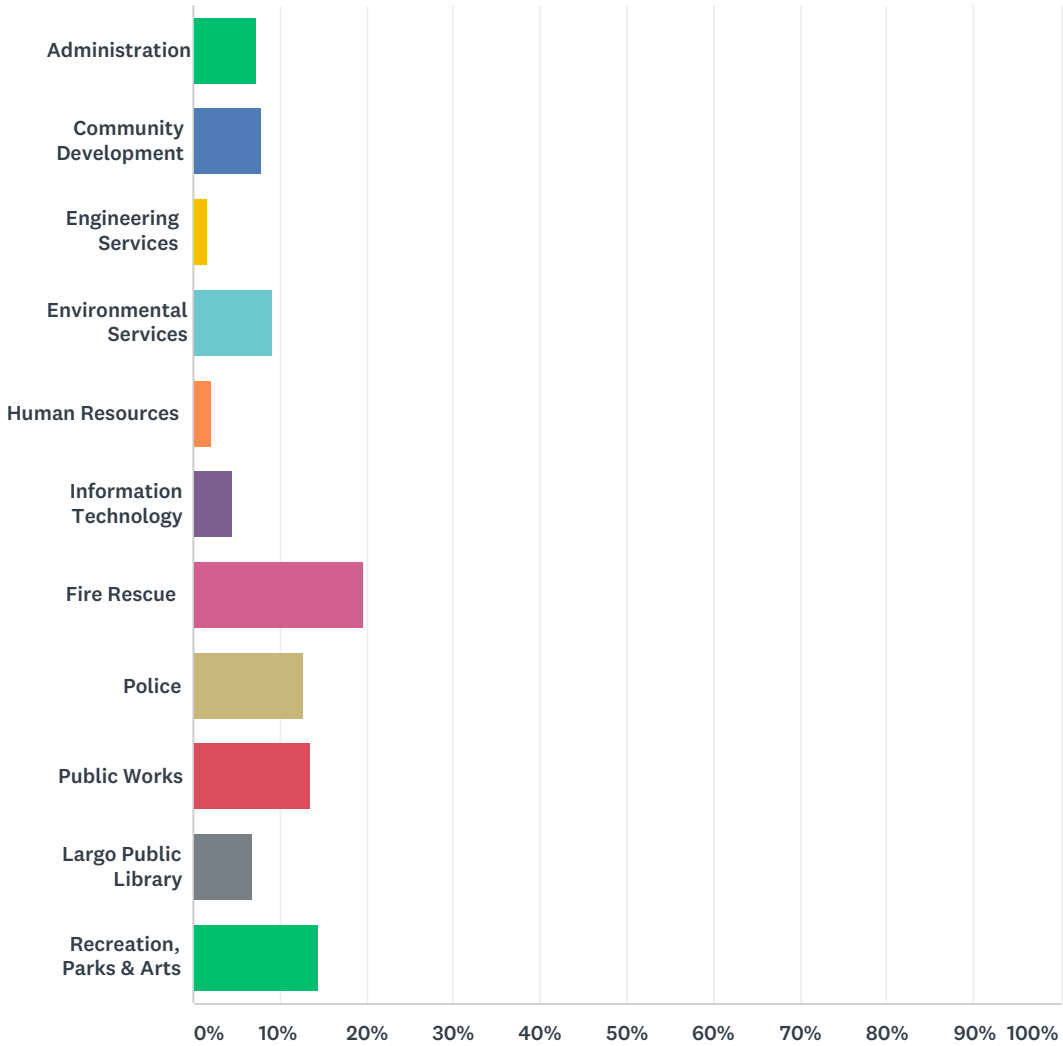


WHAT DO YOU THINK?

Q1 What department do you work for? Don't worry we won't tell!

Answered: 688 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administration	7.27%	50
Community Development	7.85%	54
Engineering Services	1.74%	12
Environmental Services	9.16%	63
Human Resources	2.03%	14
Information Technology	4.51%	31
Fire Rescue	19.77%	136
Police	12.79%	88
Public Works	13.66%	94
Largo Public Library	6.83%	47

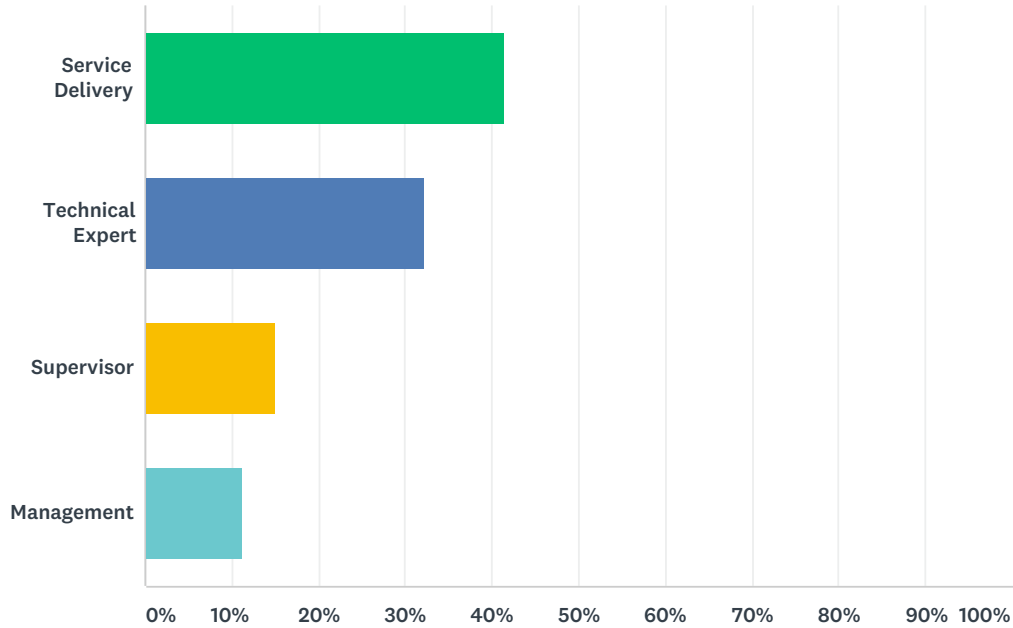
WHAT DO YOU THINK?

Recreation, Parks & Arts	14.39%	99
TOTAL		688

WHAT DO YOU THINK?

Q2 How would you define your primary work?

Answered: 668 Skipped: 20

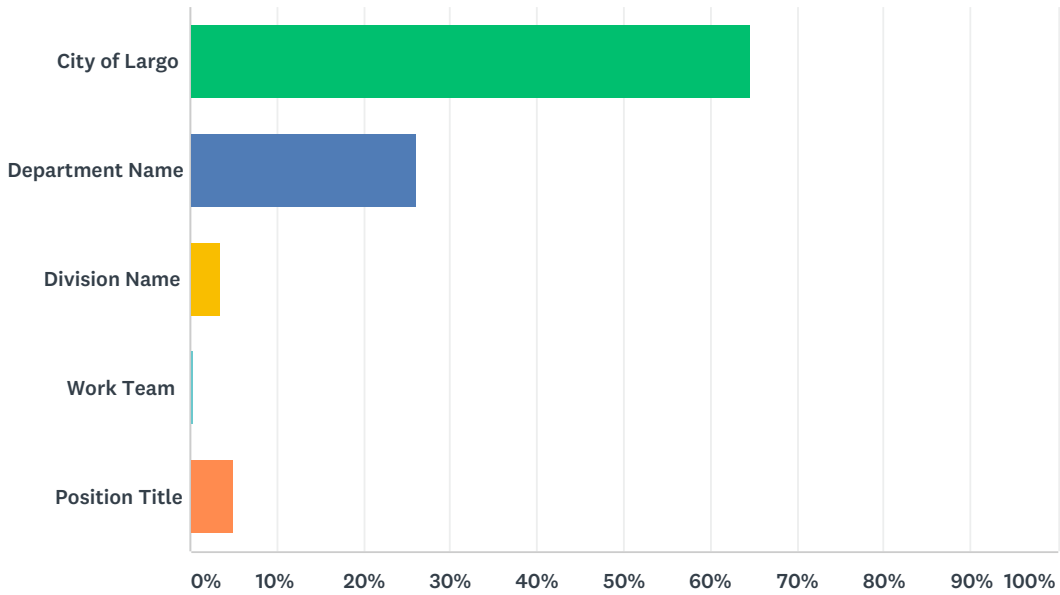


ANSWER CHOICES	RESPONSES
Service Delivery	41.47% 277
Technical Expert	32.19% 215
Supervisor	15.12% 101
Management	11.23% 75
TOTAL	668

WHAT DO YOU THINK?

Q3 If a neighbor were to ask "where do you work," how do you typically answer?

Answered: 645 Skipped: 43

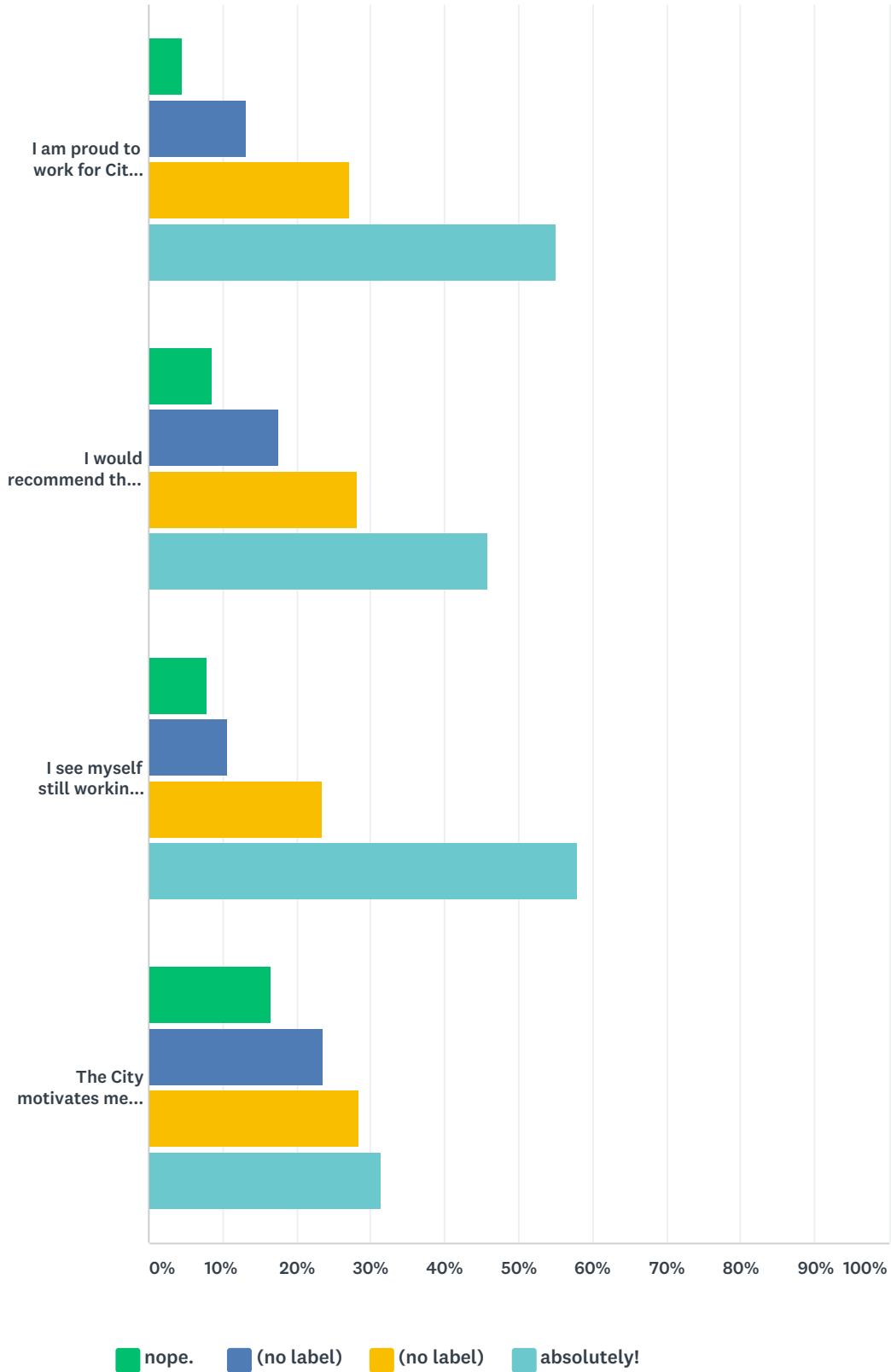


ANSWER CHOICES	RESPONSES	
City of Largo	64.65%	417
Department Name	26.20%	169
Division Name	3.57%	23
Work Team	0.47%	3
Position Title	5.12%	33
TOTAL		645

WHAT DO YOU THINK?

Q4 Enough of the boring stuff, let's dig in!Rate the following statements

Answered: 631 Skipped: 57



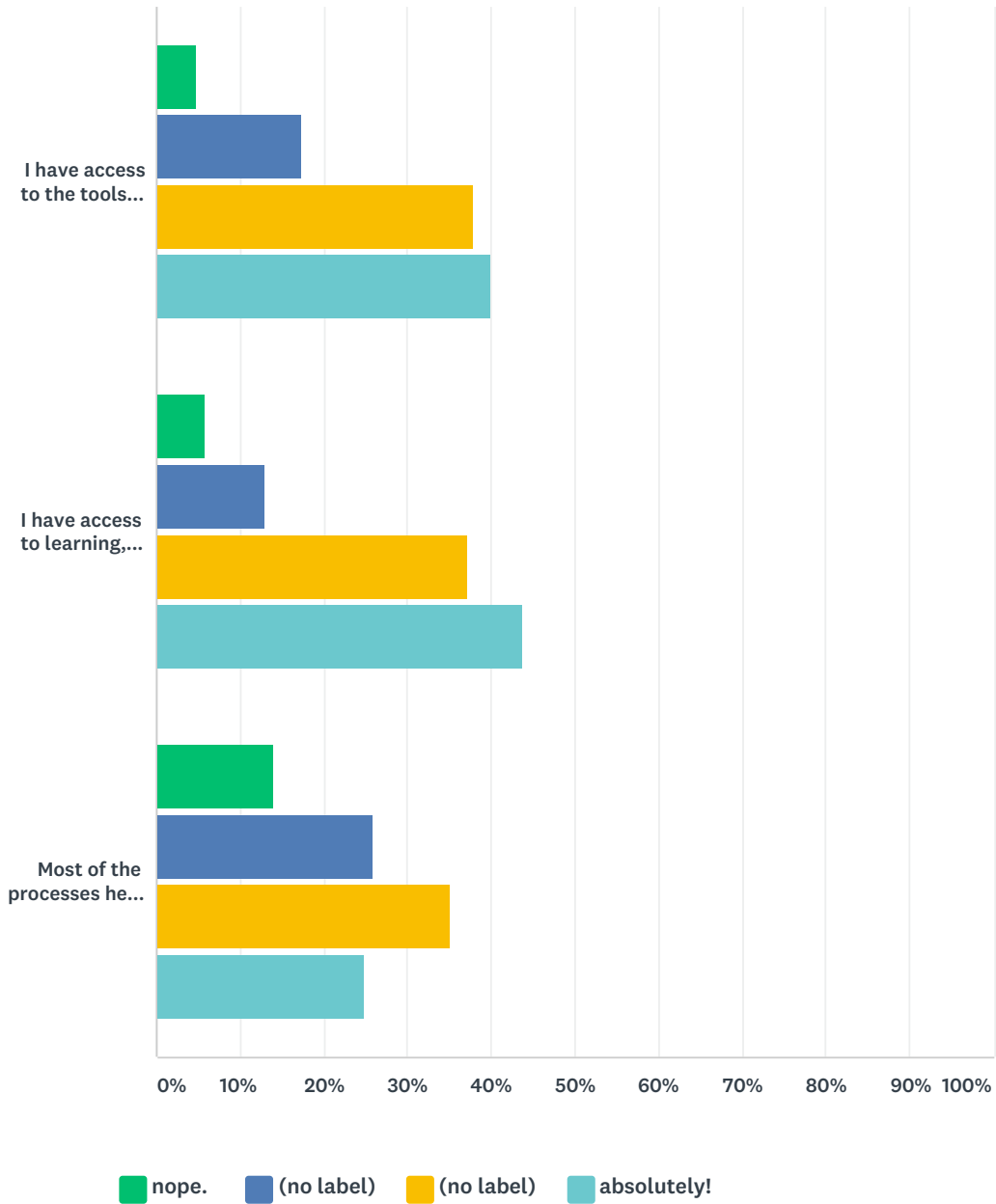
WHAT DO YOU THINK?

	NOPE.	(NO LABEL)	(NO LABEL)	ABSOLUTELY!	TOTAL	WEIGHTED AVERAGE
I am proud to work for City of Largo	4.66% 29	13.18% 82	27.17% 169	54.98% 342	622	3.32
I would recommend the City as a great place to work	8.48% 53	17.60% 110	28.16% 176	45.76% 286	625	3.11
I see myself still working here in two years	8.05% 50	10.63% 66	23.35% 145	57.97% 360	621	3.31
The City motivates me to go above and beyond	16.45% 102	23.55% 146	28.55% 177	31.45% 195	620	2.75

WHAT DO YOU THINK?

Q5 Enough about people... Let's evaluate the resources. Rate the following statements

Answered: 630 Skipped: 58

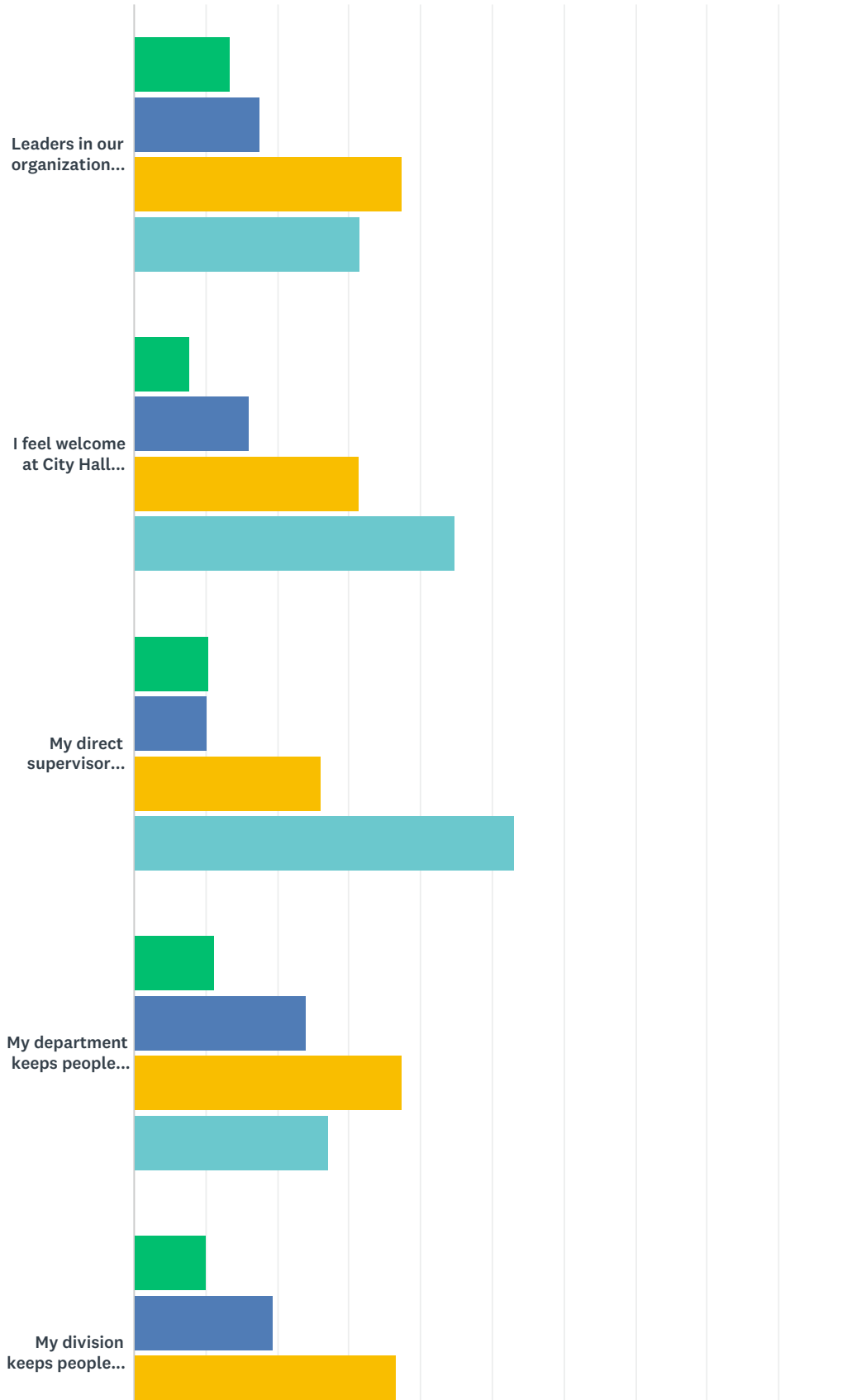


	NOPE.	(NO LABEL)	(NO LABEL)	ABSOLUTELY!	TOTAL	WEIGHTED AVERAGE
I have access to the tools I need to do my job well	4.78% 30	17.36% 109	37.90% 238	39.97% 251	628	3.13
I have access to learning, development and training tools	5.94% 37	13.00% 81	37.24% 232	43.82% 273	623	3.19
Most of the processes here support getting work done effectively	13.92% 87	25.92% 162	35.20% 220	24.96% 156	625	2.71

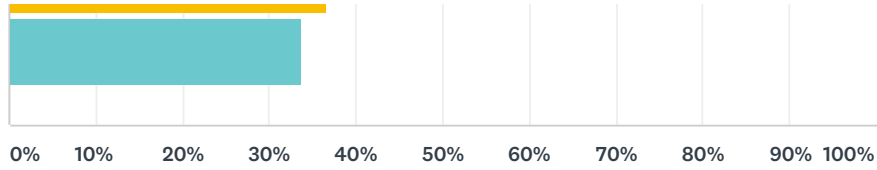
WHAT DO YOU THINK?

Q6 Let's talk about our leadership. Rate the following statements

Answered: 630 Skipped: 58



WHAT DO YOU THINK?



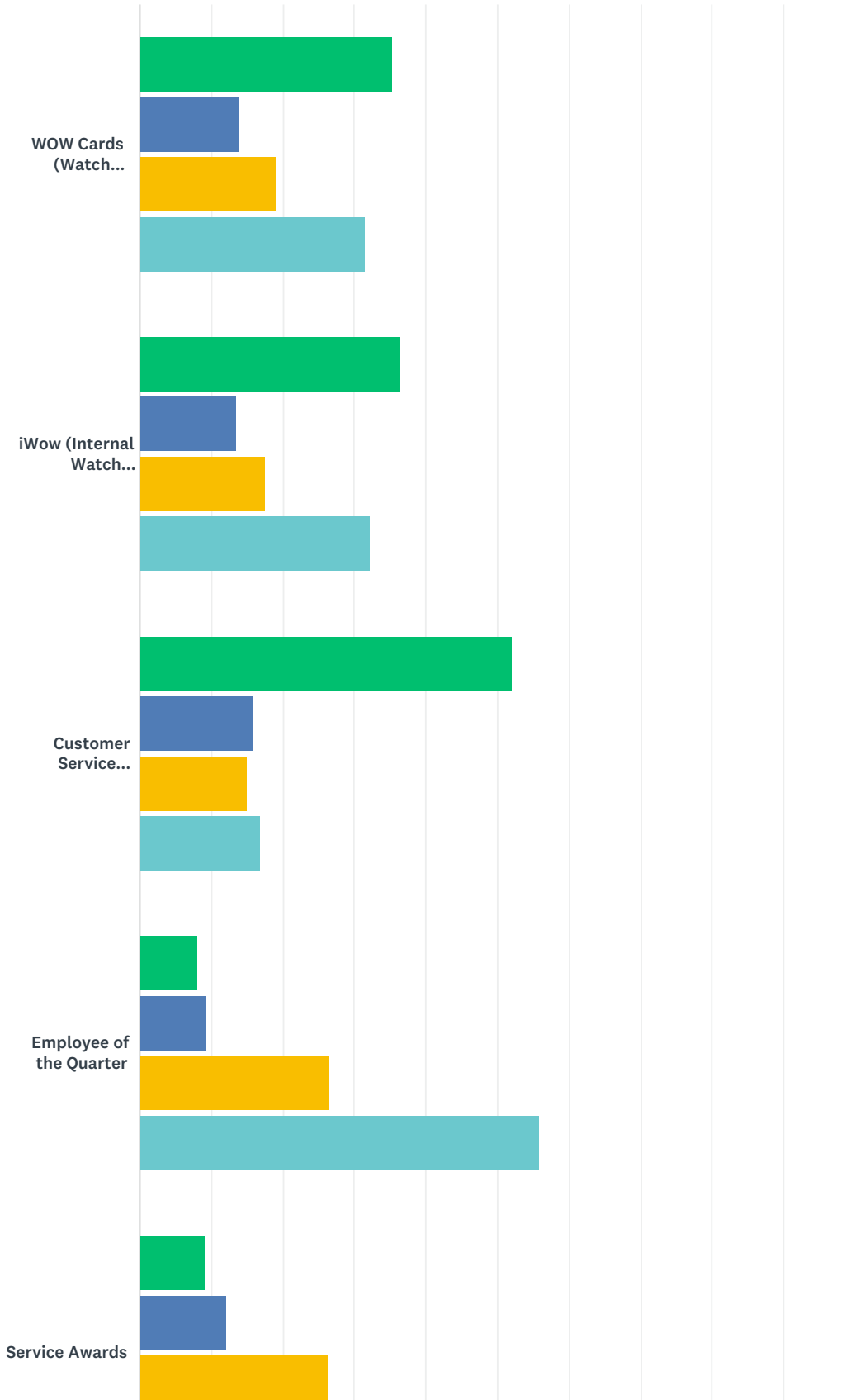
■ nope.
 ■ (no label)
 ■ (no label)
 ■ absolutely!

	NOPE.	(NO LABEL)	(NO LABEL)	ABSOLUTELY!	TOTAL
Leaders in our organization have communicated a vision	13.39% 83	17.58% 109	37.42% 232	31.61% 196	620
I feel welcome at City Hall and have access to City Administration	7.69% 48	16.19% 101	31.41% 196	44.71% 279	624
My direct supervisor coaches and acts as a role model	10.47% 65	10.31% 64	26.09% 162	53.14% 330	621
My department keeps people informed about what is happening	11.20% 70	24.16% 151	37.44% 234	27.20% 170	625
My division keeps people informed about what is happening	10.10% 63	19.55% 122	36.70% 229	33.65% 210	624

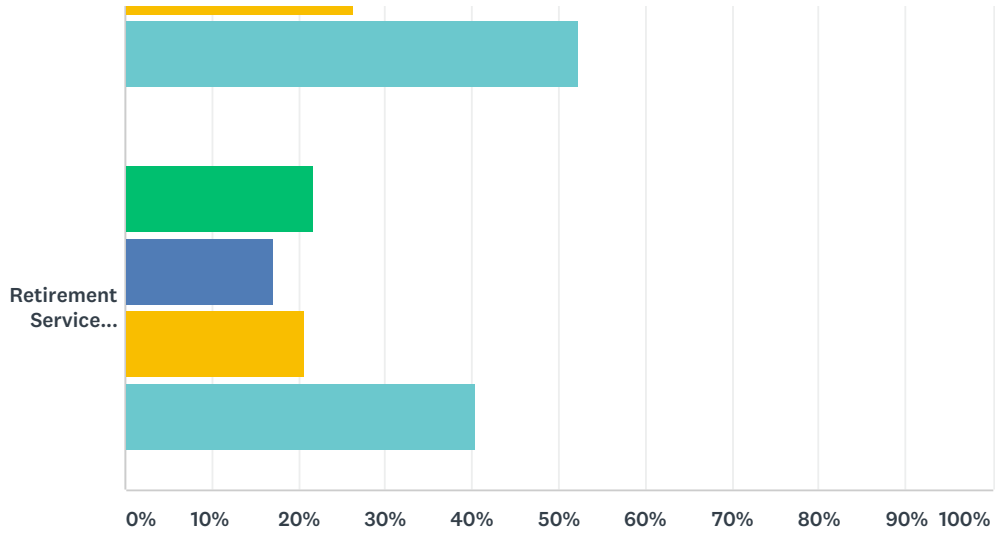
WHAT DO YOU THINK?

Q7 How familiar are you with these city-wide recognition efforts?

Answered: 610 Skipped: 78



WHAT DO YOU THINK?



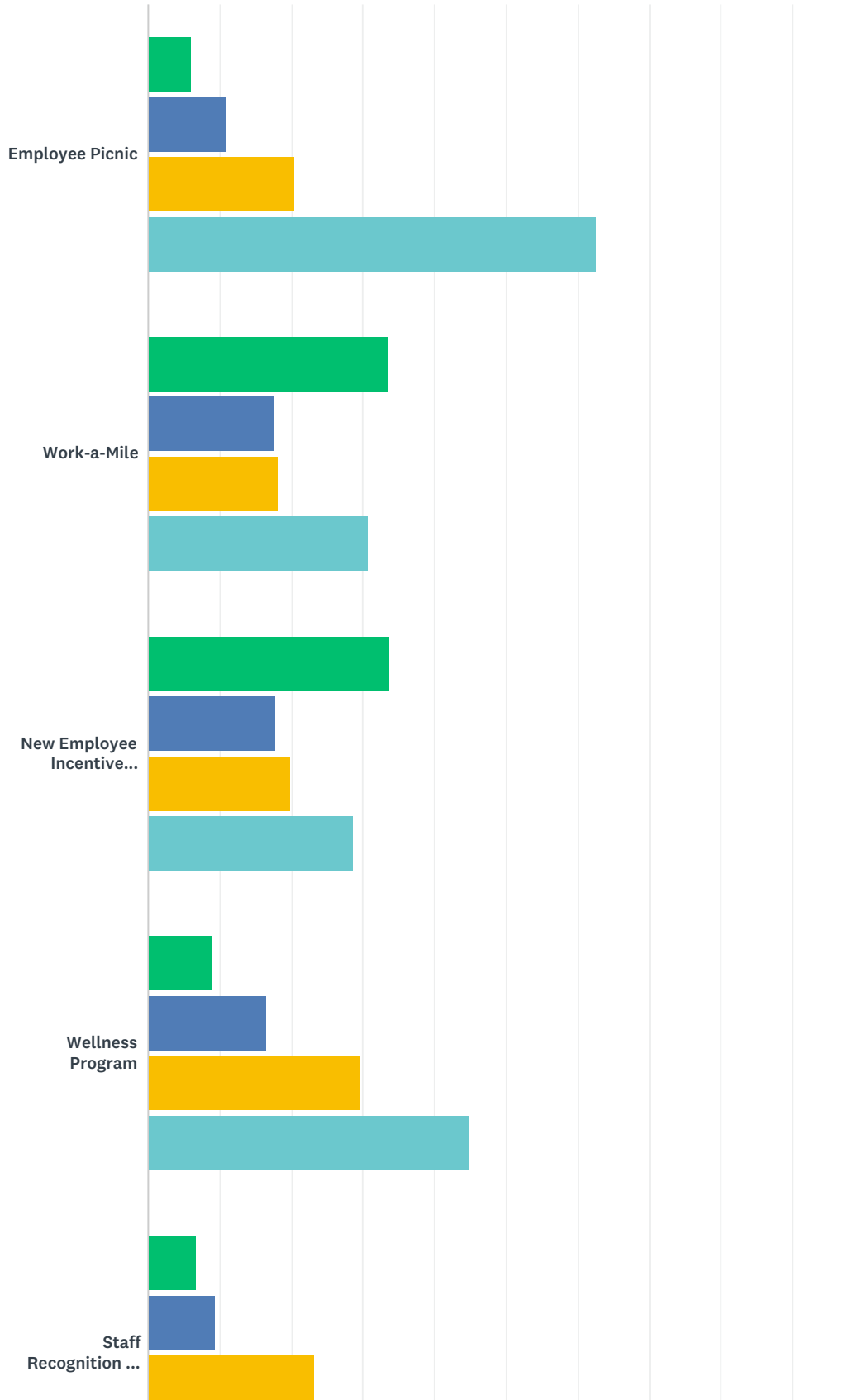
■ nope.
 ■ (no label)
 ■ (no label)
 ■ absolutely!

	NOPE.	(NO LABEL)	(NO LABEL)	ABSOLUTELY!	TOTAL	WEIGHTED AVERAGE
WOW Cards (Watch Outstanding Work)	35.26% 213	14.07% 85	19.04% 115	31.62% 191	604	2.47
iWow (Internal Watch Outstanding Work)	36.50% 219	13.67% 82	17.67% 106	32.17% 193	600	2.46
Customer Service Recognition Program (\$5-15 Gift Cards)	52.06% 316	15.98% 97	14.99% 91	16.97% 103	607	1.97
Employee of the Quarter	8.09% 49	9.41% 57	26.57% 161	55.94% 339	606	3.30
Service Awards	9.27% 55	12.14% 72	26.31% 156	52.28% 310	593	3.22
Retirement Service Recognition	21.72% 131	17.25% 104	20.73% 125	40.30% 243	603	2.80

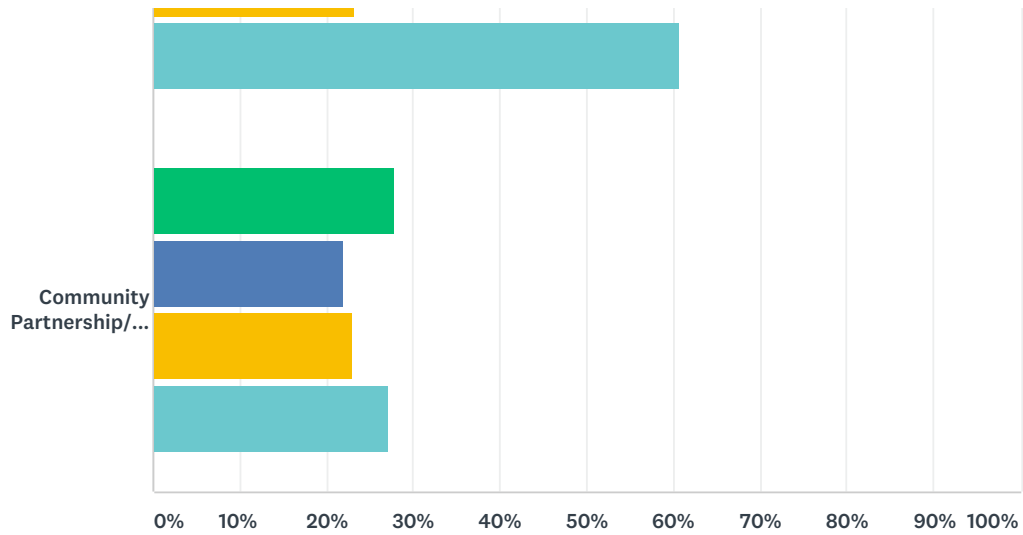
WHAT DO YOU THINK?

Q8 Please rate your awareness of city-wide programs and events

Answered: 609 Skipped: 79



WHAT DO YOU THINK?



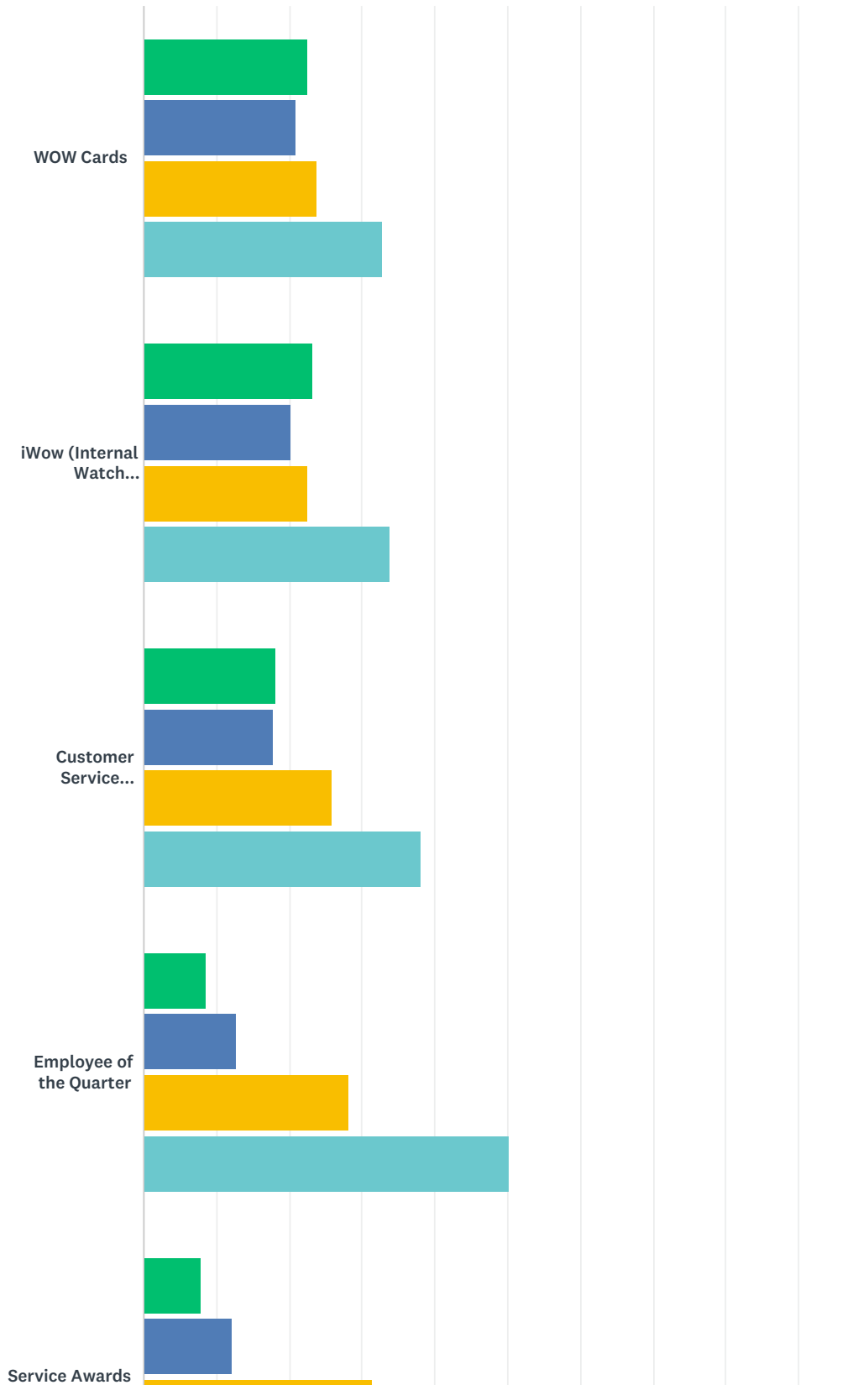
■ nope.
 ■ (no label)
 ■ (no label)
 ■ absolutely!

	NOPE.	(NO LABEL)	(NO LABEL)	ABSOLUTELY!	TOTAL	WEIGHTED AVERAGE
Employee Picnic	5.97% 36	10.95% 66	20.56% 124	62.52% 377	603	3.40
Work-a-Mile	33.56% 199	17.54% 104	18.21% 108	30.69% 182	593	2.46
New Employee Incentive Program	33.78% 203	17.80% 107	19.80% 119	28.62% 172	601	2.43
Wellness Program	9.09% 54	16.50% 98	29.63% 176	44.78% 266	594	3.10
Staff Recognition in MMB (birthdays, promotions etc.)	6.60% 40	9.41% 57	23.27% 141	60.73% 368	606	3.38
Community Partnership/Volunteering Program	27.74% 167	21.93% 132	23.09% 139	27.24% 164	602	2.50

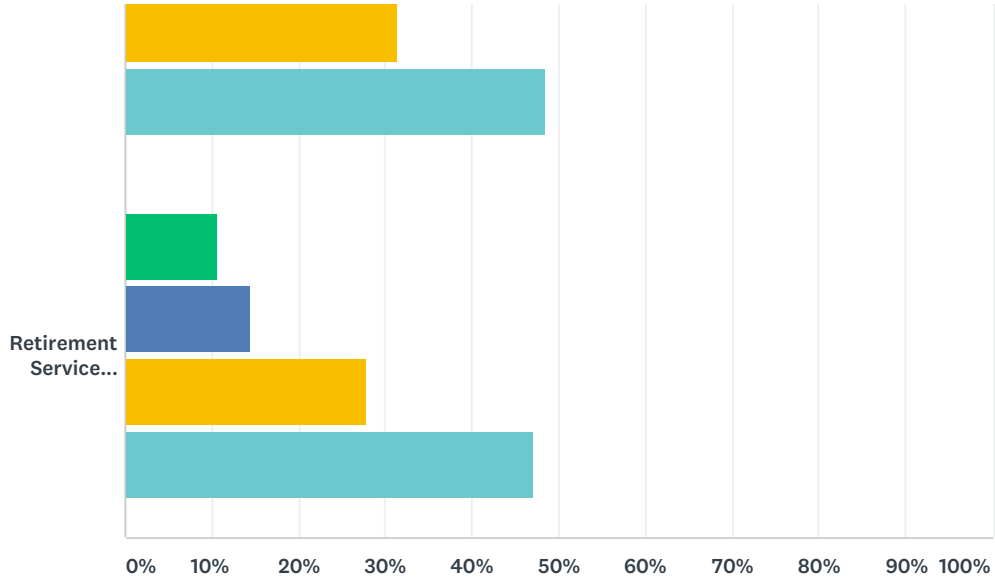
WHAT DO YOU THINK?

Q9 How important do you feel these recognition programs are to make people feel appreciated?

Answered: 582 Skipped: 106



WHAT DO YOU THINK?



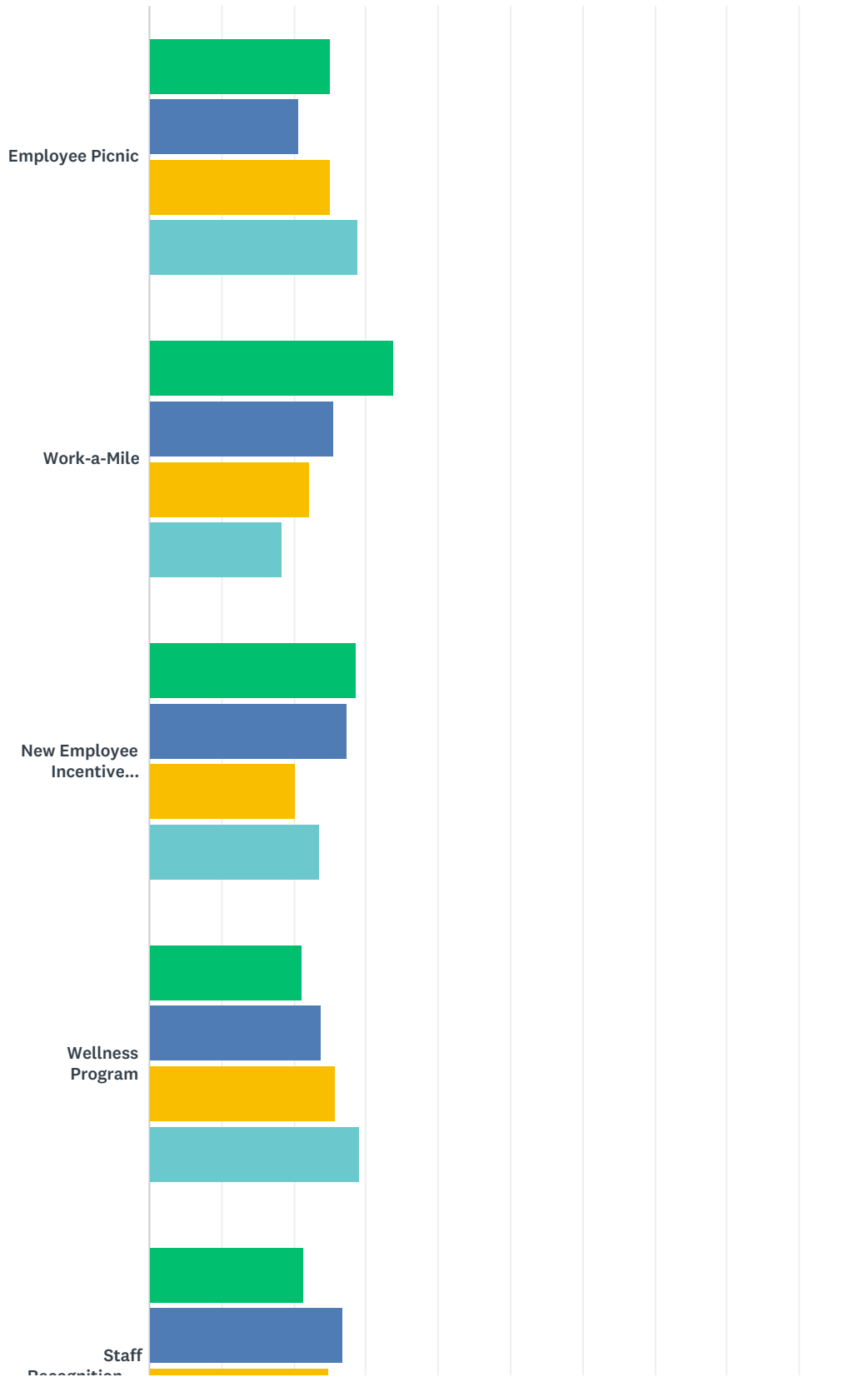
■ nope.
 ■ (no label)
 ■ (no label)
 ■ absolutely!

	NOPE.	(NO LABEL)	(NO LABEL)	ABSOLUTELY!	TOTAL	WEIGHTED AVERAGE
WOW Cards	22.52% 127	20.92% 118	23.76% 134	32.80% 185	564	2.67
iWow (Internal Watch Outstanding Work)	23.29% 133	20.32% 116	22.59% 129	33.80% 193	571	2.67
Customer Service Recognition Program (\$5-15 Gift Cards)	18.23% 105	17.71% 102	26.04% 150	38.02% 219	576	2.84
Employee of the Quarter	8.67% 50	12.82% 74	28.25% 163	50.26% 290	577	3.20
Service Awards	8.04% 46	12.06% 69	31.29% 179	48.60% 278	572	3.20
Retirement Service Recognition	10.68% 61	14.36% 82	27.85% 159	47.11% 269	571	3.11

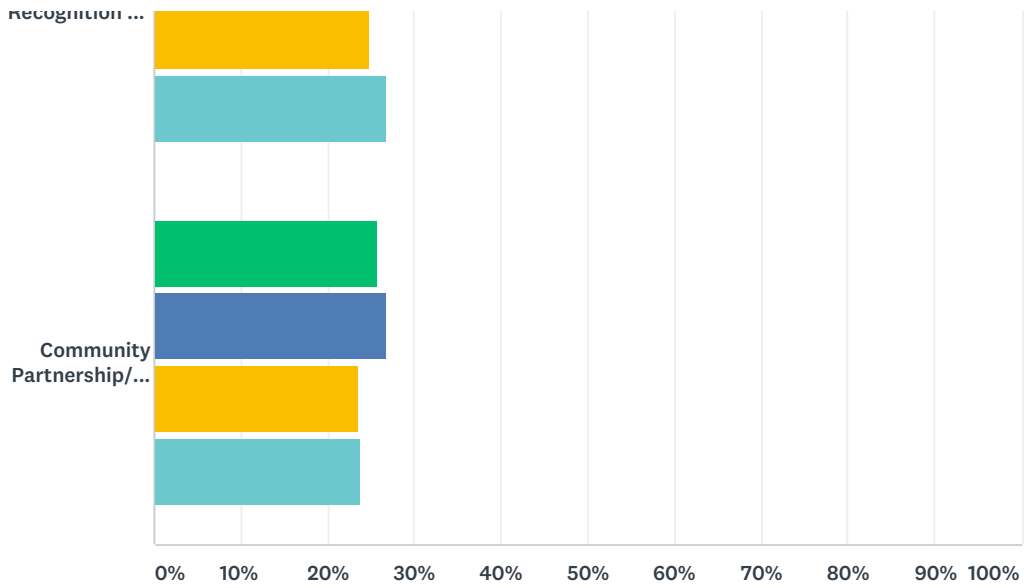
WHAT DO YOU THINK?

Q10 How important do you feel these programs are in motivating you to provide superior service?

Answered: 576 Skipped: 112



WHAT DO YOU THINK?



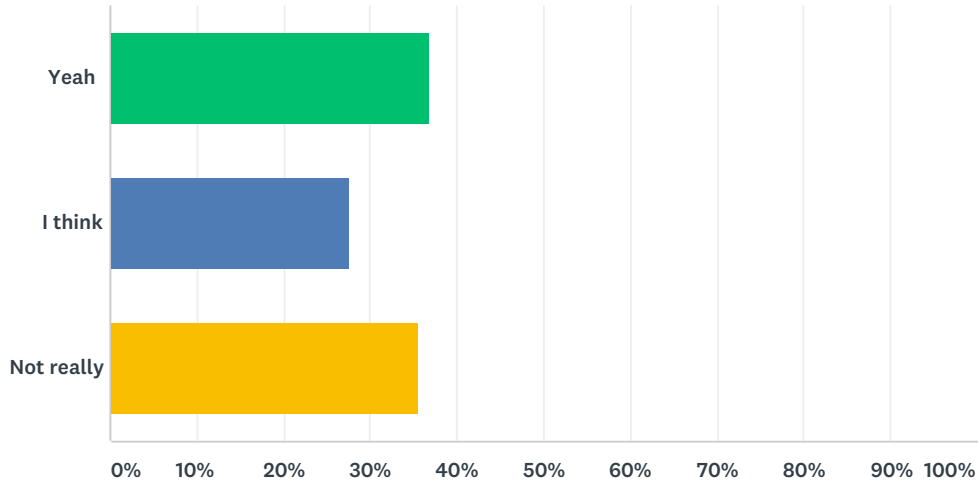
■ nope.
 ■ (no label)
 ■ (no label)
 ■ absolutely!

	NOPE.	(NO LABEL)	(NO LABEL)	ABSOLUTELY!	TOTAL	WEIGHTED AVERAGE
Employee Picnic	25.13% 144	20.77% 119	25.13% 144	28.97% 166	573	2.58
Work-a-Mile	33.81% 190	25.44% 143	22.24% 125	18.51% 104	562	2.25
New Employee Incentive Program	28.72% 162	27.30% 154	20.39% 115	23.58% 133	564	2.39
Wellness Program	21.09% 120	23.90% 136	25.83% 147	29.17% 166	569	2.63
Staff Recognition in MMB (birthdays, promotions etc.)	21.40% 122	26.84% 153	24.91% 142	26.84% 153	570	2.57
Community Partnership/Volunteering Program	25.75% 145	26.82% 151	23.62% 133	23.80% 134	563	2.45

WHAT DO YOU THINK?

Q11 Do you know the City's mission statement?

Answered: 559 Skipped: 129



ANSWER CHOICES	RESPONSES	
Yeah	36.85%	206
I think	27.55%	154
Not really	35.60%	199
TOTAL		559

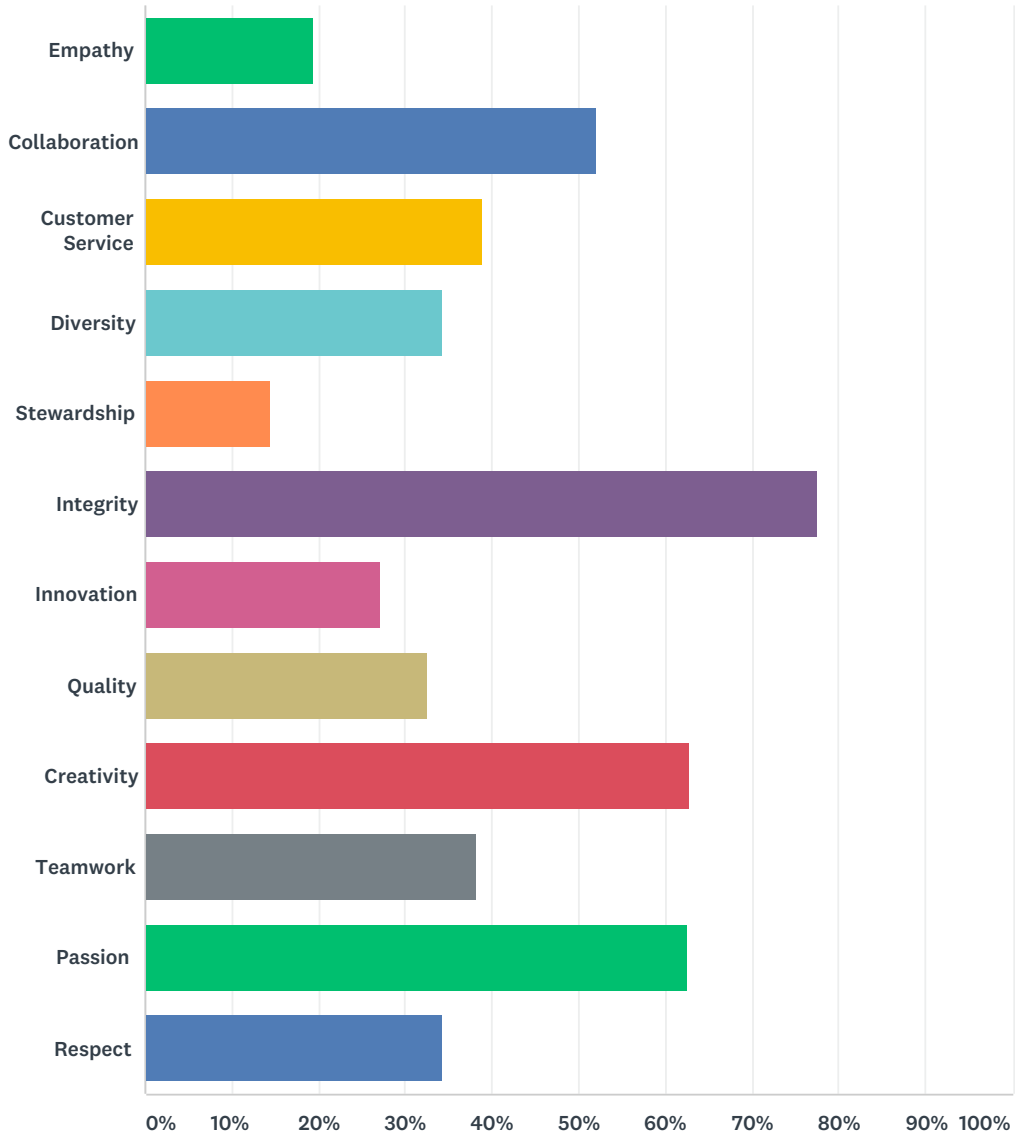
WHAT DO YOU THINK?

Q12 Do you know it word for word?To provide _____ services,
that _____ community pride.

Answered: 401 Skipped: 287

Q13 What are the City of Largo's Values?

Answered: 511 Skipped: 177



ANSWER CHOICES	RESPONSES	
Empathy	19.37%	99
Collaboration	52.05%	266
Customer Service	38.94%	199
Diversity	34.25%	175
Stewardship	14.48%	74
Integrity	77.69%	397
Innovation	27.20%	139
Quality	32.68%	167

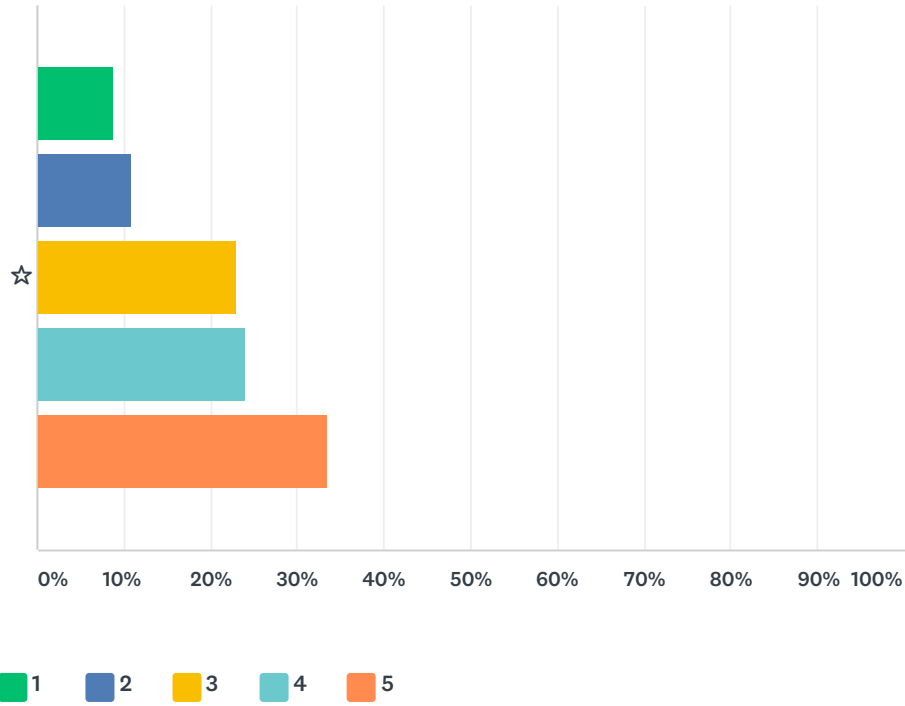
WHAT DO YOU THINK?

Creativity	62.82%	321
Teamwork	38.36%	196
Passion	62.62%	320
Respect	34.25%	175
Total Respondents: 511		

WHAT DO YOU THINK?

Q14 Rate the City's vision "to be community of choice in Tampa Bay"

Answered: 505 Skipped: 183

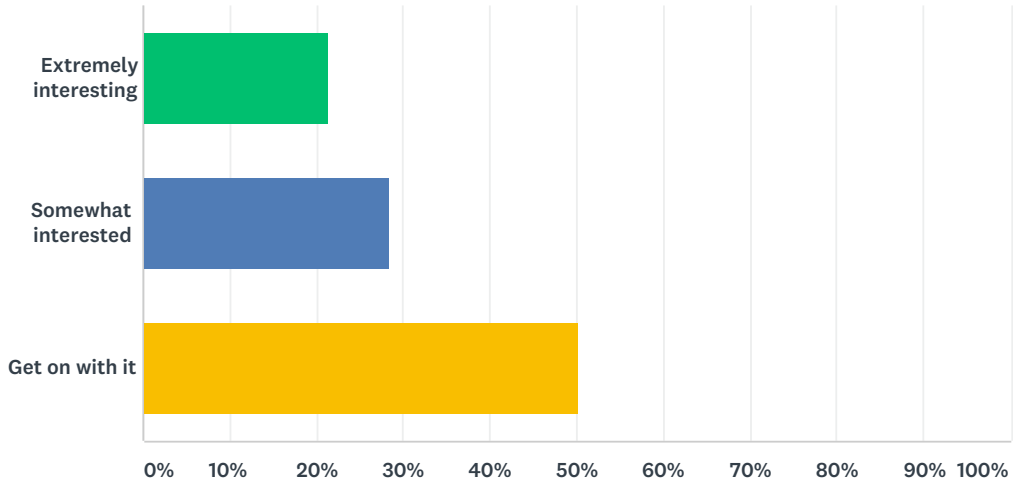


	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	8.71% 44	10.89% 55	22.97% 116	23.96% 121	33.47% 169	505	3.63

WHAT DO YOU THINK?

Q15 Did you know that?

Answered: 541 Skipped: 147

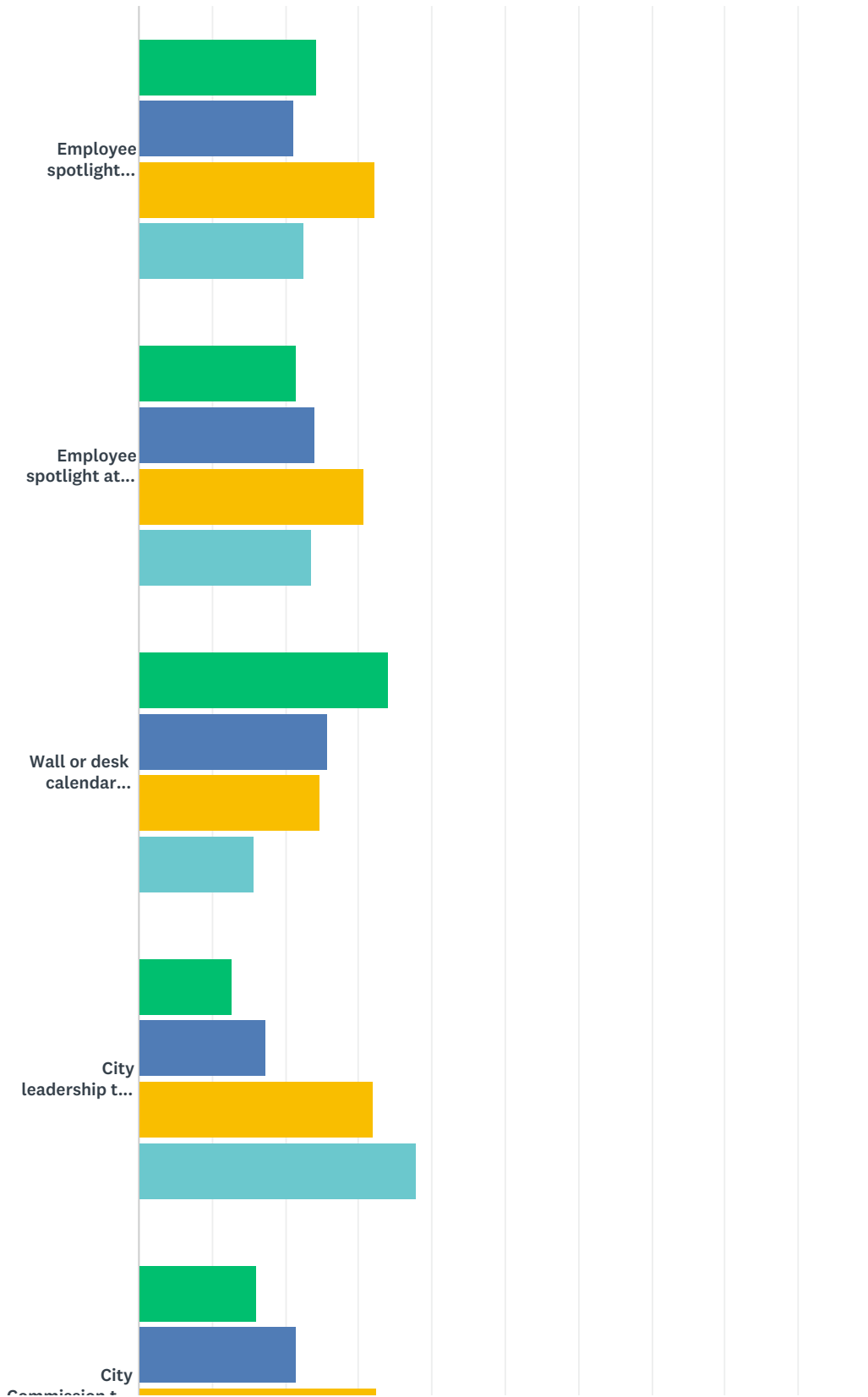


ANSWER CHOICES	RESPONSES	
Extremely interesting	21.26%	115
Somewhat interested	28.47%	154
Get on with it	50.28%	272
TOTAL		541

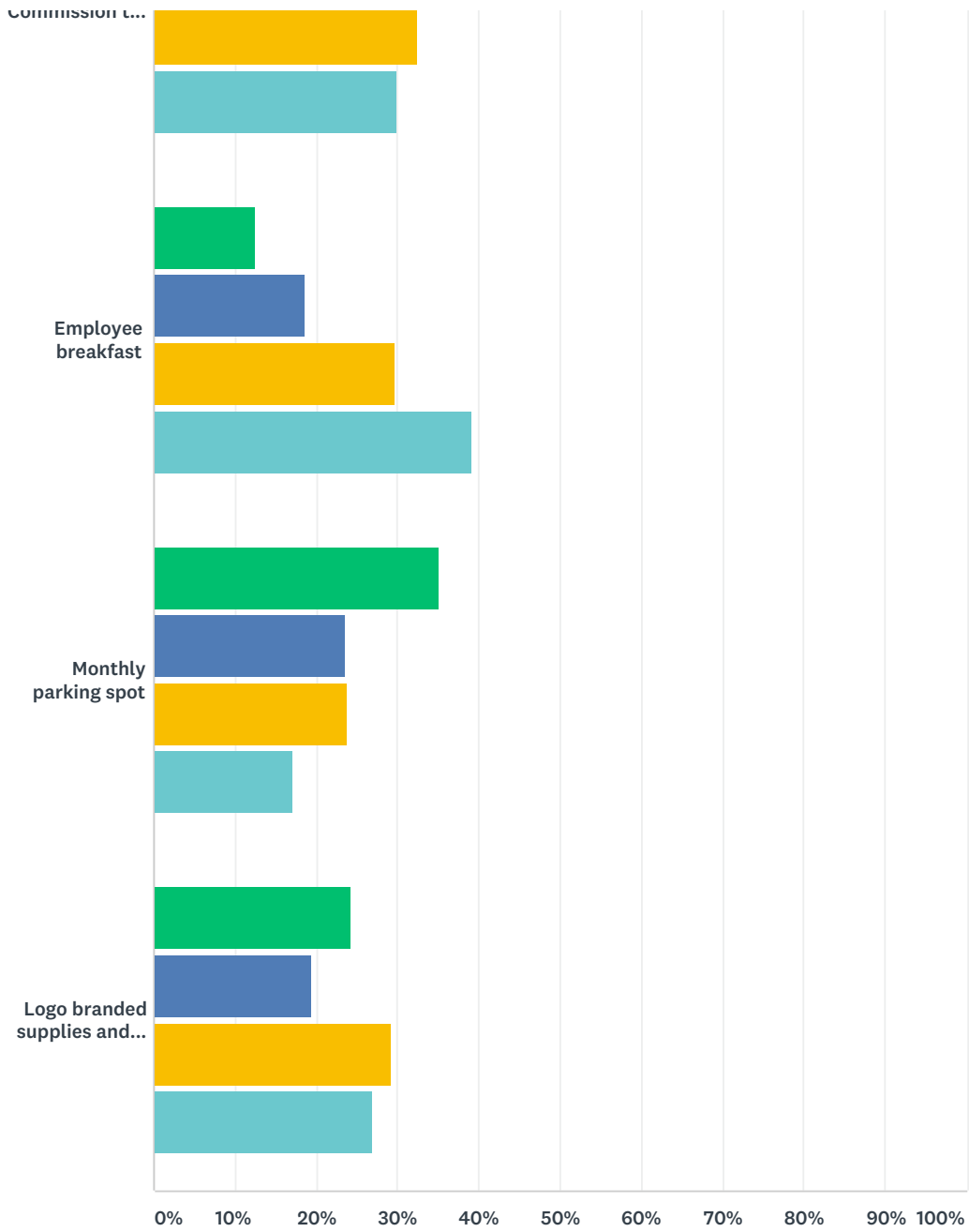
WHAT DO YOU THINK?

Q16 How effective do you think the following would work to make sure people feel appreciated?

Answered: 559 Skipped: 129



WHAT DO YOU THINK?



■ nope.
 ■ (no label)
 ■ (no label)
 ■ absolutely!

	NOPE.	(NO LABEL)	(NO LABEL)	ABSOLUTELY!	TOTAL	WEIGHTED AVERAGE
Employee spotlight shared online and on social media	24.32% 134	21.05% 116	32.12% 177	22.50% 124	551	2.53
Employee spotlight at Commission Work Sessions	21.60% 119	23.96% 132	30.85% 170	23.59% 130	551	2.56
Wall or desk calendar featuring employees at work	34.00% 187	25.64% 141	24.73% 136	15.64% 86	550	2.22
City leadership to attend department events	12.84% 71	17.36% 96	32.01% 177	37.79% 209	553	2.95

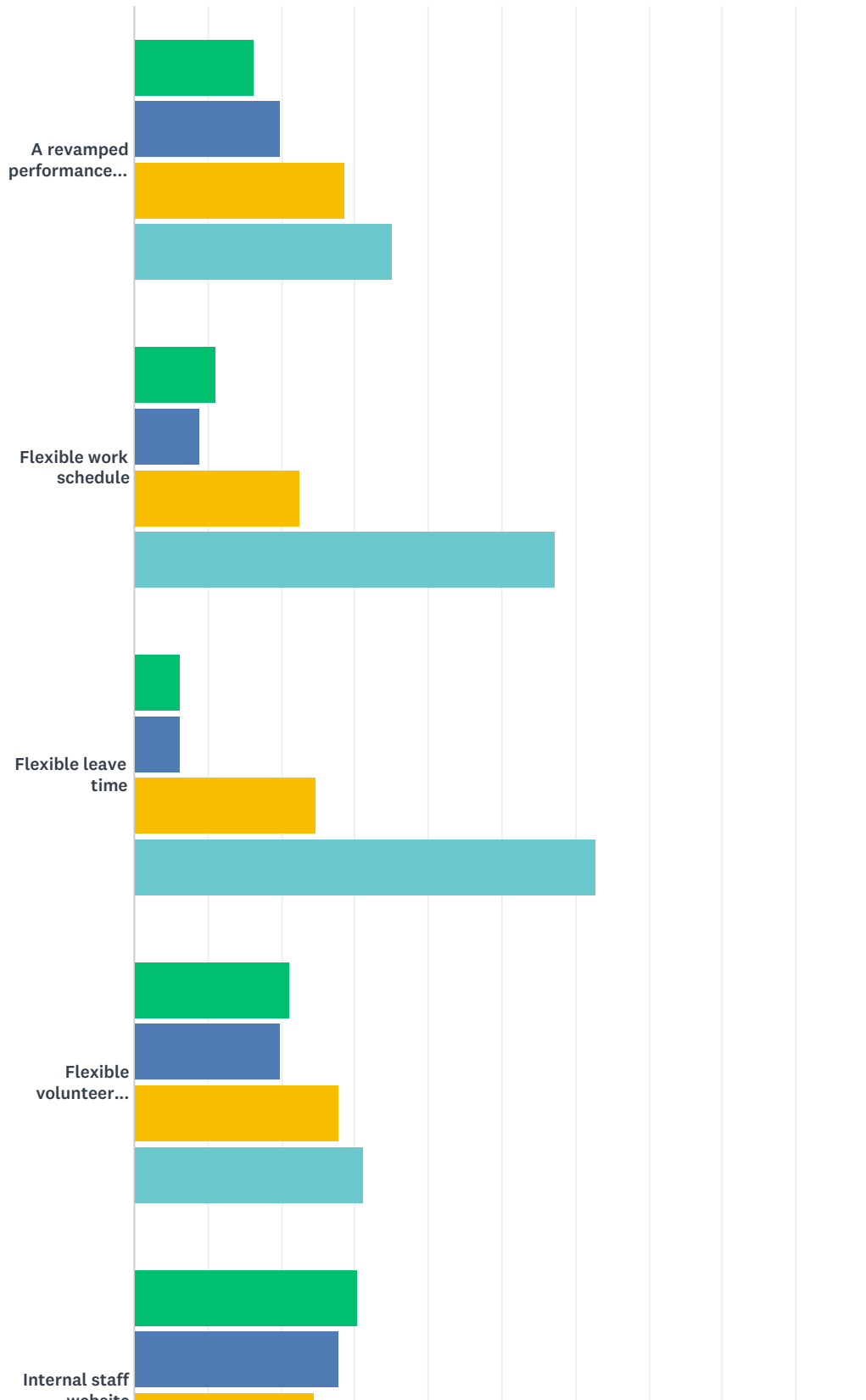
WHAT DO YOU THINK?

City Commission to attend department events	16.18% 89	21.45% 118	32.36% 178	30.00% 165	550	2.76
Employee breakfast	12.50% 69	18.66% 103	29.71% 164	39.13% 216	552	2.95
Monthly parking spot	35.14% 194	23.73% 131	23.91% 132	17.21% 95	552	2.23
Logo branded supplies and giveaways (coffee mugs, water bottles etc.)	24.36% 134	19.45% 107	29.27% 161	26.91% 148	550	2.59

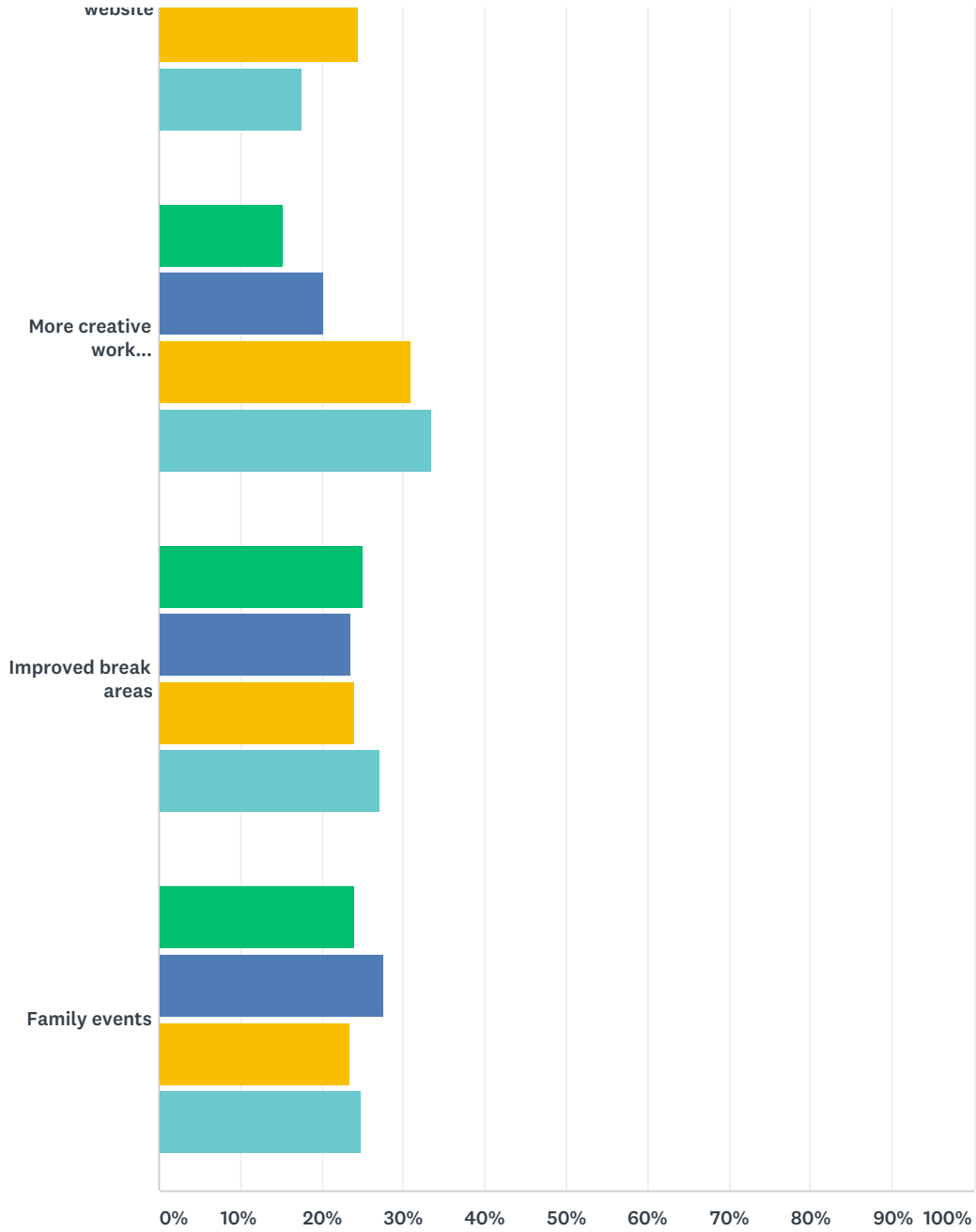
WHAT DO YOU THINK?

Q17 Would any of the following help motivate you in providing superior services?

Answered: 562 Skipped: 126



WHAT DO YOU THINK?



■ nope.
 ■ (no label)
 ■ (no label)
 ■ absolutely!

	NOPE.	(NO LABEL)	(NO LABEL)	ABSOLUTELY!	TOTAL	WEIGHTED AVERAGE
A revamped performance evaluation process	16.33% 90	19.78% 109	28.68% 158	35.21% 194	551	2.83
Flexible work schedule	11.11% 62	8.96% 50	22.58% 126	57.35% 320	558	3.26
Flexible leave time	6.19% 34	6.38% 35	24.59% 135	62.84% 345	549	3.44
Flexible volunteer opportunities	21.17% 116	19.89% 109	27.74% 152	31.20% 171	548	2.69

WHAT DO YOU THINK?

Internal staff website	30.29% 166	27.74% 152	24.45% 134	17.52% 96	548	2.29
More creative work environment	15.25% 84	20.33% 112	31.03% 171	33.39% 184	551	2.83
Improved break areas	25.05% 138	23.59% 130	24.14% 133	27.22% 150	551	2.54
Family events	24.09% 132	27.55% 151	23.36% 128	25.00% 137	548	2.49

WHAT DO YOU THINK?

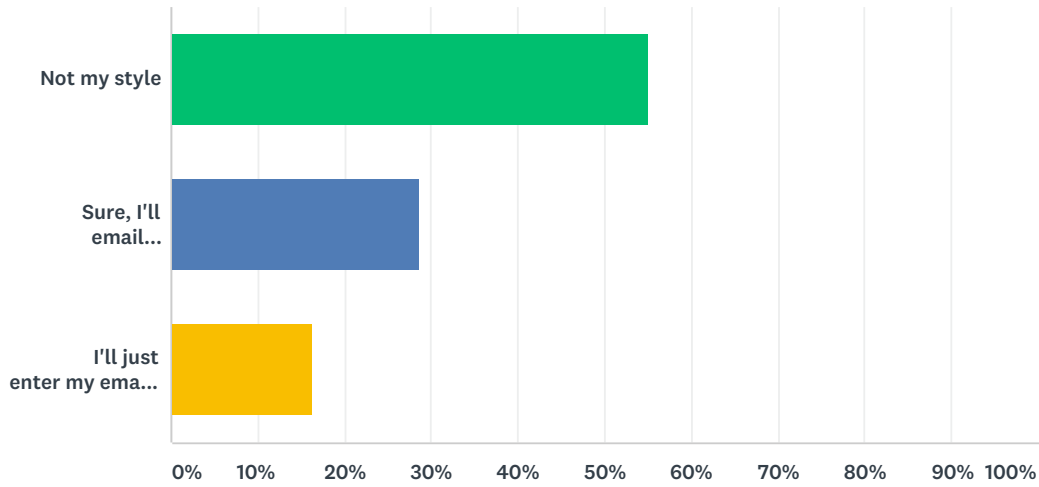
Q18 Is there something else you think we should have asked you in this survey?

Answered: 249 Skipped: 439

WHAT DO YOU THINK?

Q19 Would you like to participate in further discussions about employee programs?

Answered: 514 Skipped: 174

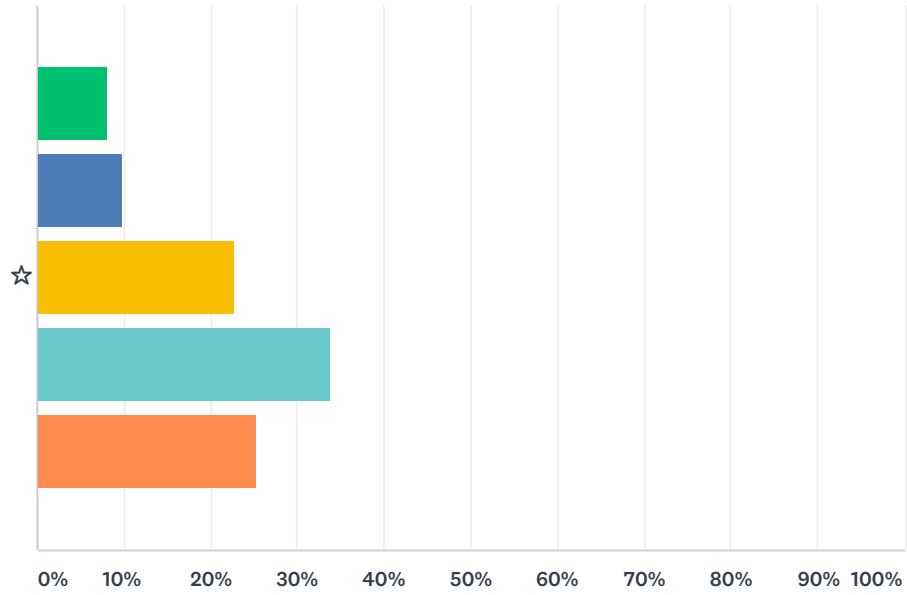


ANSWER CHOICES	RESPONSES
Not my style	55.06% 283
Sure, I'll email communications@largo.com	28.60% 147
I'll just enter my email below	16.34% 84
TOTAL	514

WHAT DO YOU THINK?

Q20 Last question... How would you rate this survey

Answered: 501 Skipped: 187



1 2 3 4 5

	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	8.18% 41	9.78% 49	22.75% 114	33.93% 170	25.35% 127	501	3.58