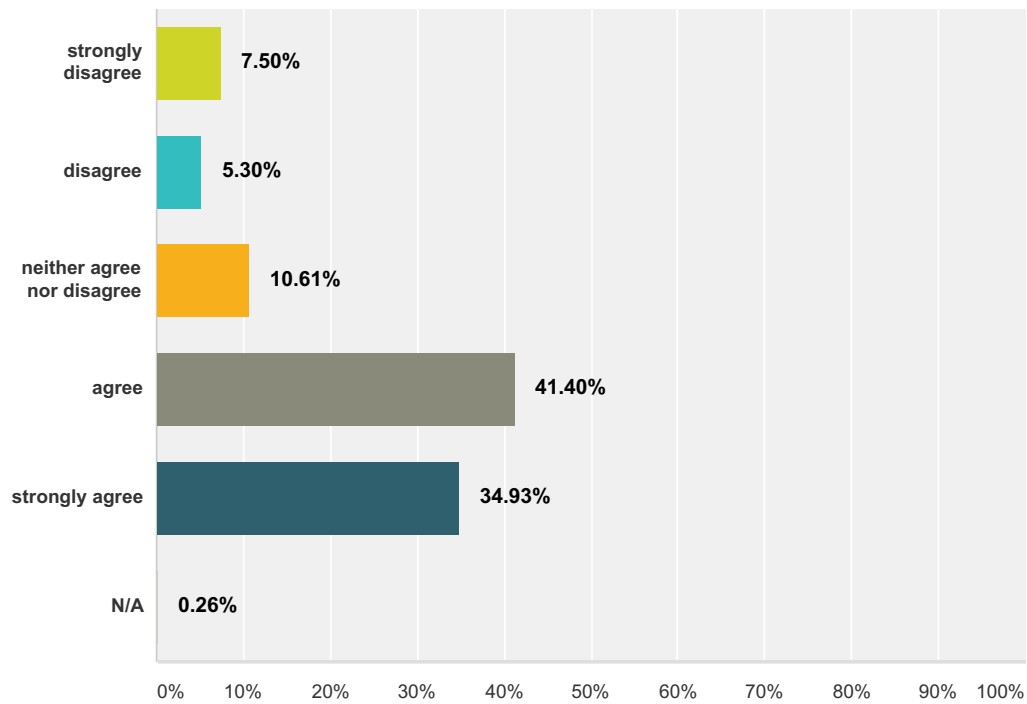
Answered: 793 Skipped: 31



Answer Choices	Responses	
strongly disagree	19.92%	158
disagree	19.29%	153
neither agree nor disagree	20.18%	160
agree	25.98%	206
strongly agree	14.38%	114
N/A	0.25%	2
<b>Total</b>		<b>793</b>

## Q16 My supervisor provides guidance and instruction regarding expectations.

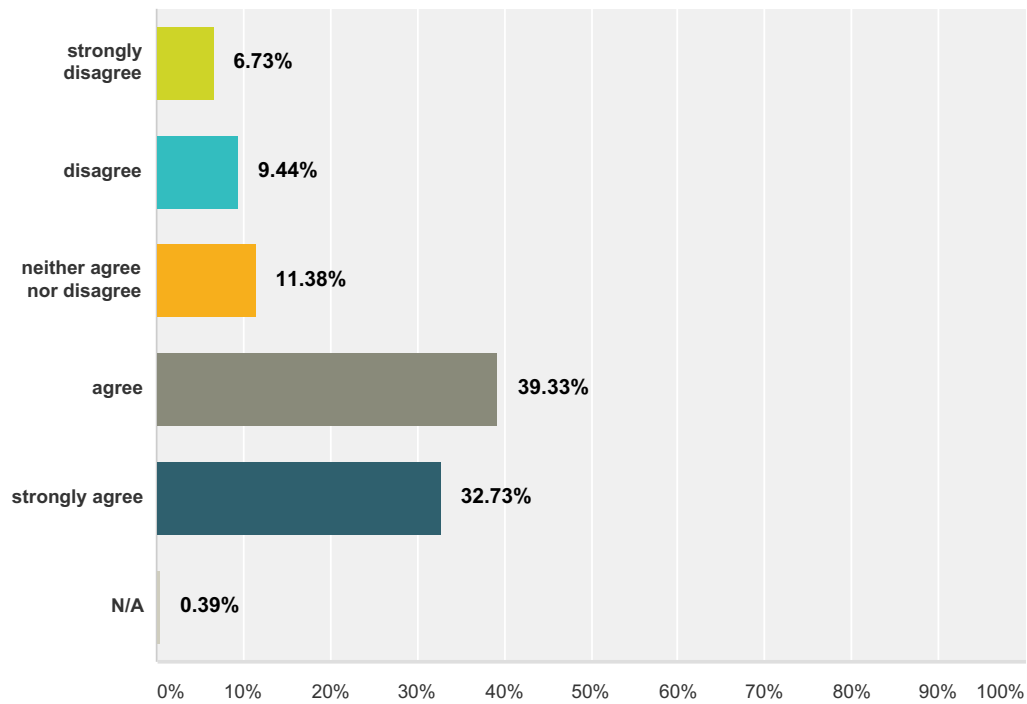
Answered: 773 Skipped: 51



Answer Choices	Responses	
strongly disagree	7.50%	58
disagree	5.30%	41
neither agree nor disagree	10.61%	82
agree	41.40%	320
strongly agree	34.93%	270
N/A	0.26%	2
<b>Total</b>		<b>773</b>

### Q17 My supervisor provides the resources and support for me to do my job.

Answered: 773 Skipped: 51

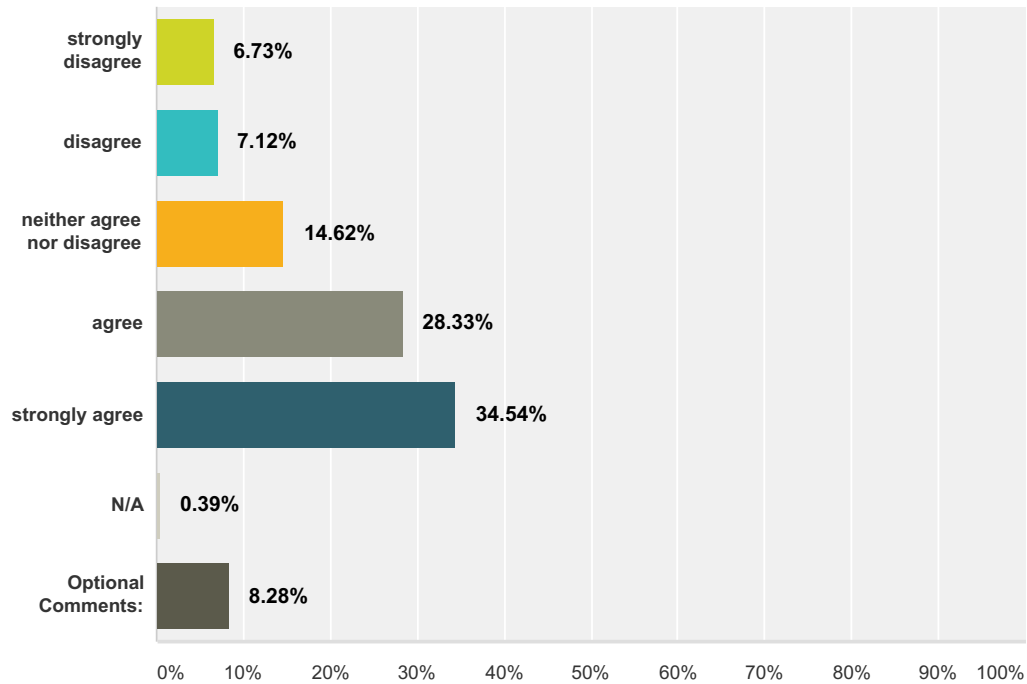


Answer Choices	Responses	
strongly disagree	6.73%	52
disagree	9.44%	73
neither agree nor disagree	11.38%	88
agree	39.33%	304
strongly agree	32.73%	253
N/A	0.39%	3
<b>Total</b>		<b>773</b>



### Q18 My supervisor leads by example.

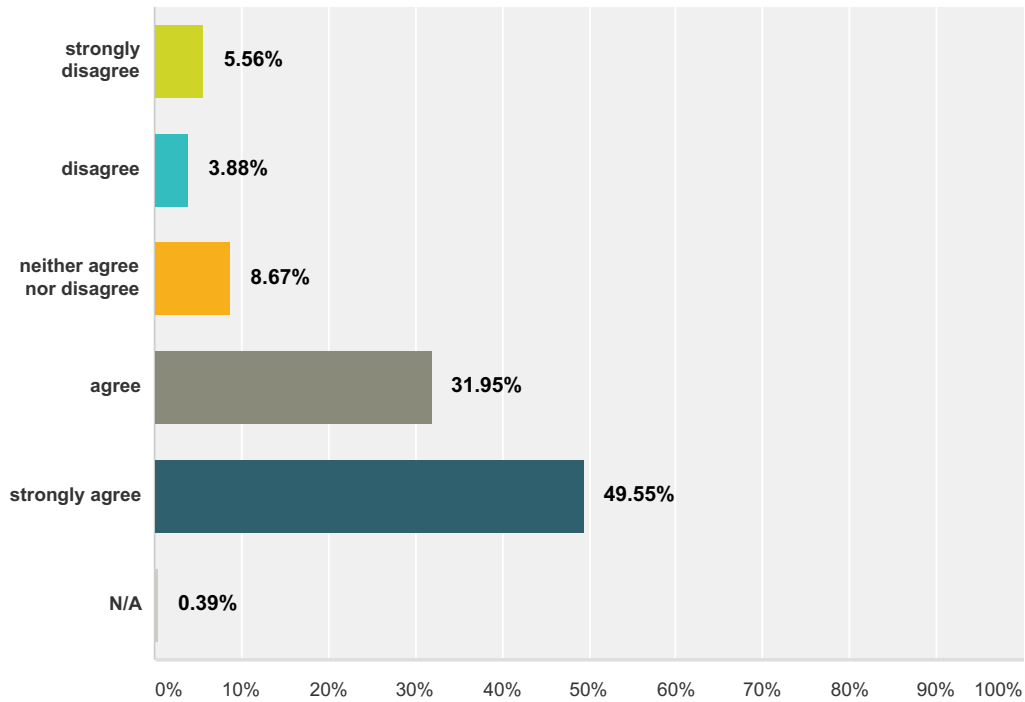
Answered: 773 Skipped: 51



Answer Choices	Responses	
strongly disagree	6.73%	52
disagree	7.12%	55
neither agree nor disagree	14.62%	113
agree	28.33%	219
strongly agree	34.54%	267
N/A	0.39%	3
Optional Comments:	8.28%	64
<b>Total</b>		<b>773</b>

## Q19 My supervisor is approachable.

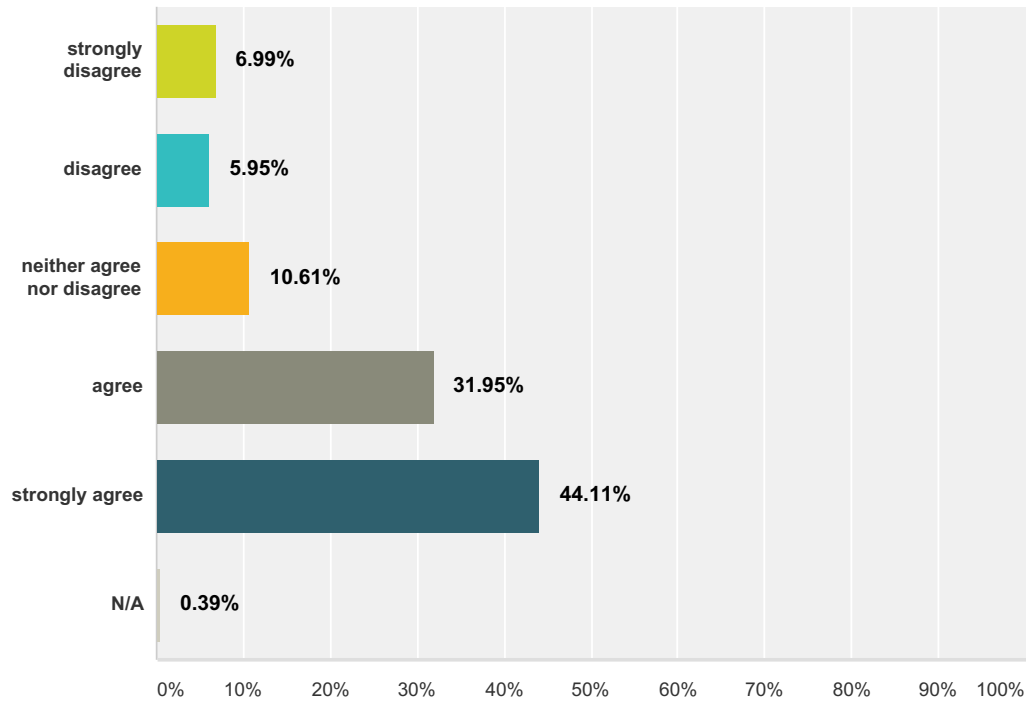
Answered: 773 Skipped: 51



Answer Choices	Responses	
strongly disagree	5.56%	43
disagree	3.88%	30
neither agree nor disagree	8.67%	67
agree	31.95%	247
strongly agree	49.55%	383
N/A	0.39%	3
<b>Total</b>		<b>773</b>

## Q20 My supervisor treats people fairly.

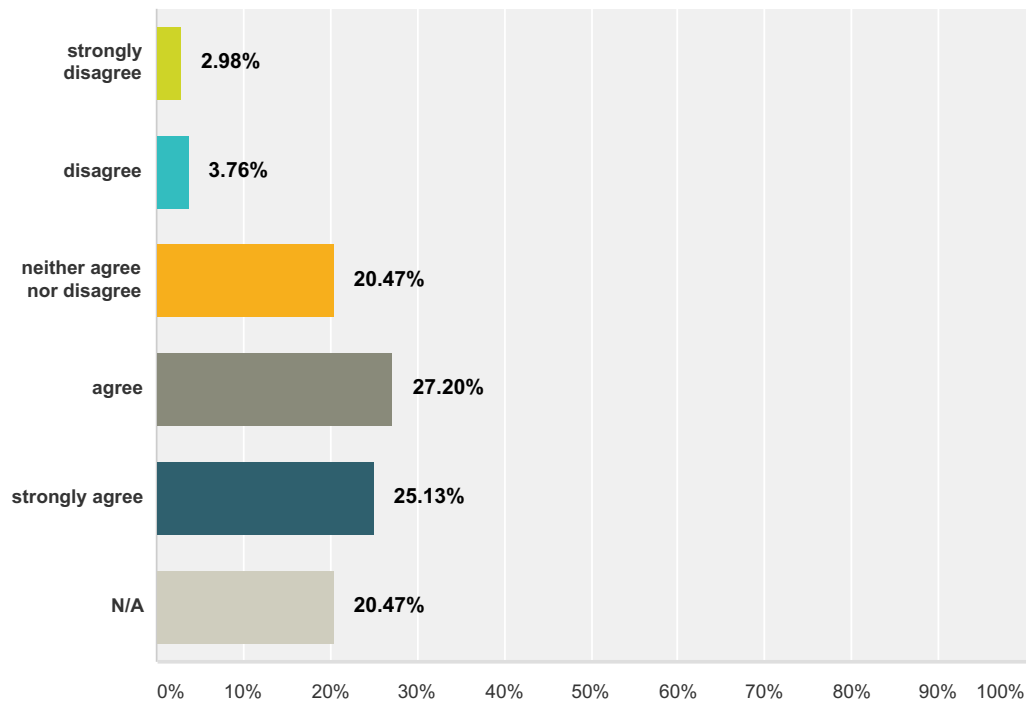
Answered: 773 Skipped: 51



Answer Choices	Responses	
strongly disagree	6.99%	54
disagree	5.95%	46
neither agree nor disagree	10.61%	82
agree	31.95%	247
strongly agree	44.11%	341
N/A	0.39%	3
<b>Total</b>		<b>773</b>

## Q21 My supervisor uses financial resources efficiently and effectively.

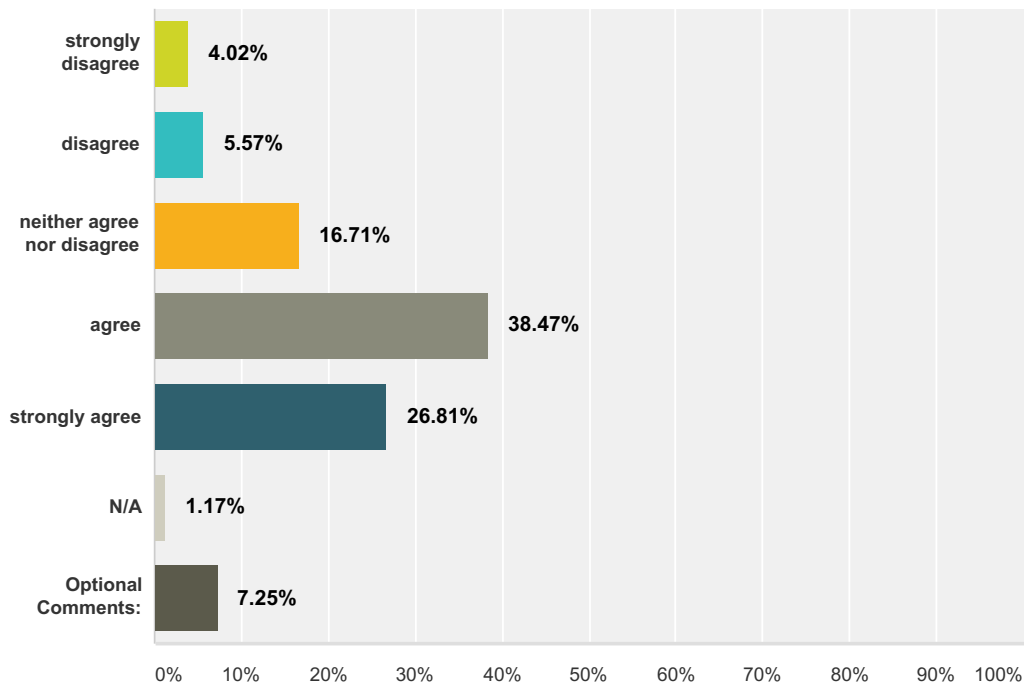
Answered: 772 Skipped: 52



Answer Choices	Responses	
strongly disagree	2.98%	23
disagree	3.76%	29
neither agree nor disagree	20.47%	158
agree	27.20%	210
strongly agree	25.13%	194
N/A	20.47%	158
<b>Total</b>		<b>772</b>

## Q22 My supervisor takes actions to hold others accountable.

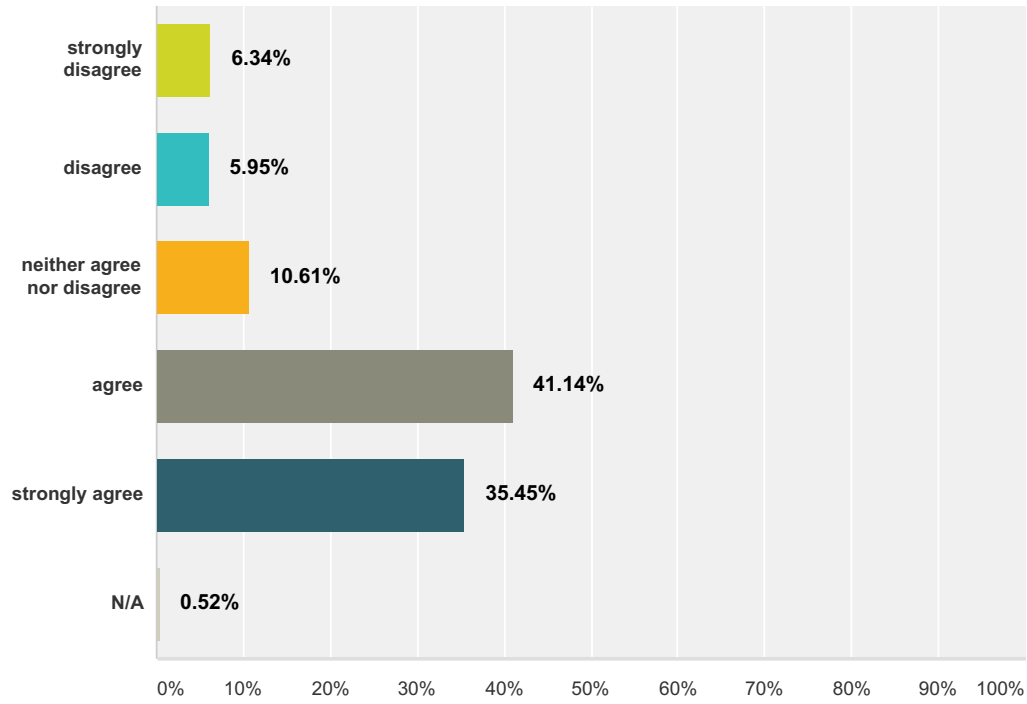
Answered: 772 Skipped: 52



Answer Choices	Responses	
strongly disagree	4.02%	31
disagree	5.57%	43
neither agree nor disagree	16.71%	129
agree	38.47%	297
strongly agree	26.81%	207
N/A	1.17%	9
Optional Comments:	7.25%	56
<b>Total</b>		<b>772</b>

**Q23 My supervisor makes sound judgments based upon common sense, practical experience, and applicable laws.**

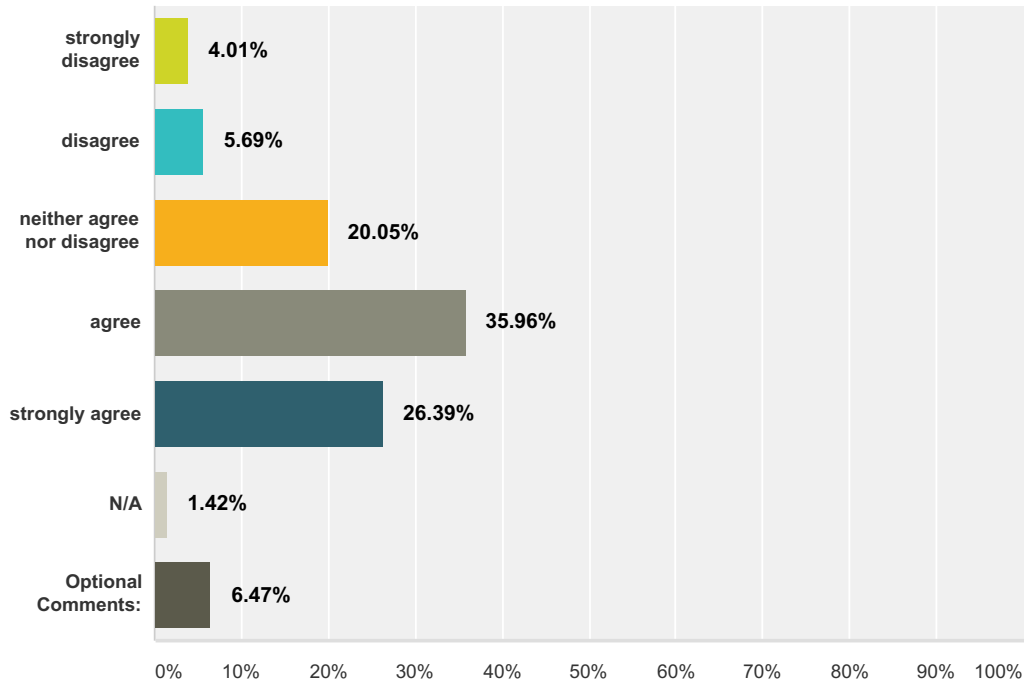
Answered: 773 Skipped: 51



Answer Choices	Responses	
strongly disagree	6.34%	49
disagree	5.95%	46
neither agree nor disagree	10.61%	82
agree	41.14%	318
strongly agree	35.45%	274
N/A	0.52%	4
<b>Total</b>		<b>773</b>

## Q24 My supervisor supports organizational change in a positive and productive manner.

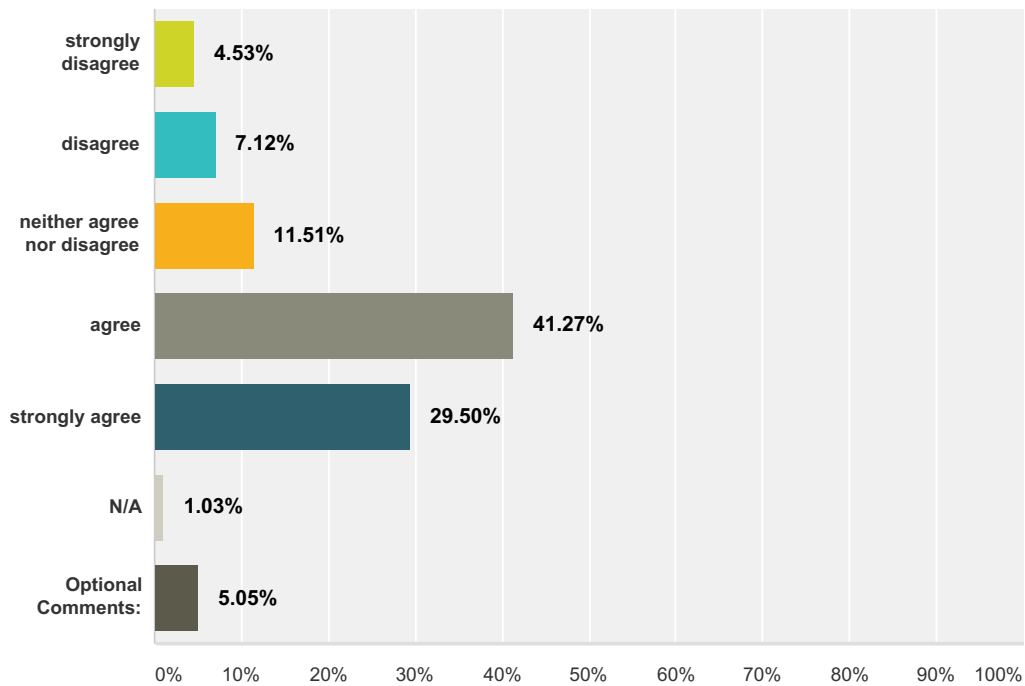
Answered: 773 Skipped: 51



Answer Choices	Responses	
strongly disagree	4.01%	31
disagree	5.69%	44
neither agree nor disagree	20.05%	155
agree	35.96%	278
strongly agree	26.39%	204
N/A	1.42%	11
Optional Comments:	6.47%	50
<b>Total</b>		<b>773</b>

## Q25 My supervisor clearly communicates ideas verbally and in writing.

Answered: 773 Skipped: 51

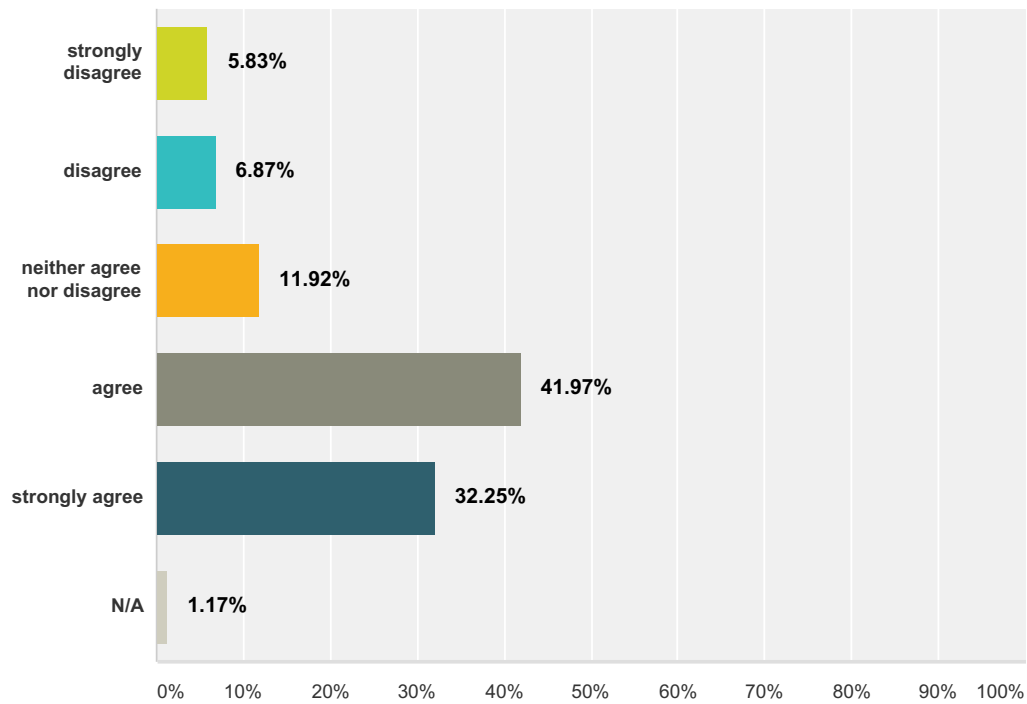


Answer Choices	Responses	
strongly disagree	4.53%	35
disagree	7.12%	55
neither agree nor disagree	11.51%	89
agree	41.27%	319
strongly agree	29.50%	228
N/A	1.03%	8
Optional Comments:	5.05%	39
<b>Total</b>		<b>773</b>



## Q26 My supervisor listens to what others have to say.

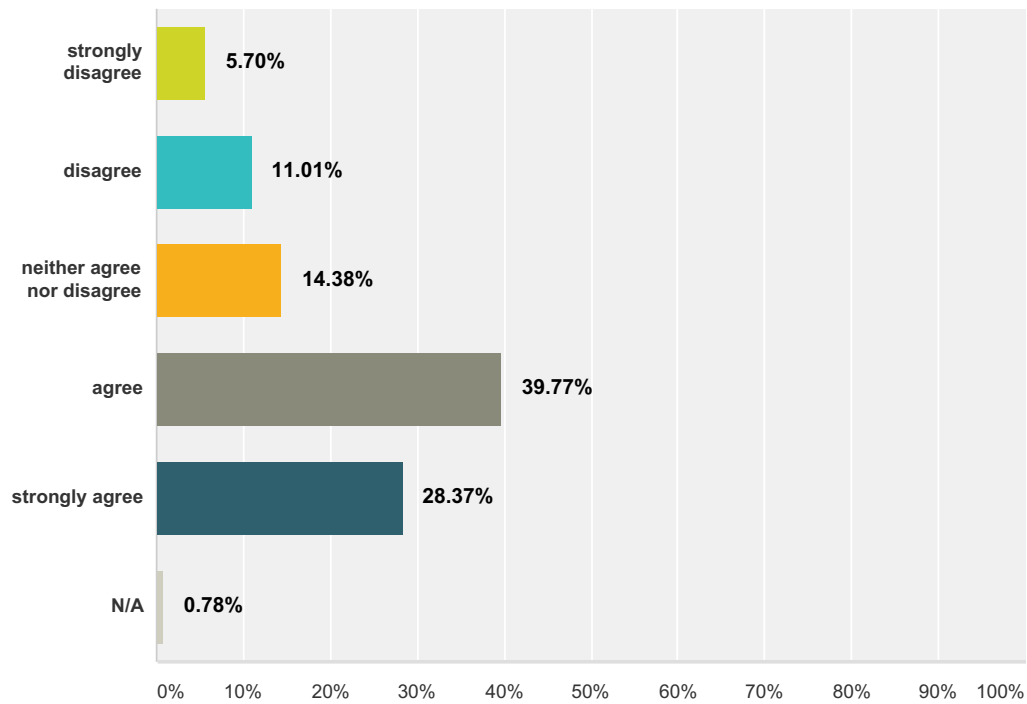
Answered: 772 Skipped: 52



Answer Choices	Responses	
strongly disagree	5.83%	45
disagree	6.87%	53
neither agree nor disagree	11.92%	92
agree	41.97%	324
strongly agree	32.25%	249
N/A	1.17%	9
<b>Total</b>		<b>772</b>

## Q27 My supervisor proactively addresses issues or problems.

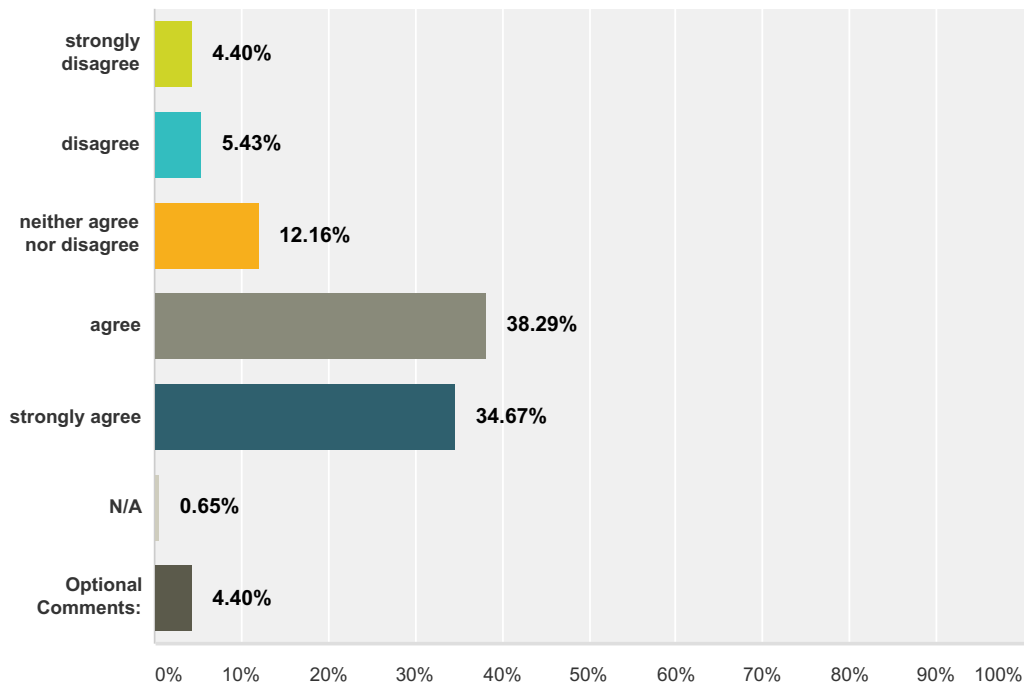
Answered: 772 Skipped: 52



Answer Choices	Responses	
strongly disagree	5.70%	44
disagree	11.01%	85
neither agree nor disagree	14.38%	111
agree	39.77%	307
strongly agree	28.37%	219
N/A	0.78%	6
<b>Total</b>		<b>772</b>

## Q28 My supervisor promotes and supports sharing job knowledge.

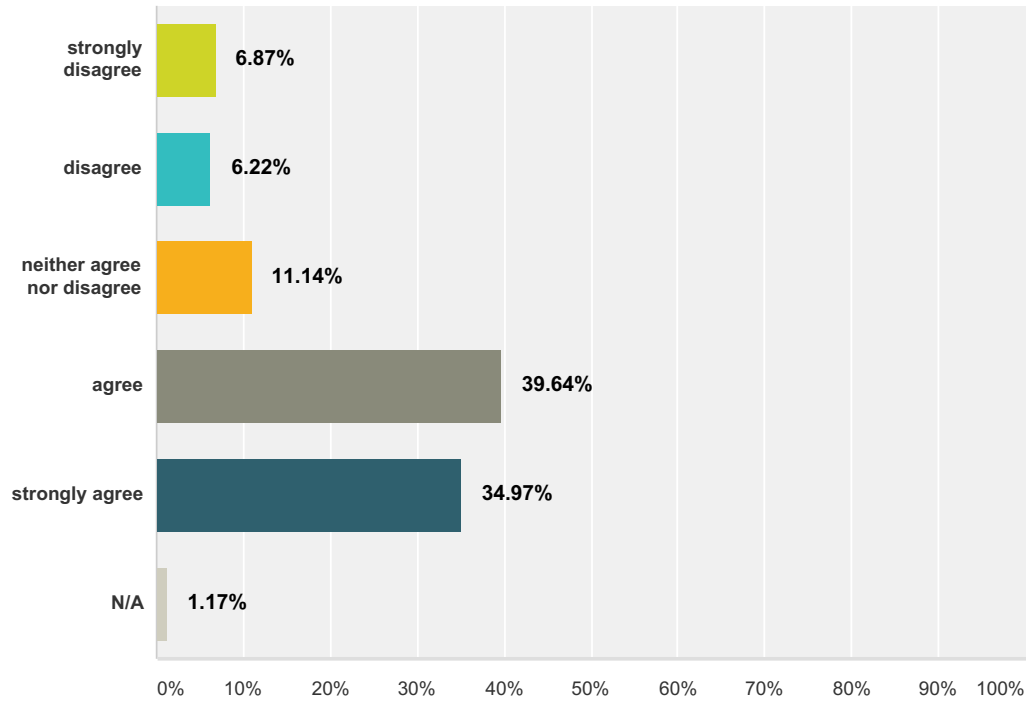
Answered: 773 Skipped: 51



Answer Choices	Responses	
strongly disagree	4.40%	34
disagree	5.43%	42
neither agree nor disagree	12.16%	94
agree	38.29%	296
strongly agree	34.67%	268
N/A	0.65%	5
Optional Comments:	4.40%	34
<b>Total</b>		<b>773</b>

**Q29 My supervisor has sufficient technical skill necessary to perform the job or coach others with less skill.**

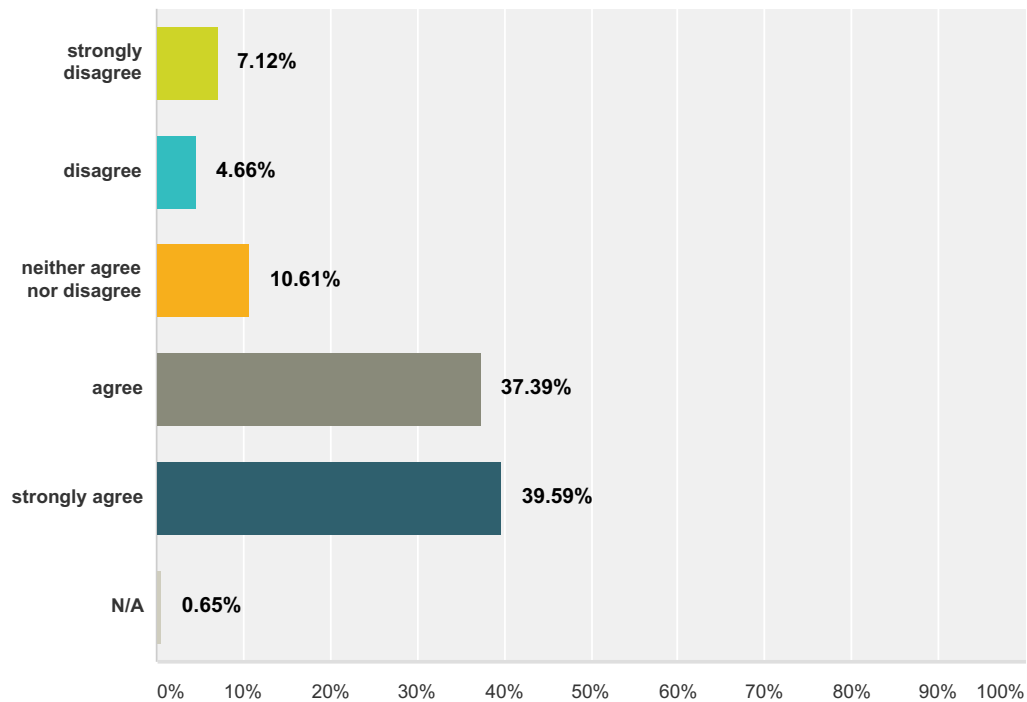
Answered: 772 Skipped: 52



Answer Choices	Responses	
strongly disagree	6.87%	53
disagree	6.22%	48
neither agree nor disagree	11.14%	86
agree	39.64%	306
strongly agree	34.97%	270
N/A	1.17%	9
<b>Total</b>		<b>772</b>

### Q30 My supervisor acts with integrity, honesty, fairness, and empathy.

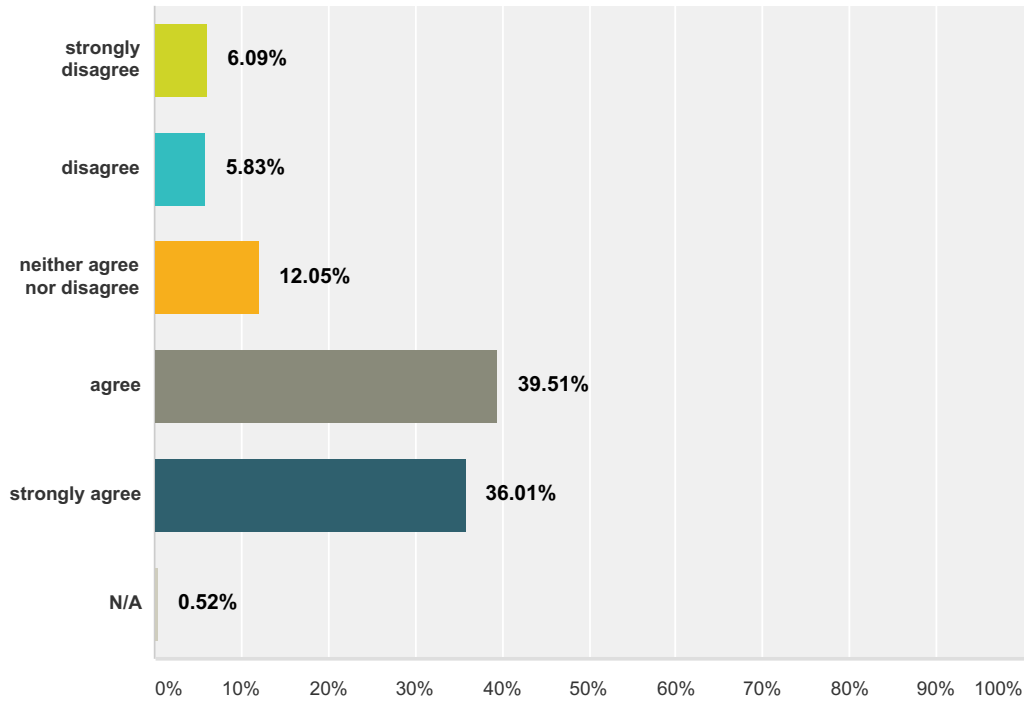
Answered: 773 Skipped: 51



Answer Choices	Responses	
strongly disagree	7.12%	55
disagree	4.66%	36
neither agree nor disagree	10.61%	82
agree	37.39%	289
strongly agree	39.59%	306
N/A	0.65%	5
<b>Total</b>		<b>773</b>

### Q31 My supervisor recognizes and appreciates employees who are doing a good job.

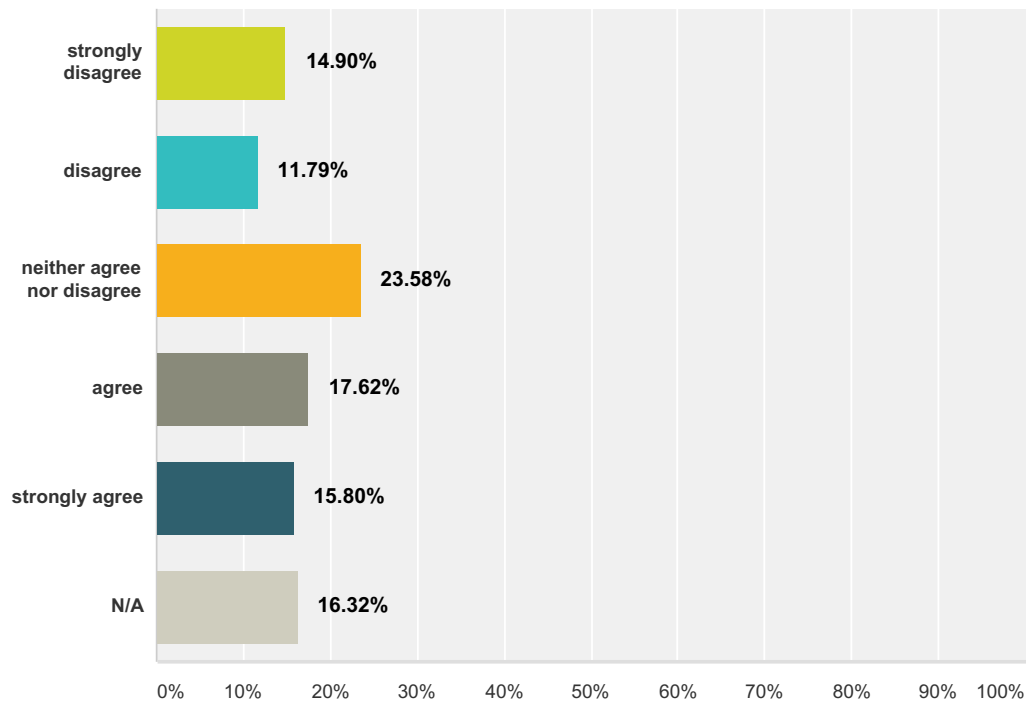
Answered: 772 Skipped: 52



Answer Choices	Responses	
strongly disagree	6.09%	47
disagree	5.83%	45
neither agree nor disagree	12.05%	93
agree	39.51%	305
strongly agree	36.01%	278
N/A	0.52%	4
<b>Total</b>		<b>772</b>

### Q32 My supervisor awards promotions in my work unit based on merit.

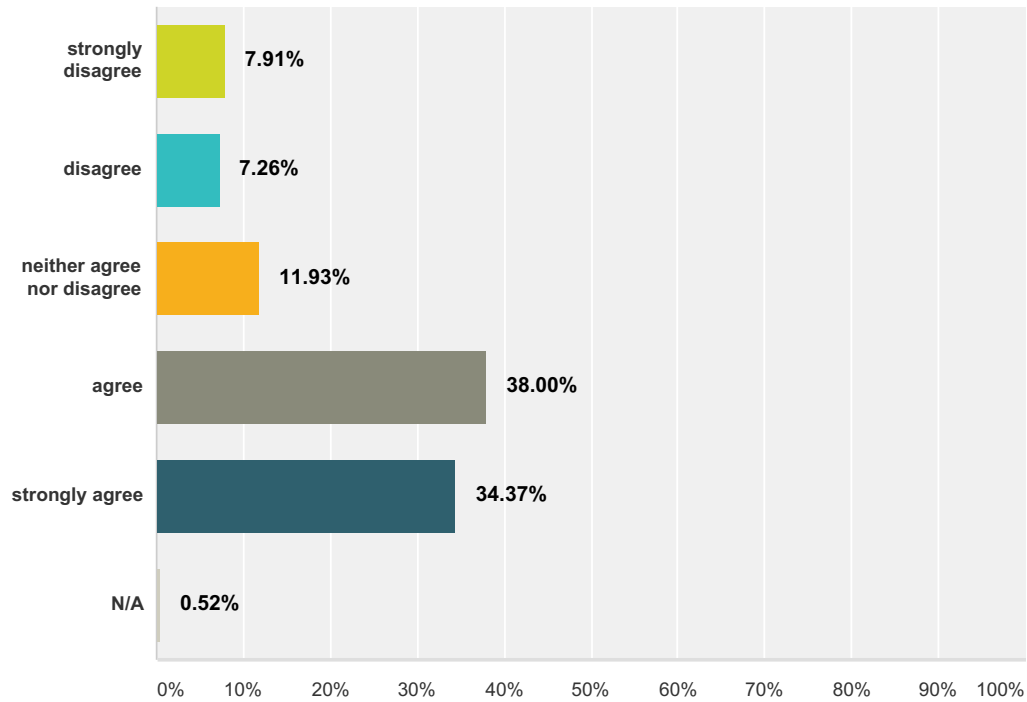
Answered: 772 Skipped: 52



Answer Choices	Responses	
strongly disagree	14.90%	115
disagree	11.79%	91
neither agree nor disagree	23.58%	182
agree	17.62%	136
strongly agree	15.80%	122
N/A	16.32%	126
<b>Total</b>		<b>772</b>

### Q33 I have trust and confidence in my supervisor as a leader.

Answered: 771 Skipped: 53

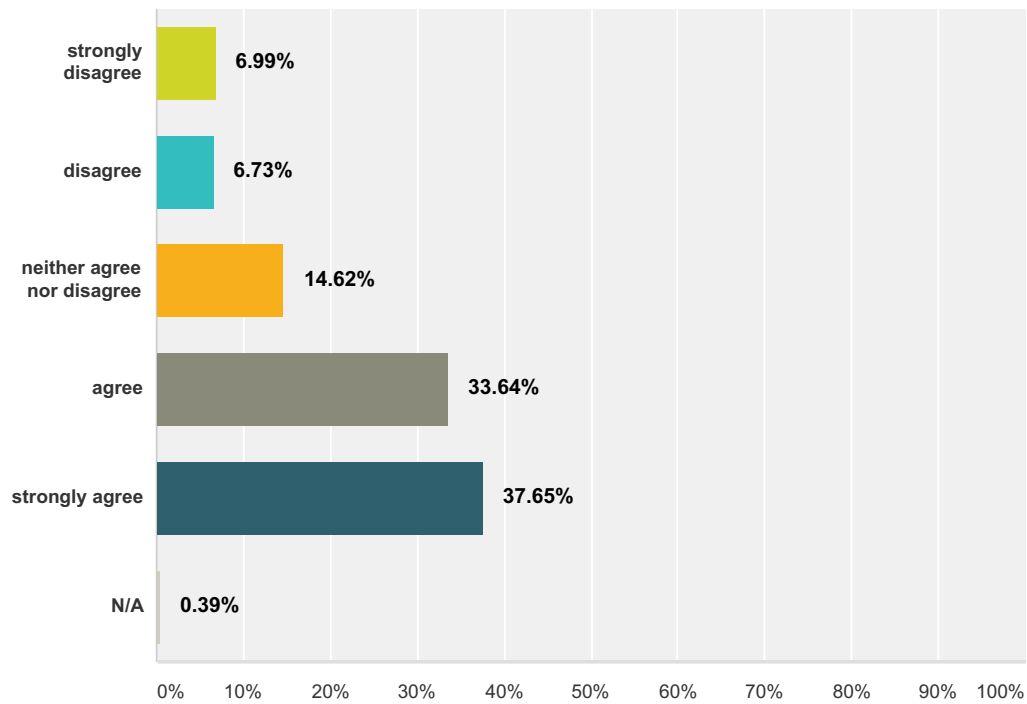


Answer Choices	Responses	
strongly disagree	7.91%	61
disagree	7.26%	56
neither agree nor disagree	11.93%	92
agree	38.00%	293
strongly agree	34.37%	265
N/A	0.52%	4
<b>Total</b>		<b>771</b>



### Q34 My supervisor cares about me as a person.

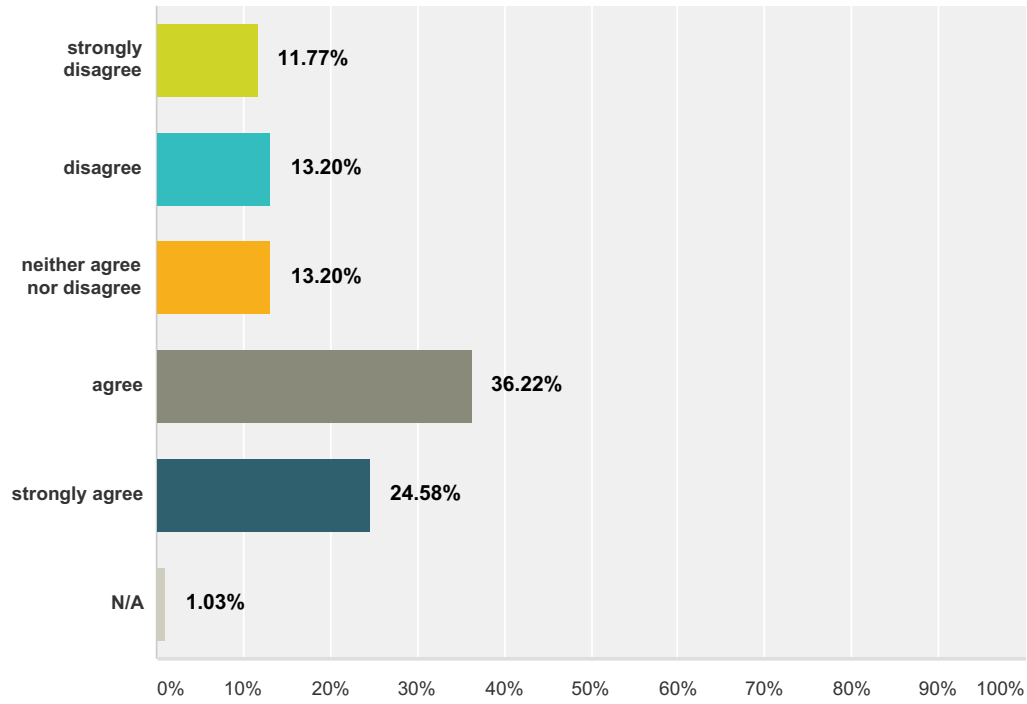
Answered: 773 Skipped: 51



Answer Choices	Responses	
strongly disagree	6.99%	54
disagree	6.73%	52
neither agree nor disagree	14.62%	113
agree	33.64%	260
strongly agree	37.65%	291
N/A	0.39%	3
<b>Total</b>		<b>773</b>

**Q35 I have opportunities to voice my ideas about making work more efficient and/or to meet the public's needs more effectively.**

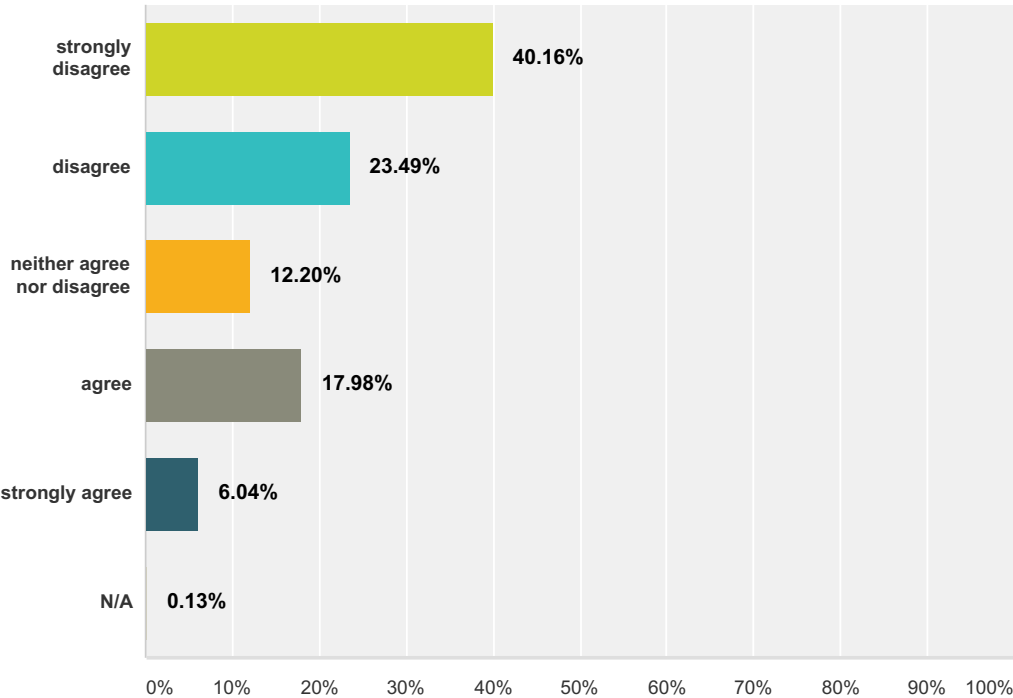
Answered: 773 Skipped: 51



Answer Choices	Responses	
strongly disagree	11.77%	91
disagree	13.20%	102
neither agree nor disagree	13.20%	102
agree	36.22%	280
strongly agree	24.58%	190
N/A	1.03%	8
<b>Total</b>		<b>773</b>

Q36 Morale at work is good.

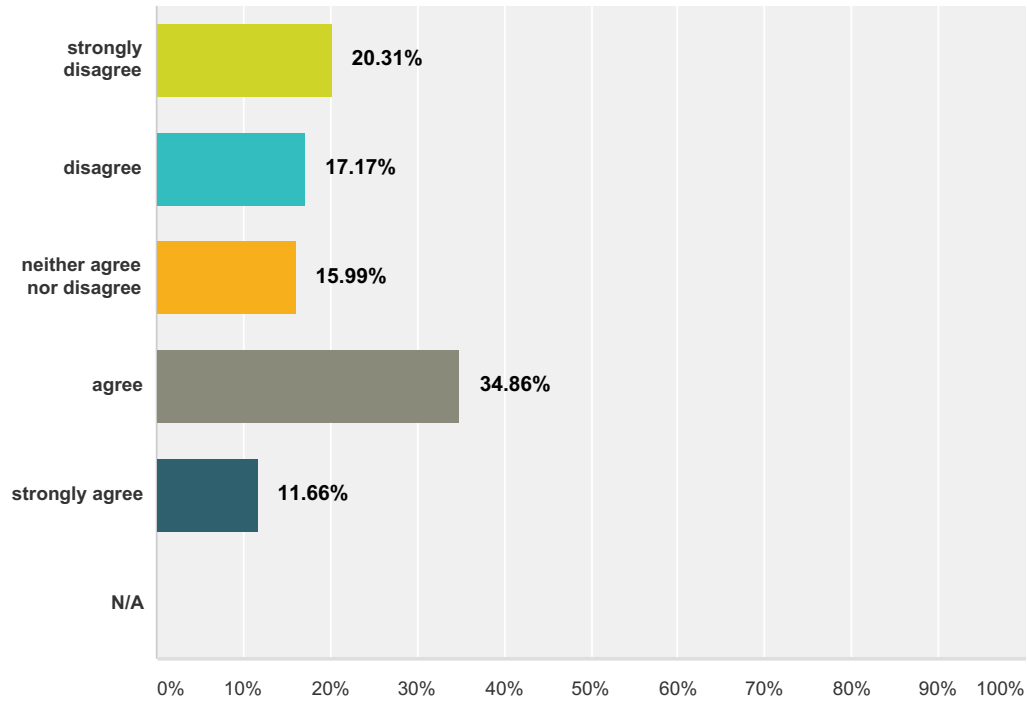
Answered: 762 Skipped: 62



Answer Choices	Responses	
strongly disagree	40.16%	306
disagree	23.49%	179
neither agree nor disagree	12.20%	93
agree	17.98%	137
strongly agree	6.04%	46
N/A	0.13%	1
Total		762

**Q37 I have the technology needed (e.g. software, hardware, ect.) to get my job done.**

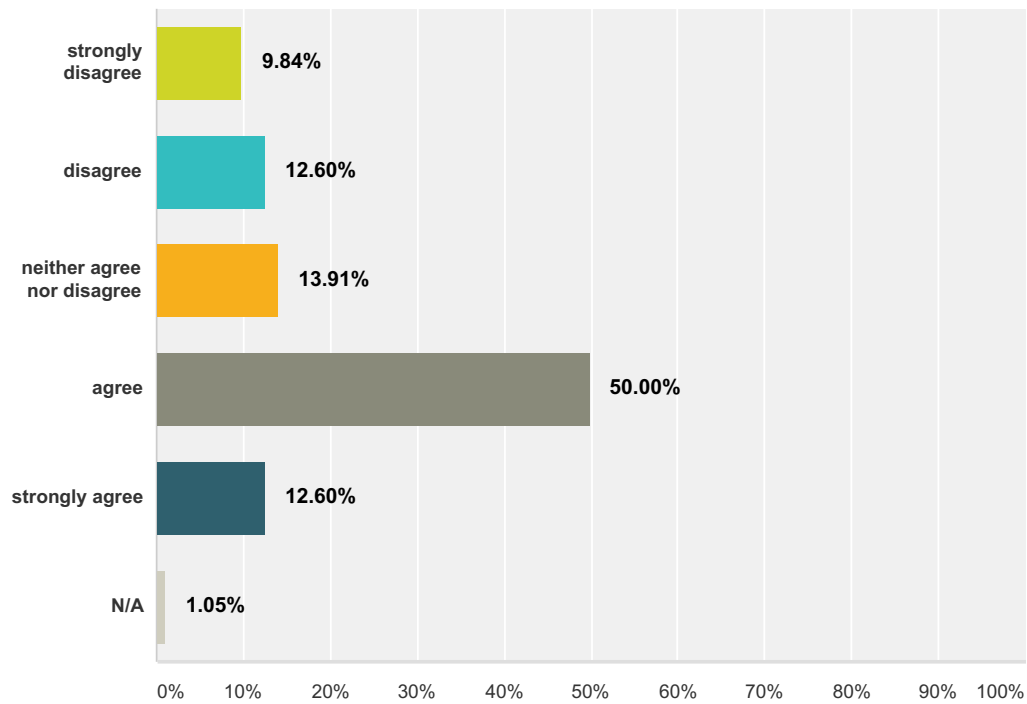
Answered: 763 Skipped: 61



Answer Choices	Responses	
strongly disagree	20.31%	155
disagree	17.17%	131
neither agree nor disagree	15.99%	122
agree	34.86%	266
strongly agree	11.66%	89
N/A	0.00%	0
<b>Total</b>		<b>763</b>

### Q38 I have the tools needed to execute my administrative and reporting requirements.

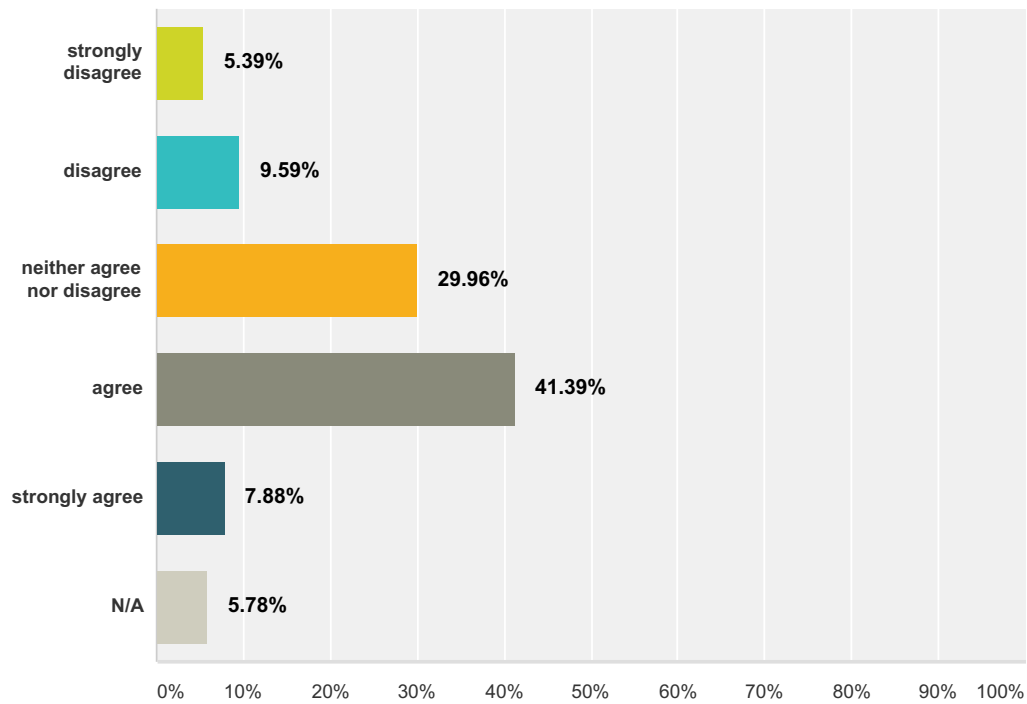
Answered: 762 Skipped: 62



Answer Choices	Responses	
strongly disagree	9.84%	75
disagree	12.60%	96
neither agree nor disagree	13.91%	106
agree	50.00%	381
strongly agree	12.60%	96
N/A	1.05%	8
<b>Total</b>		<b>762</b>

### Q39 Employees report misconduct to the appropriate authorities.

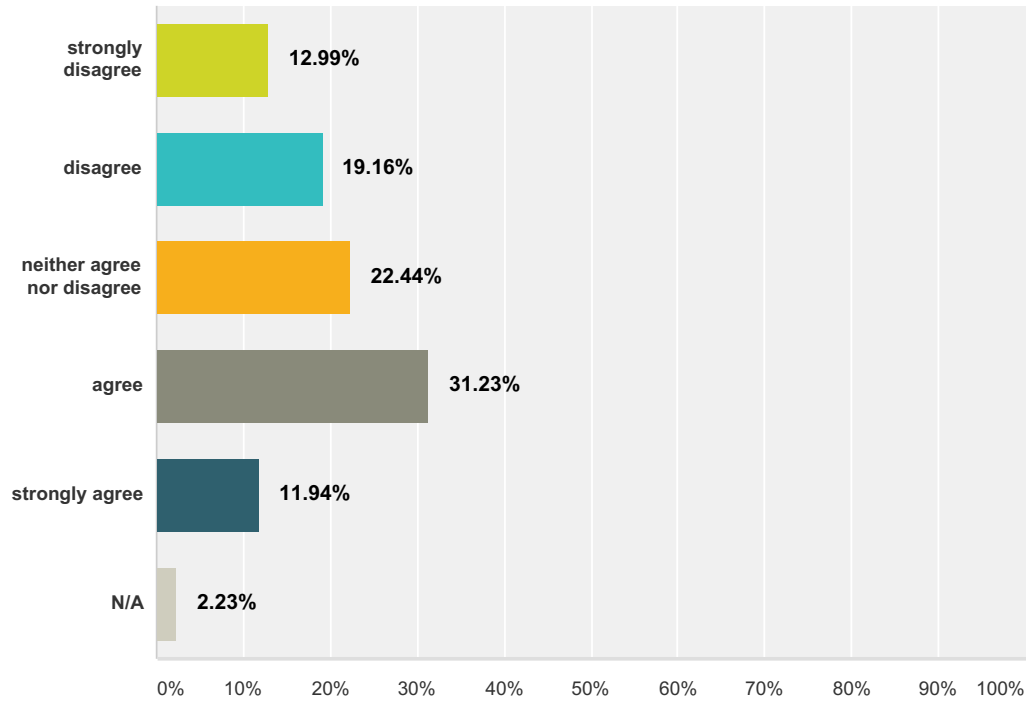
Answered: 761 Skipped: 63



Answer Choices	Responses	
strongly disagree	5.39%	41
disagree	9.59%	73
neither agree nor disagree	29.96%	228
agree	41.39%	315
strongly agree	7.88%	60
N/A	5.78%	44
<b>Total</b>		<b>761</b>

**Q40 I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.**

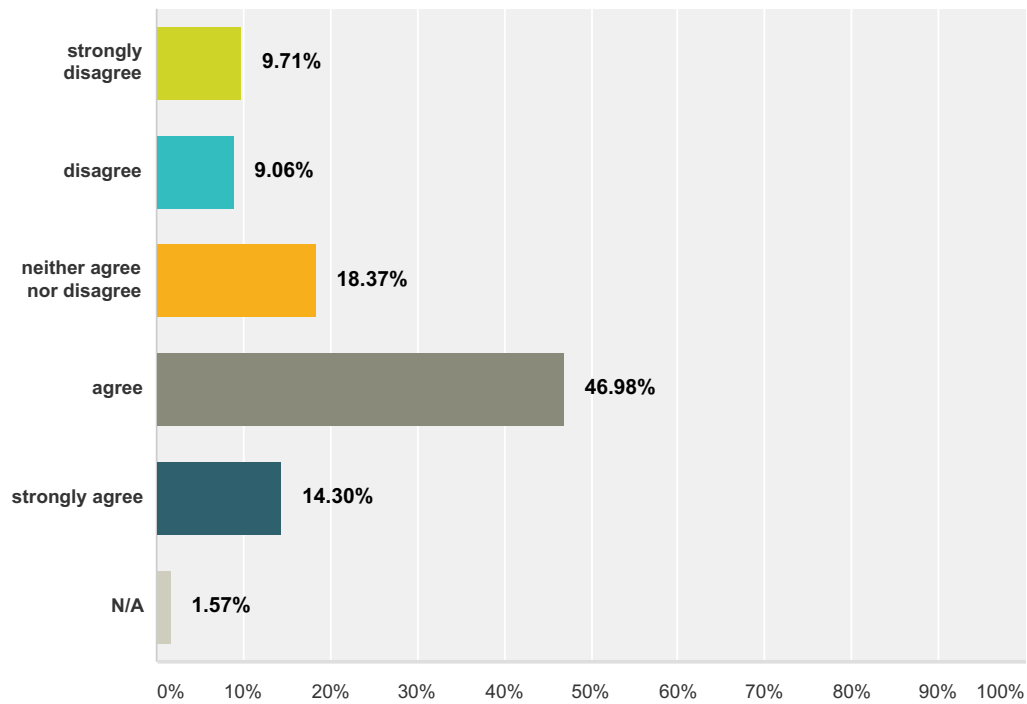
Answered: 762 Skipped: 62



Answer Choices	Responses	
strongly disagree	12.99%	99
disagree	19.16%	146
neither agree nor disagree	22.44%	171
agree	31.23%	238
strongly agree	11.94%	91
N/A	2.23%	17
<b>Total</b>		<b>762</b>

### Q41 Employees are protected from health and safety hazards on the job.

Answered: 762 Skipped: 62

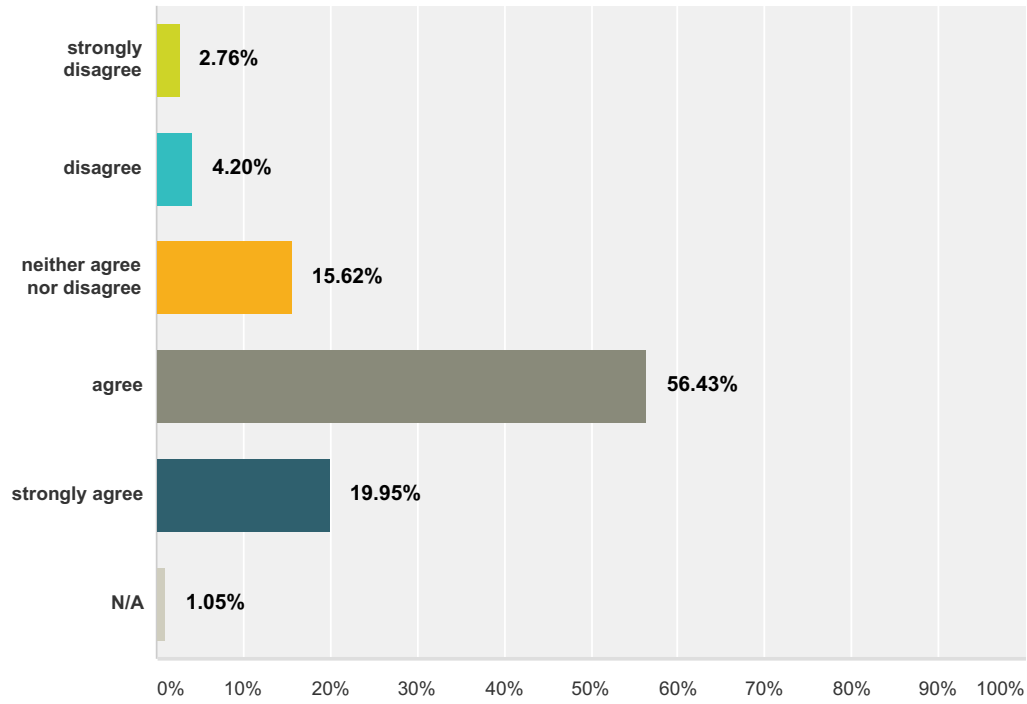


Answer Choices	Responses	
strongly disagree	9.71%	74
disagree	9.06%	69
neither agree nor disagree	18.37%	140
agree	46.98%	358
strongly agree	14.30%	109
N/A	1.57%	12
<b>Total</b>		<b>762</b>



## Q42 Access to information systems and confidential information is adequately controlled.

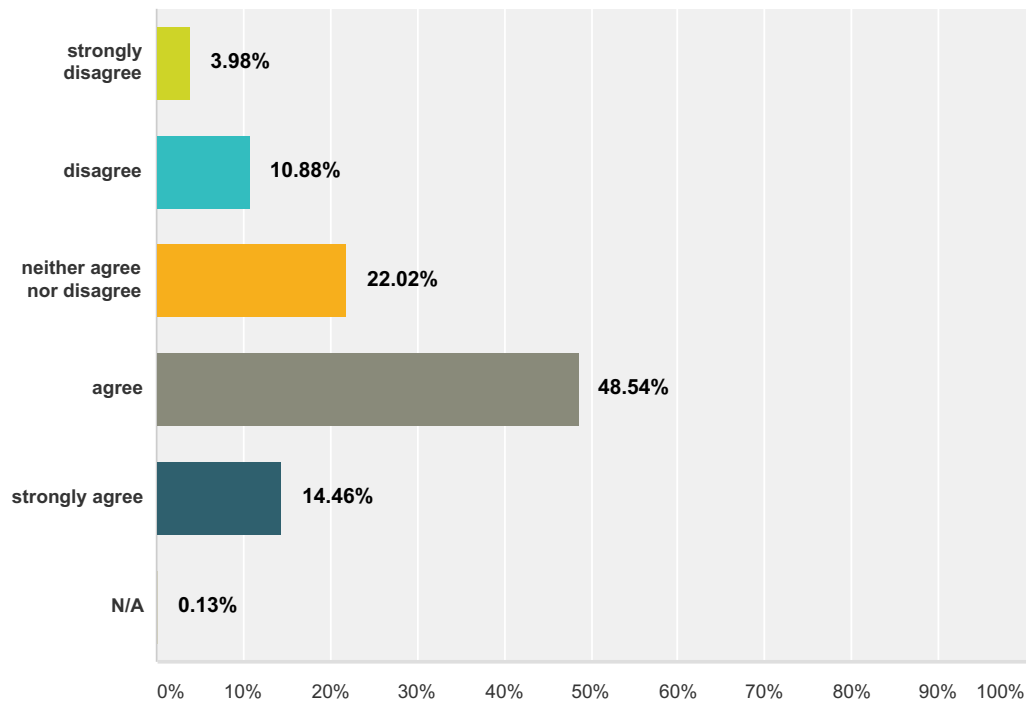
Answered: 762 Skipped: 62



Answer Choices	Responses	
strongly disagree	2.76%	21
disagree	4.20%	32
neither agree nor disagree	15.62%	119
agree	56.43%	430
strongly agree	19.95%	152
N/A	1.05%	8
<b>Total</b>		<b>762</b>

### Q43 The employees here are competent and know how to get the job done.

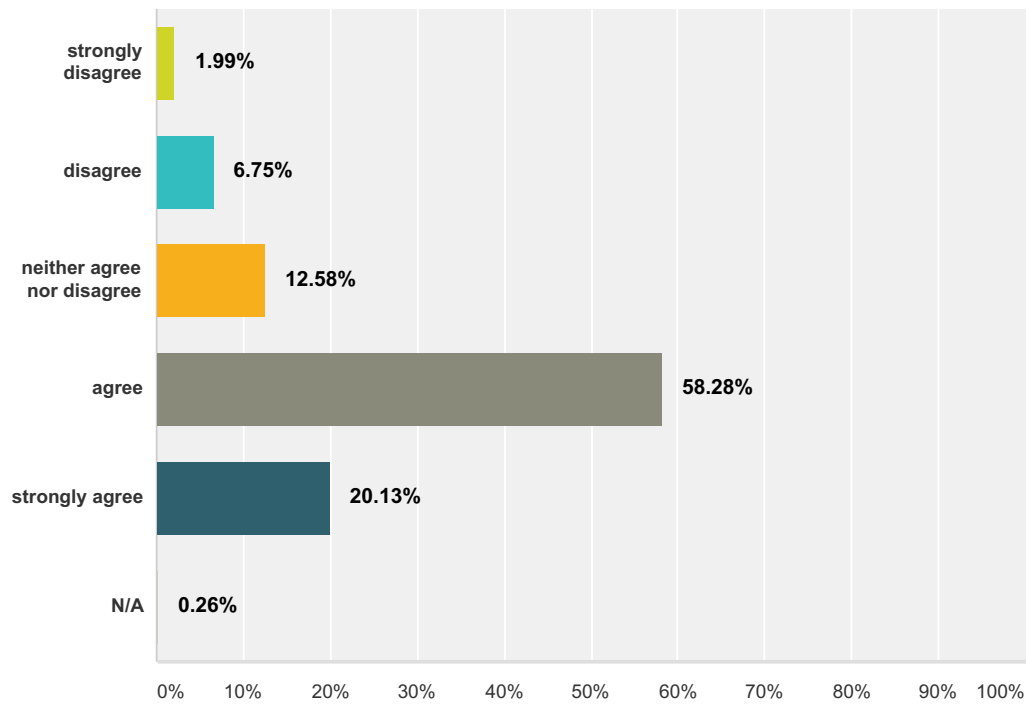
Answered: 754 Skipped: 70



Answer Choices	Responses	
strongly disagree	3.98%	30
disagree	10.88%	82
neither agree nor disagree	22.02%	166
agree	48.54%	366
strongly agree	14.46%	109
N/A	0.13%	1
<b>Total</b>		<b>754</b>

### Q44 The people in my Division conduct themselves in a professional manner.

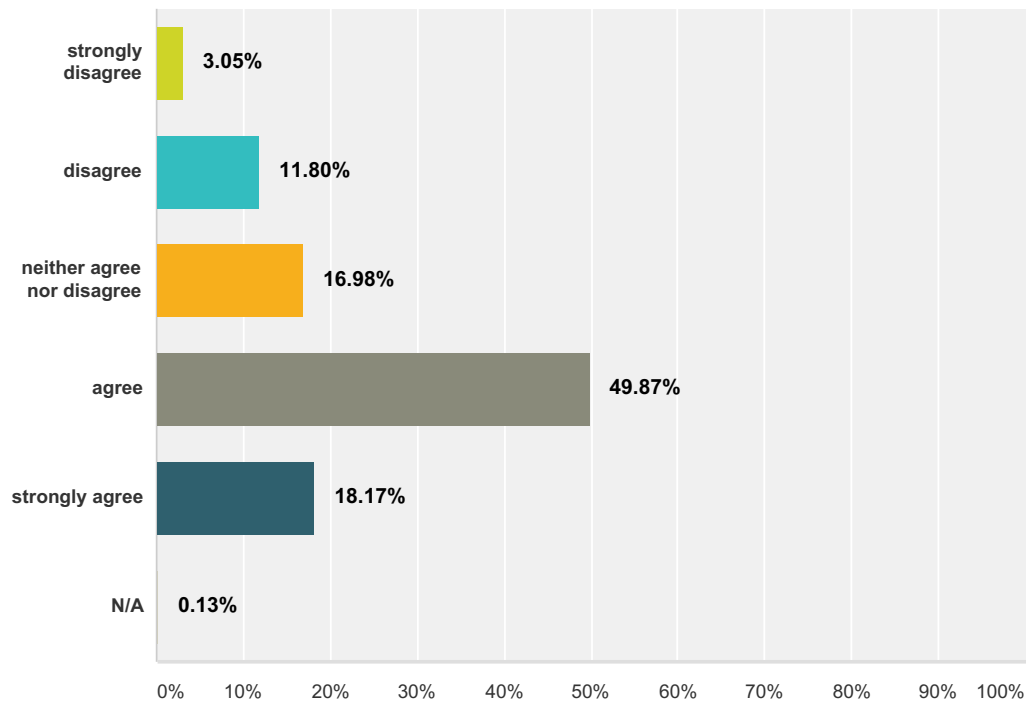
Answered: 755 Skipped: 69



Answer Choices	Responses	
strongly disagree	1.99%	15
disagree	6.75%	51
neither agree nor disagree	12.58%	95
agree	58.28%	440
strongly agree	20.13%	152
N/A	0.26%	2
<b>Total</b>		<b>755</b>

### Q45 The people in my Division treat each other with respect and consideration.

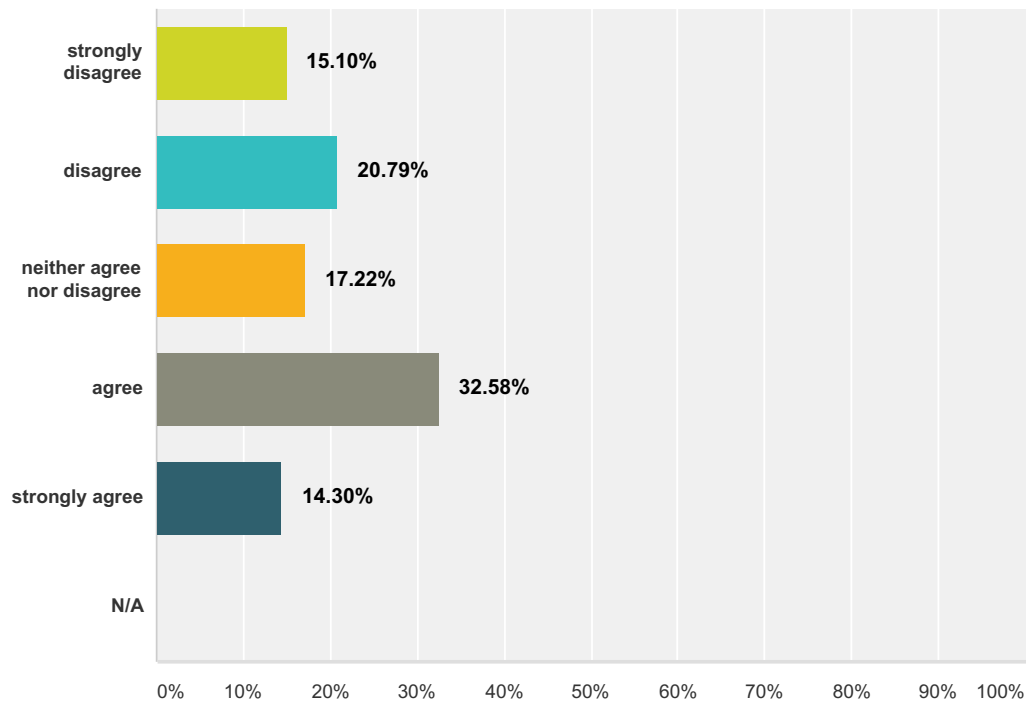
Answered: 754 Skipped: 70



Answer Choices	Responses	
strongly disagree	3.05%	23
disagree	11.80%	89
neither agree nor disagree	16.98%	128
agree	49.87%	376
strongly agree	18.17%	137
N/A	0.13%	1
<b>Total</b>		<b>754</b>

### Q46 People in my Division are treated in a fair and consistent manner.

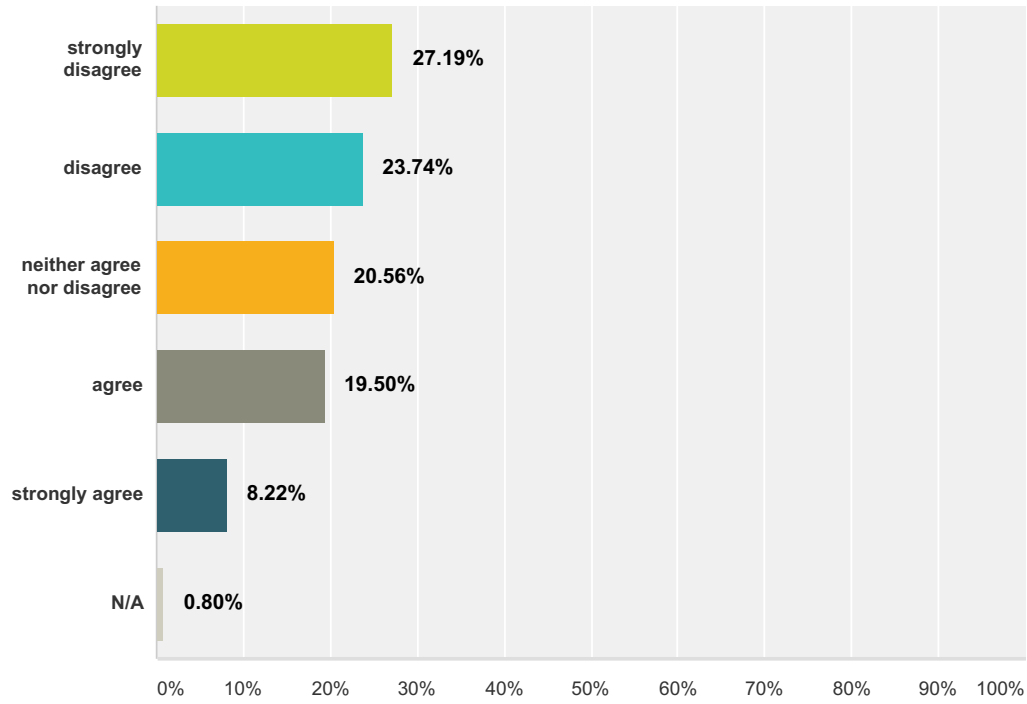
Answered: 755 Skipped: 69



Answer Choices	Responses	
strongly disagree	15.10%	114
disagree	20.79%	157
neither agree nor disagree	17.22%	130
agree	32.58%	246
strongly agree	14.30%	108
N/A	0.00%	0
<b>Total</b>		<b>755</b>

**Q47 Personnel policies (e.g., performance appraisal, promotion, rewards) are applied consistently across employees.**

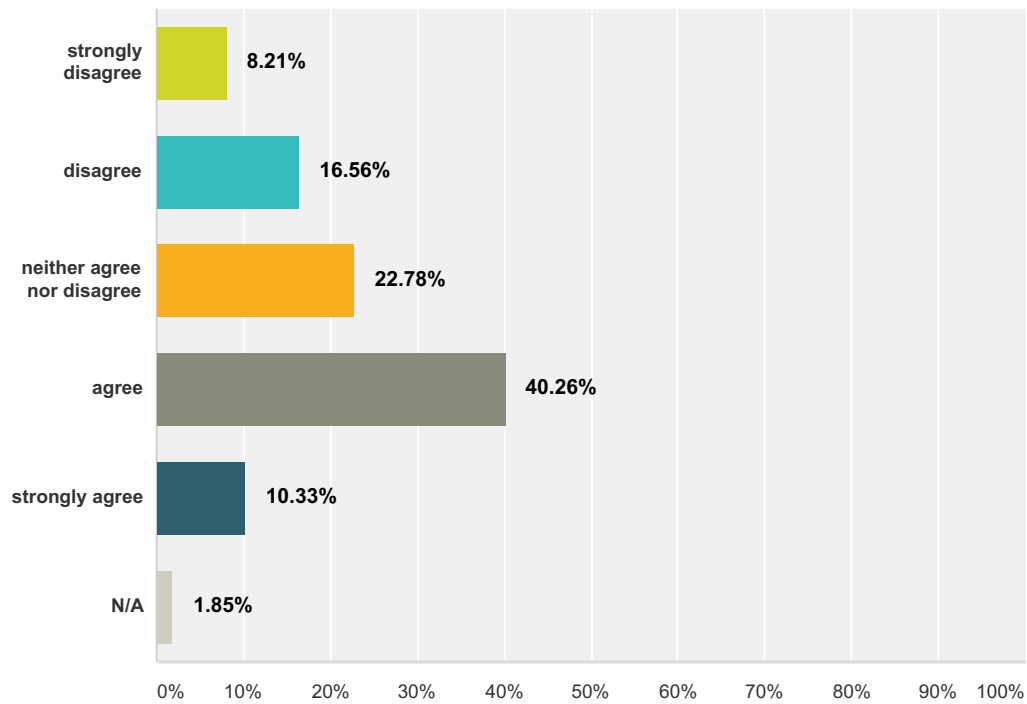
Answered: 754 Skipped: 70



Answer Choices	Responses	
strongly disagree	27.19%	205
disagree	23.74%	179
neither agree nor disagree	20.56%	155
agree	19.50%	147
strongly agree	8.22%	62
N/A	0.80%	6
<b>Total</b>		<b>754</b>

### Q48 In my work unit, steps are taken to deal with poor performance.

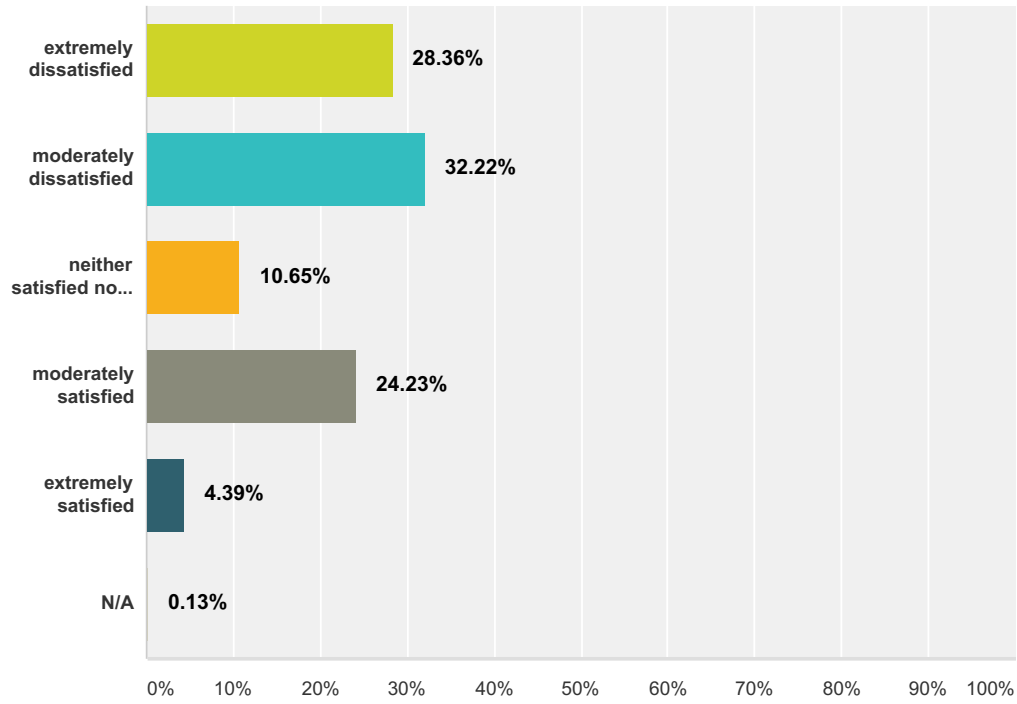
Answered: 755 Skipped: 69



Answer Choices	Responses	
strongly disagree	8.21%	62
disagree	16.56%	125
neither agree nor disagree	22.78%	172
agree	40.26%	304
strongly agree	10.33%	78
N/A	1.85%	14
<b>Total</b>		<b>755</b>

**Q49 Considering everything, how satisfied are you with your total compensation (e.g., salary, bonus, benefits, etc.)?**

Answered: 751 Skipped: 73

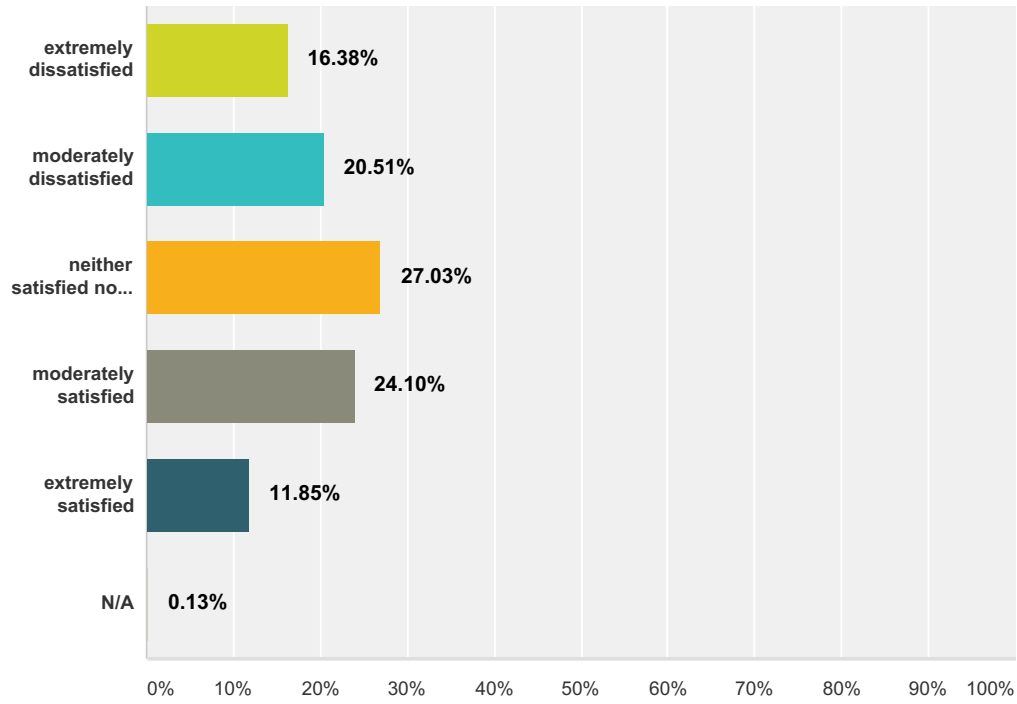


Answer Choices	Responses	
extremely dissatisfied	28.36%	213
moderately dissatisfied	32.22%	242
neither satisfied nor dissatisfied	10.65%	80
moderately satisfied	24.23%	182
extremely satisfied	4.39%	33
N/A	0.13%	1
<b>Total</b>		<b>751</b>



### Q50 How satisfied are you with the recognition you receive for doing a good job?

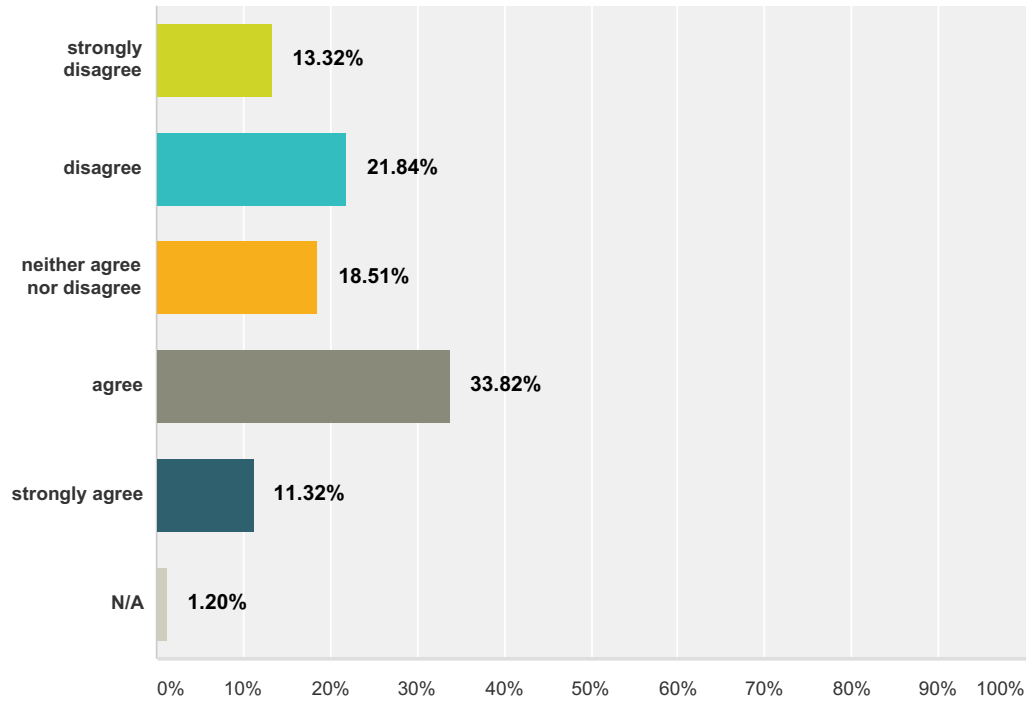
Answered: 751 Skipped: 73



Answer Choices	Responses	
extremely dissatisfied	16.38%	123
moderately dissatisfied	20.51%	154
neither satisfied nor dissatisfied	27.03%	203
moderately satisfied	24.10%	181
extremely satisfied	11.85%	89
N/A	0.13%	1
<b>Total</b>		<b>751</b>

**Q51 I have the opportunity to receive training that will improve my skills and enhance my career opportunities.**

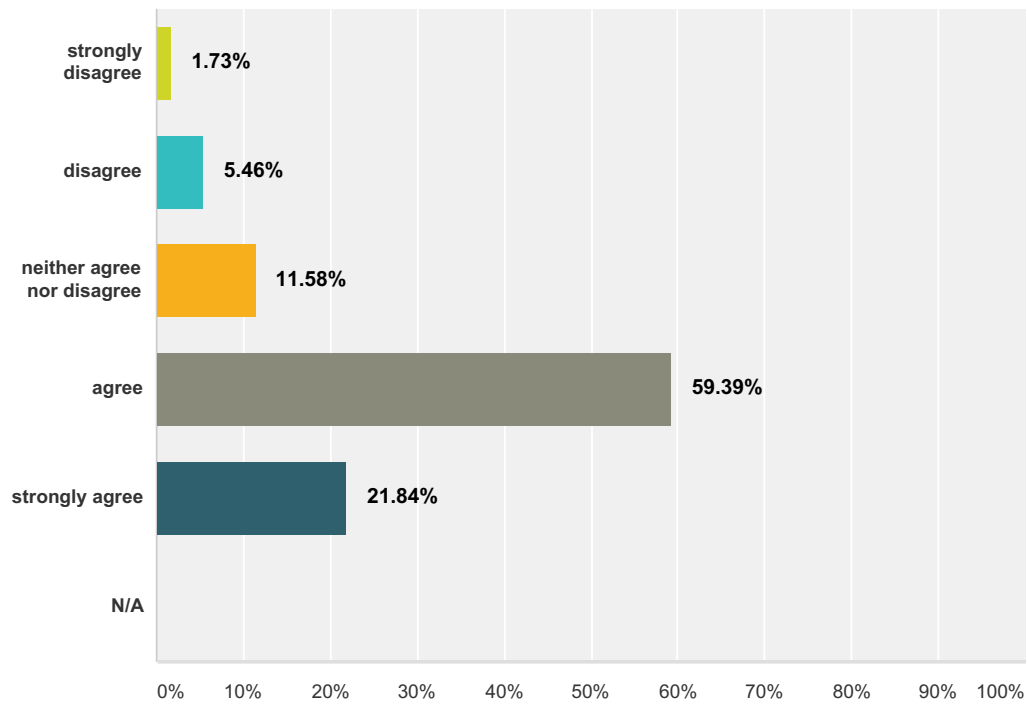
Answered: 751 Skipped: 73



Answer Choices	Responses	
strongly disagree	13.32%	100
disagree	21.84%	164
neither agree nor disagree	18.51%	139
agree	33.82%	254
strongly agree	11.32%	85
N/A	1.20%	9
<b>Total</b>		<b>751</b>

## Q52 I understand how my role(s) and responsibilities fit in the agency's mission.

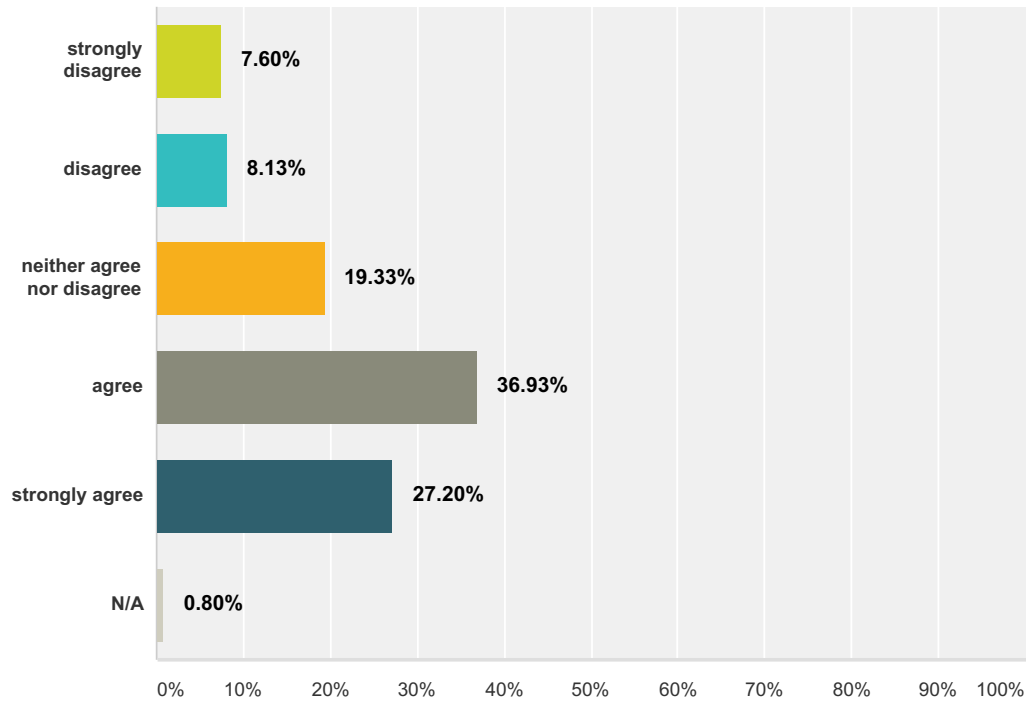
Answered: 751 Skipped: 73



Answer Choices	Responses	
strongly disagree	1.73%	13
disagree	5.46%	41
neither agree nor disagree	11.58%	87
agree	59.39%	446
strongly agree	21.84%	164
N/A	0.00%	0
<b>Total</b>		<b>751</b>

### Q53 I am proud to work for the SCDPS.

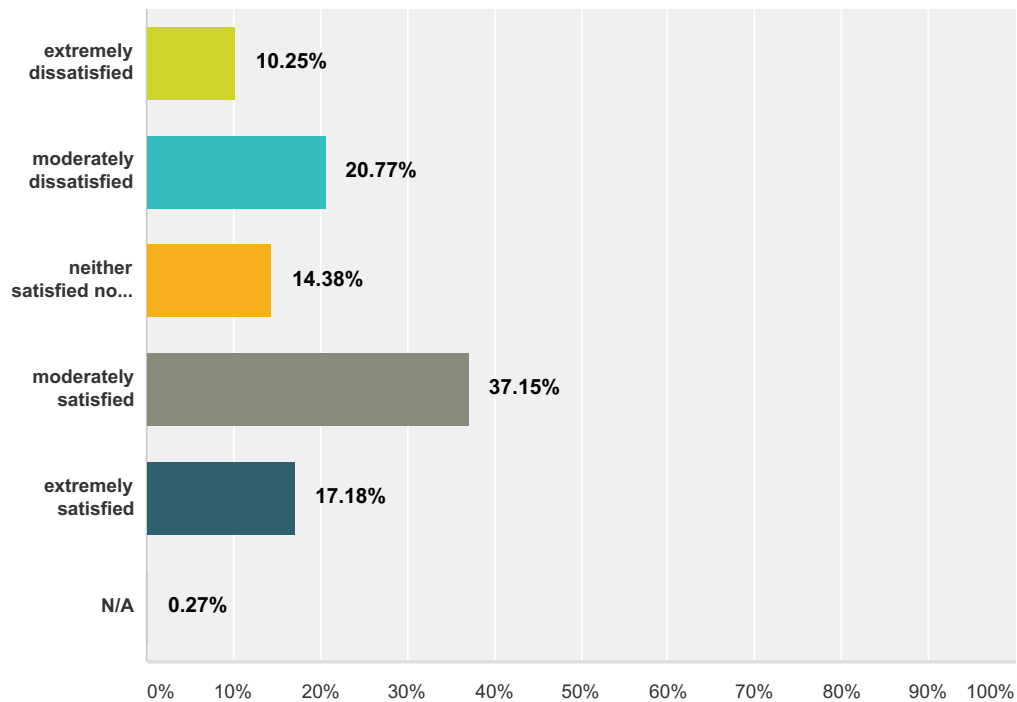
Answered: 750 Skipped: 74



Answer Choices	Responses	
strongly disagree	7.60%	57
disagree	8.13%	61
neither agree nor disagree	19.33%	145
agree	36.93%	277
strongly agree	27.20%	204
N/A	0.80%	6
<b>Total</b>		<b>750</b>

## Q54 Considering everything, how satisfied are you with your job?

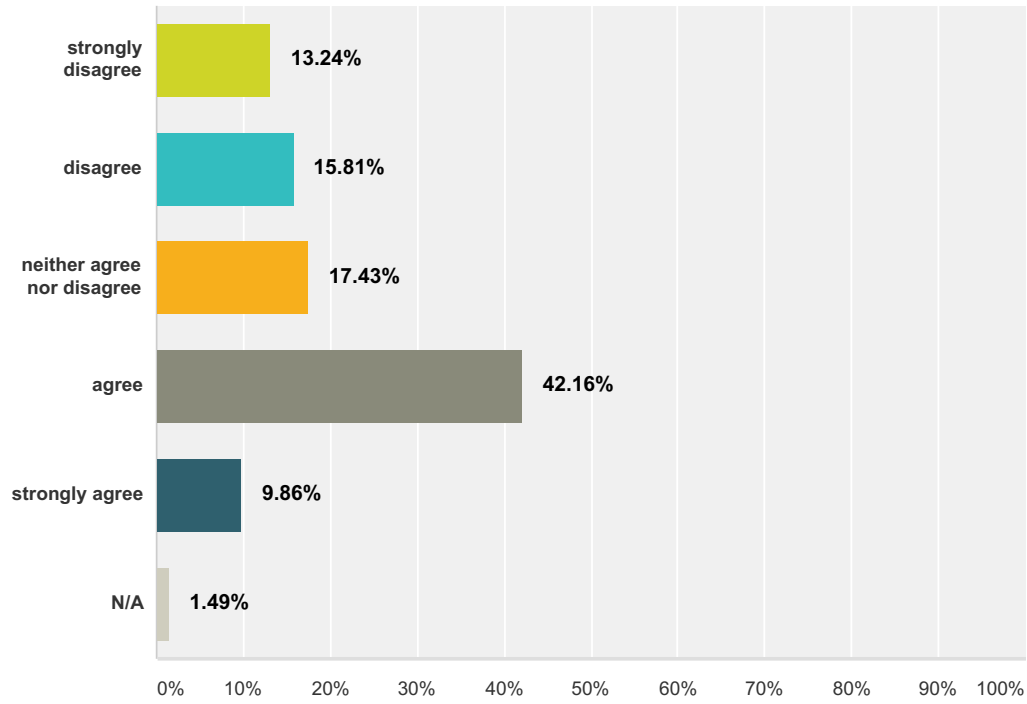
Answered: 751 Skipped: 73



Answer Choices	Responses	
extremely dissatisfied	10.25%	77
moderately dissatisfied	20.77%	156
neither satisfied nor dissatisfied	14.38%	108
moderately satisfied	37.15%	279
extremely satisfied	17.18%	129
N/A	0.27%	2
<b>Total</b>		<b>751</b>

### Q55 I understand the Office of Professional Responsibility/Administrative Inquiry process.

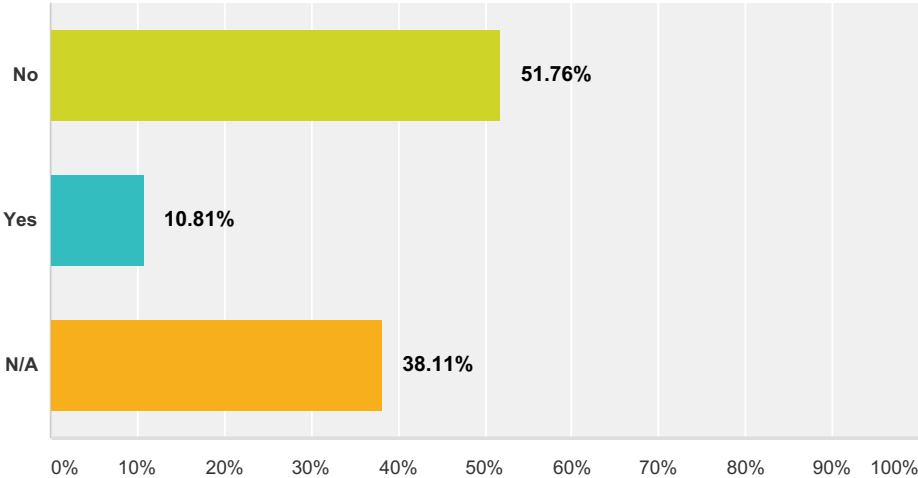
Answered: 740 Skipped: 84



Answer Choices	Responses	
strongly disagree	13.24%	98
disagree	15.81%	117
neither agree nor disagree	17.43%	129
agree	42.16%	312
strongly agree	9.86%	73
N/A	1.49%	11
<b>Total</b>		<b>740</b>

**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.**

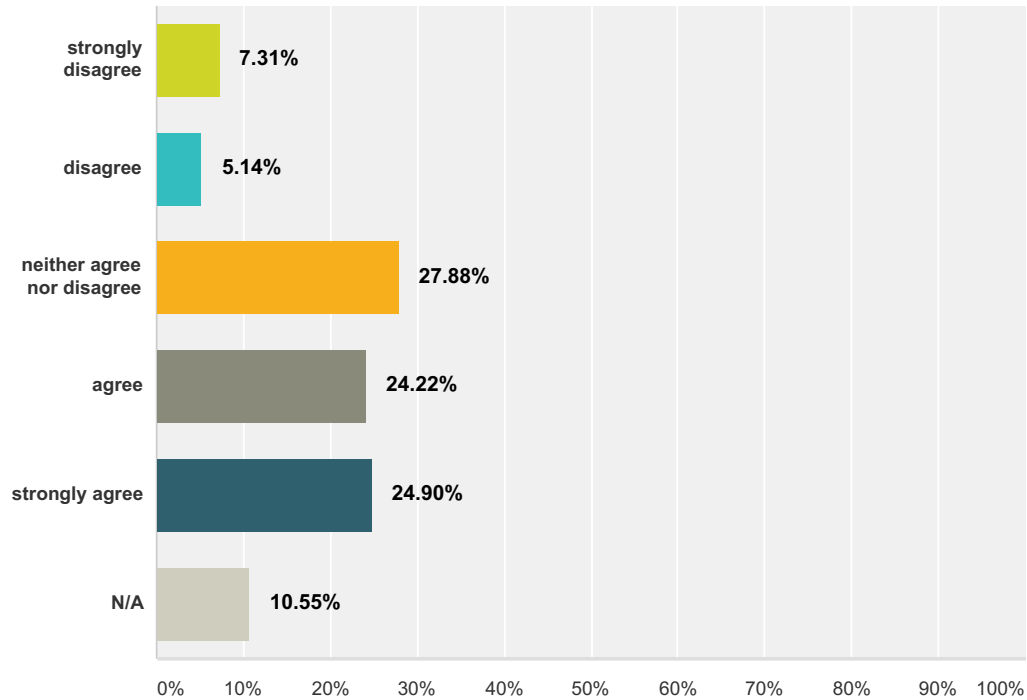
Answered: 740 Skipped: 84



Answer Choices	Responses	
No	51.76%	383
Yes	10.81%	80
N/A	38.11%	282
Total Respondents: 740		

**Q57 Do you agree or disagree that disparity exists within the Administrative Inquiry process as it pertains to disciplinary actions?**

Answered: 739 Skipped: 85

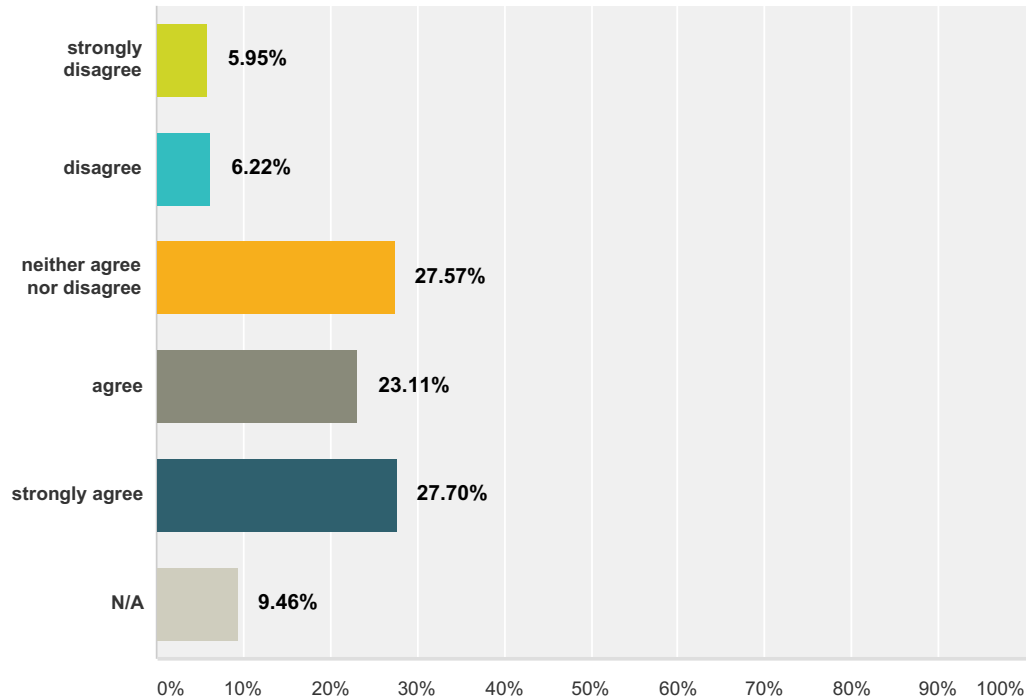


Answer Choices	Responses	
strongly disagree	7.31%	54
disagree	5.14%	38
neither agree nor disagree	27.88%	206
agree	24.22%	179
strongly agree	24.90%	184
N/A	10.55%	78
<b>Total</b>		<b>739</b>



**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?**

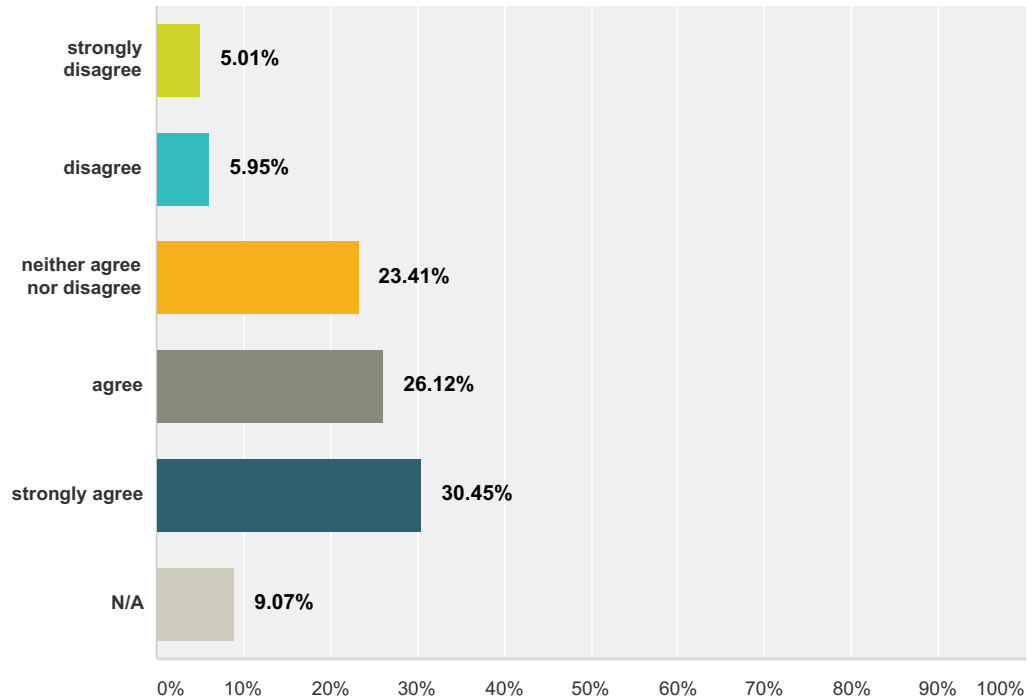
Answered: 740 Skipped: 84



Answer Choices	Responses	
strongly disagree	5.95%	44
disagree	6.22%	46
neither agree nor disagree	27.57%	204
agree	23.11%	171
strongly agree	27.70%	205
N/A	9.46%	70
<b>Total</b>		<b>740</b>

**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?"**

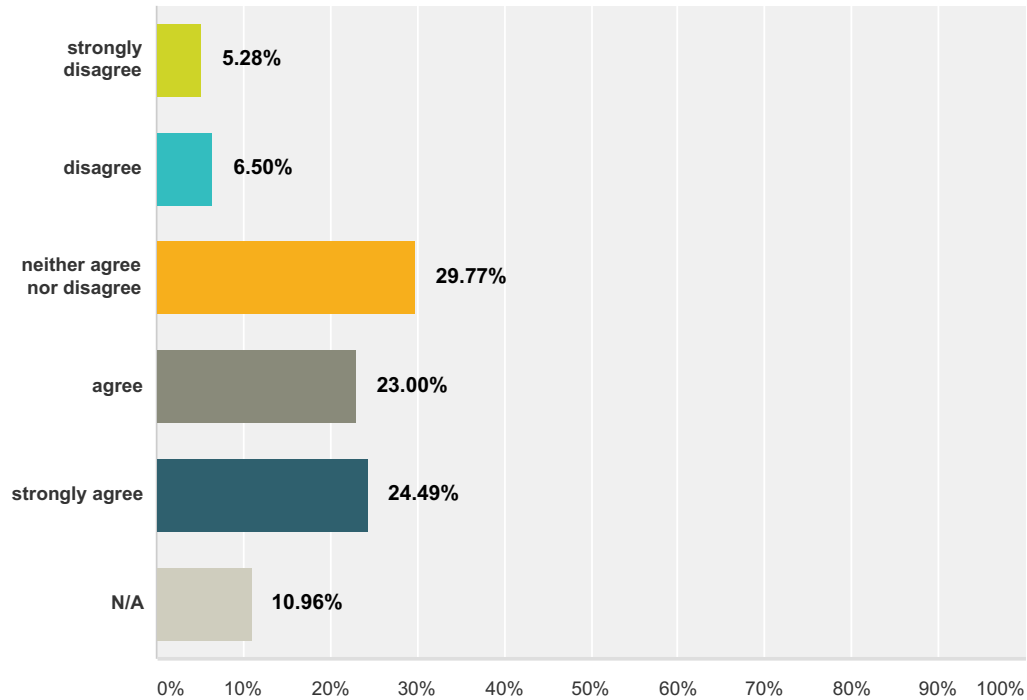
Answered: 739 Skipped: 85



Answer Choices	Responses	
strongly disagree	5.01%	37
disagree	5.95%	44
neither agree nor disagree	23.41%	173
agree	26.12%	193
strongly agree	30.45%	225
N/A	9.07%	67
<b>Total</b>		<b>739</b>

**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?**

Answered: 739 Skipped: 85



Answer Choices	Responses	
strongly disagree	5.28%	39
disagree	6.50%	48
neither agree nor disagree	29.77%	220
agree	23.00%	170
strongly agree	24.49%	181
N/A	10.96%	81
<b>Total</b>		<b>739</b>

**Q61 Please indicate any obstacle(s) that inhibit the hiring process to fill vacant positions.**

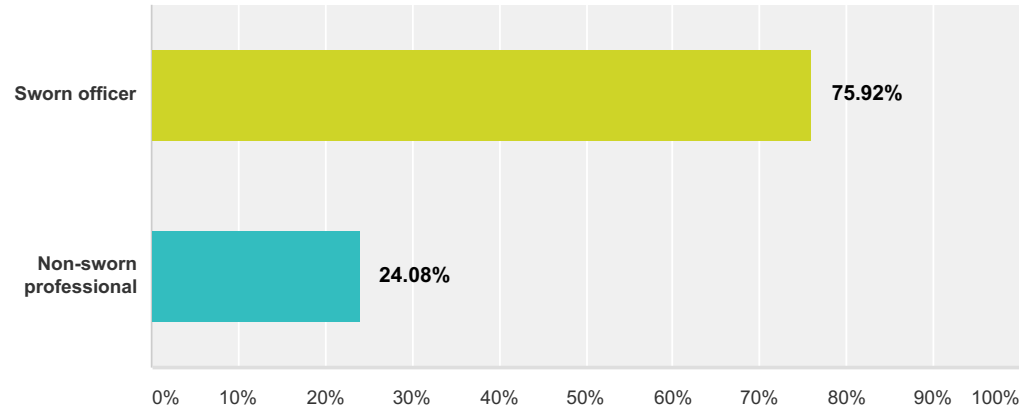
Answered: 714 Skipped: 110

**Q62 Please indicate area(s) that seem to most negatively affect the retention of employees.**

Answered: 717 Skipped: 107

Q63 Type of SCDPS employee:

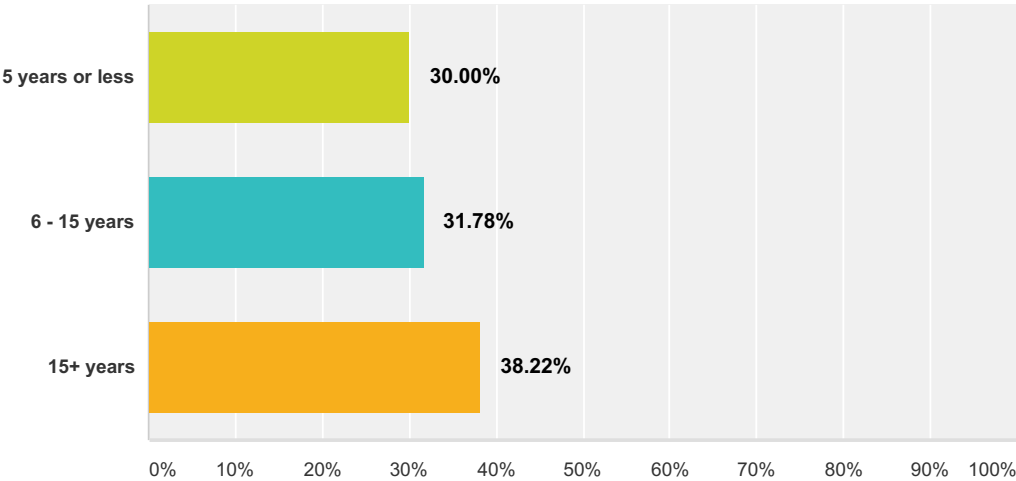
Answered: 731 Skipped: 93



Answer Choices	Responses	
Sworn officer	75.92%	555
Non-sworn professional	24.08%	176
Total		731

Q64 Years of employment with SCDPS:

Answered: 730 Skipped: 94



Answer Choices	Responses	
5 years or less	30.00%	219
6 - 15 years	31.78%	232
15+ years	38.22%	279
Total		730