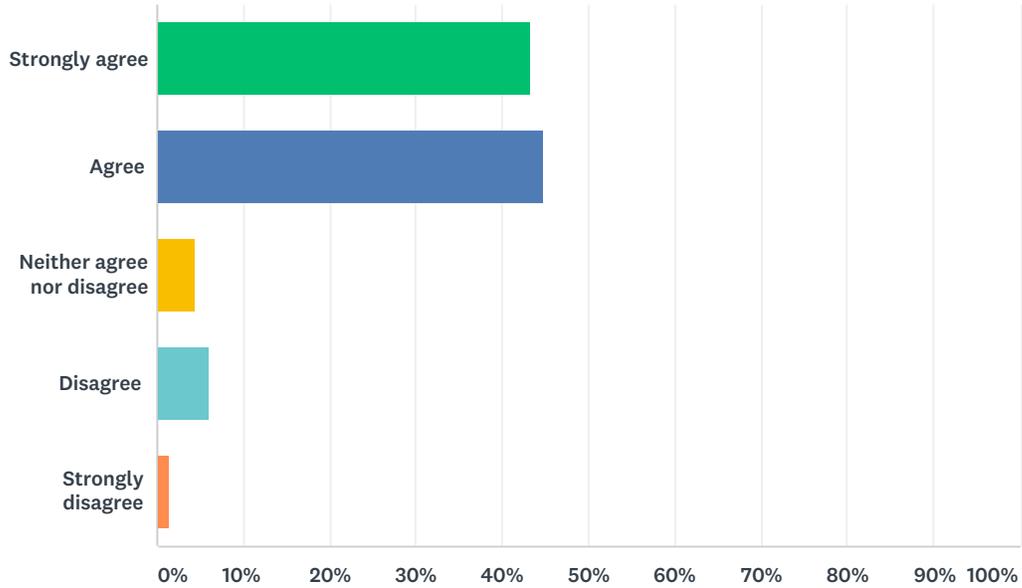


Q1 I know what my immediate supervisor expects of me at work.

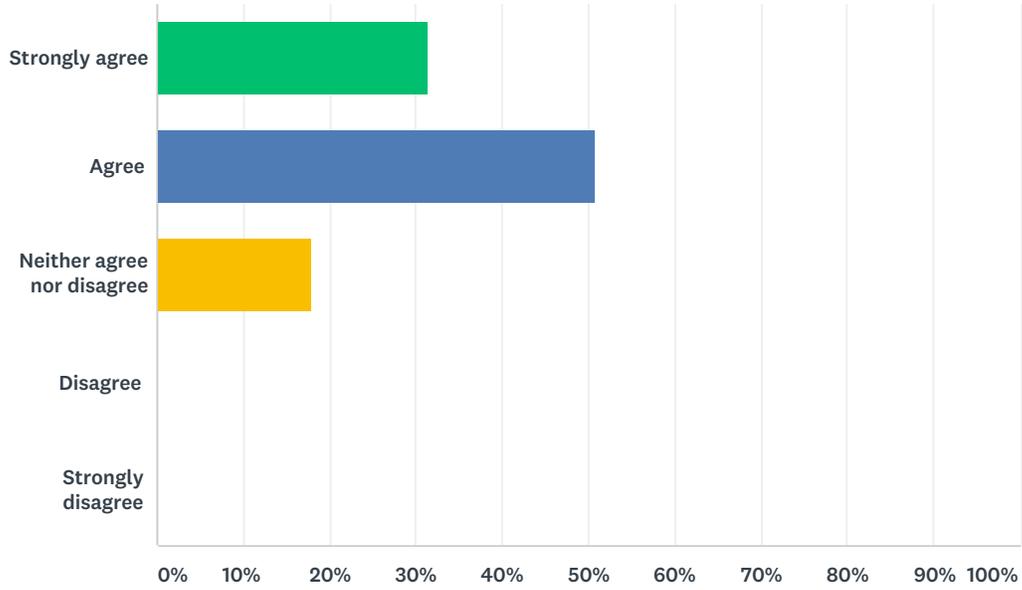
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	43.28%	29
Agree	44.78%	30
Neither agree nor disagree	4.48%	3
Disagree	5.97%	4
Strongly disagree	1.49%	1
Total Respondents: 67		

Q2 The deadlines I am given by my immediate supervisor are reasonable.

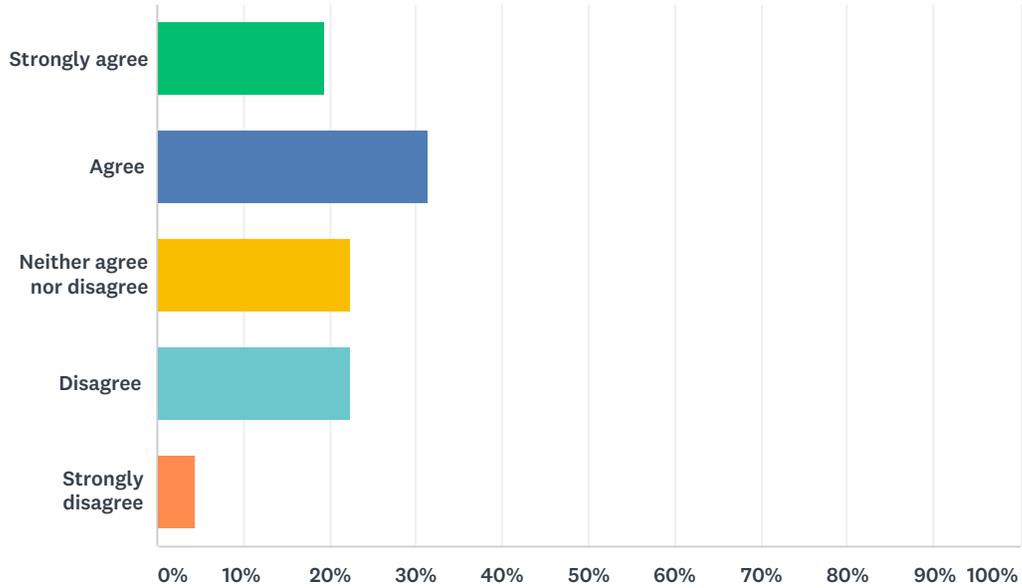
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	31.34%	21
Agree	50.75%	34
Neither agree nor disagree	17.91%	12
Disagree	0.00%	0
Strongly disagree	0.00%	0
Total Respondents: 67		

Q3 I regularly receive timely feedback regarding my performance.

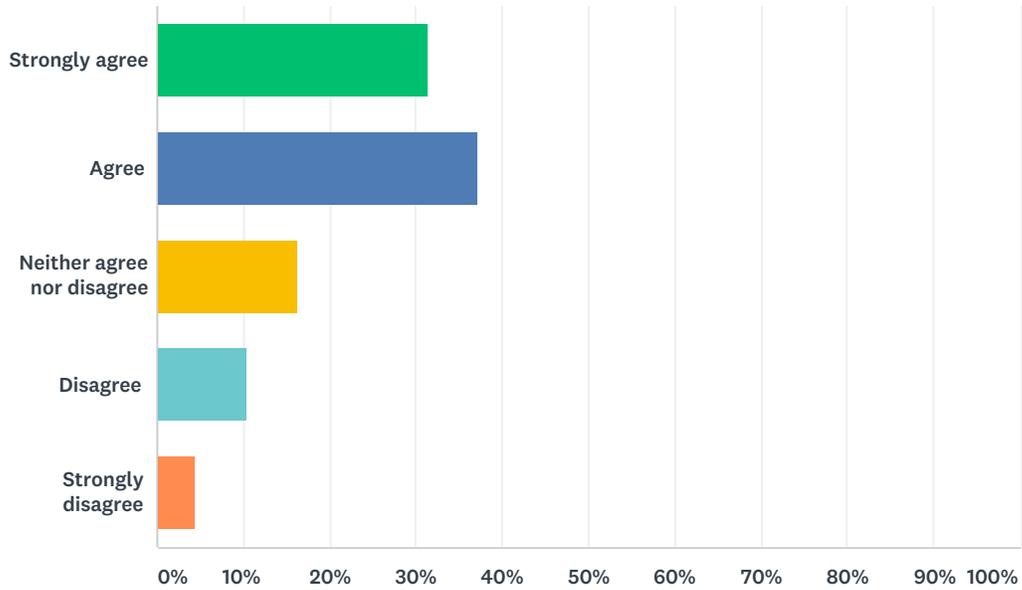
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	19.40%	13
Agree	31.34%	21
Neither agree nor disagree	22.39%	15
Disagree	22.39%	15
Strongly disagree	4.48%	3
Total Respondents: 67		

Q4 I can, in confidence, discuss problems I am having with my work or other employees with my immediate supervisor.

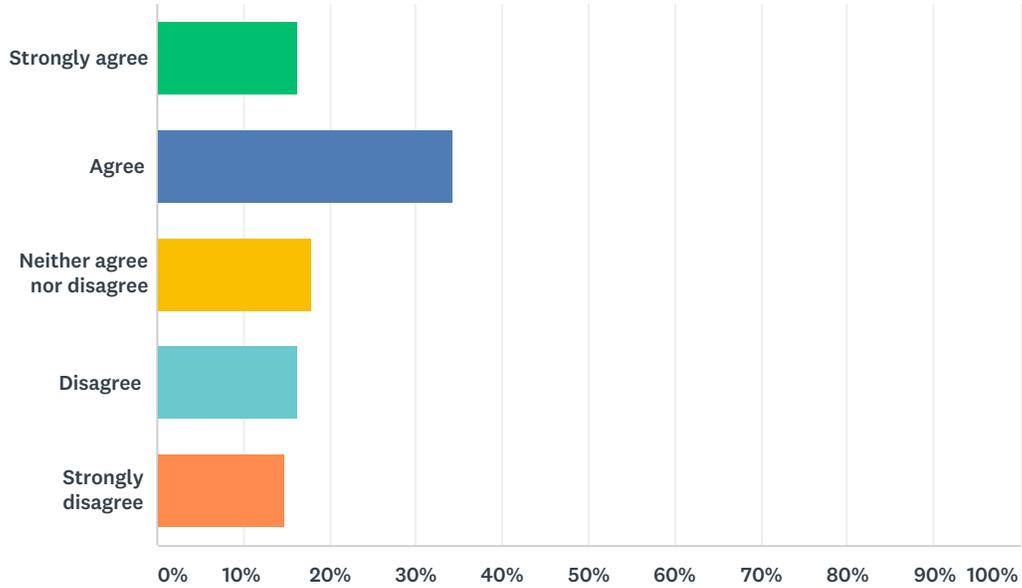
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	31.34%	21
Agree	37.31%	25
Neither agree nor disagree	16.42%	11
Disagree	10.45%	7
Strongly disagree	4.48%	3
Total Respondents: 67		

Q5 Policies concerning employees are always consistently applied and administered by my immediate supervisor.

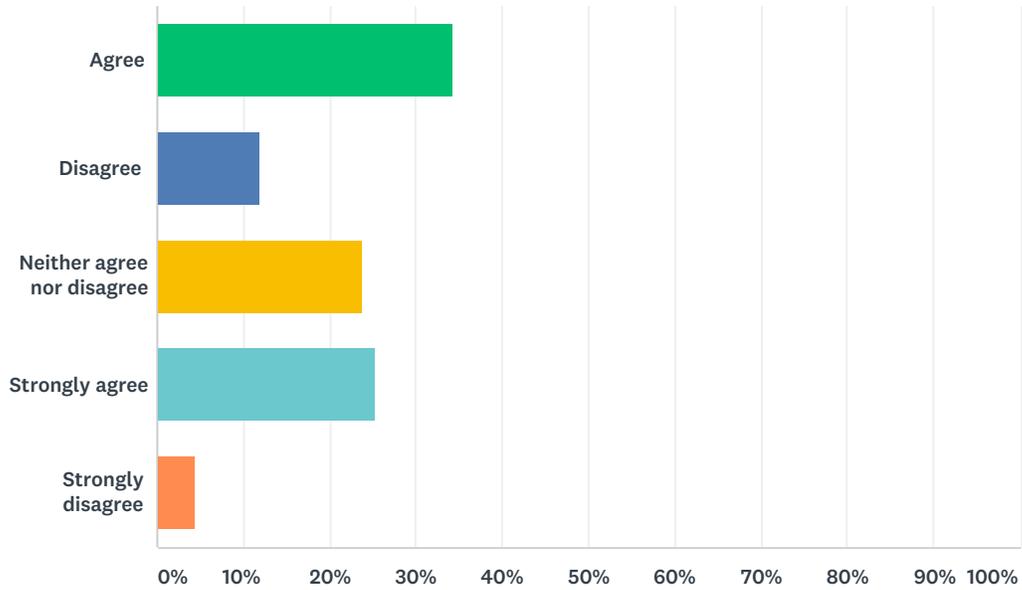
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	16.42%	11
Agree	34.33%	23
Neither agree nor disagree	17.91%	12
Disagree	16.42%	11
Strongly disagree	14.93%	10
Total Respondents: 67		

Q6 My immediate supervisor is actively interested in and encourages my professional development and advancement.

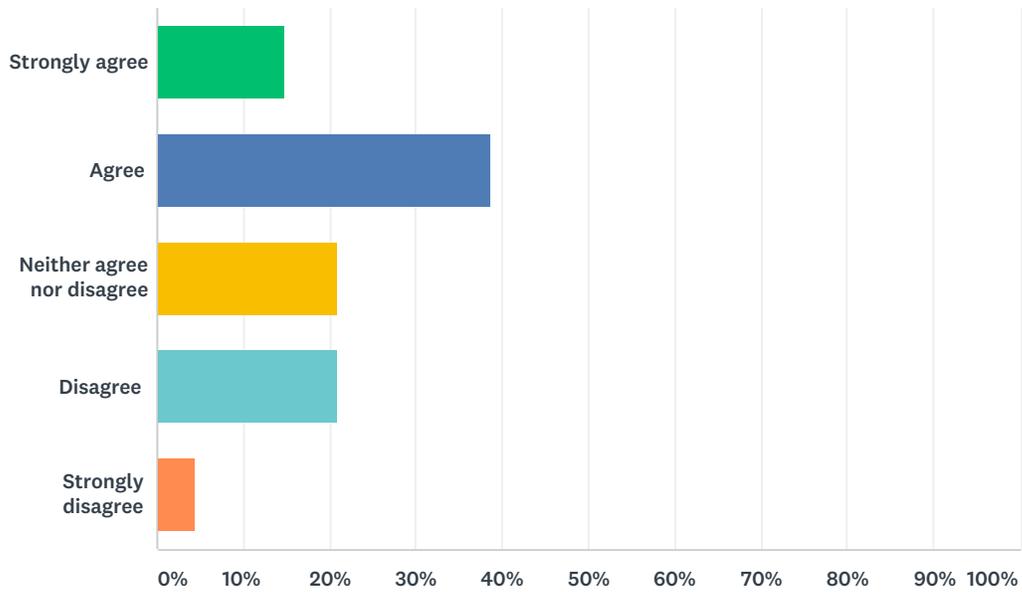
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree	34.33%	23
Disagree	11.94%	8
Neither agree nor disagree	23.88%	16
Strongly agree	25.37%	17
Strongly disagree	4.48%	3
Total Respondents: 67		

Q7 Performance issues are effectively addressed by my immediate supervisor.

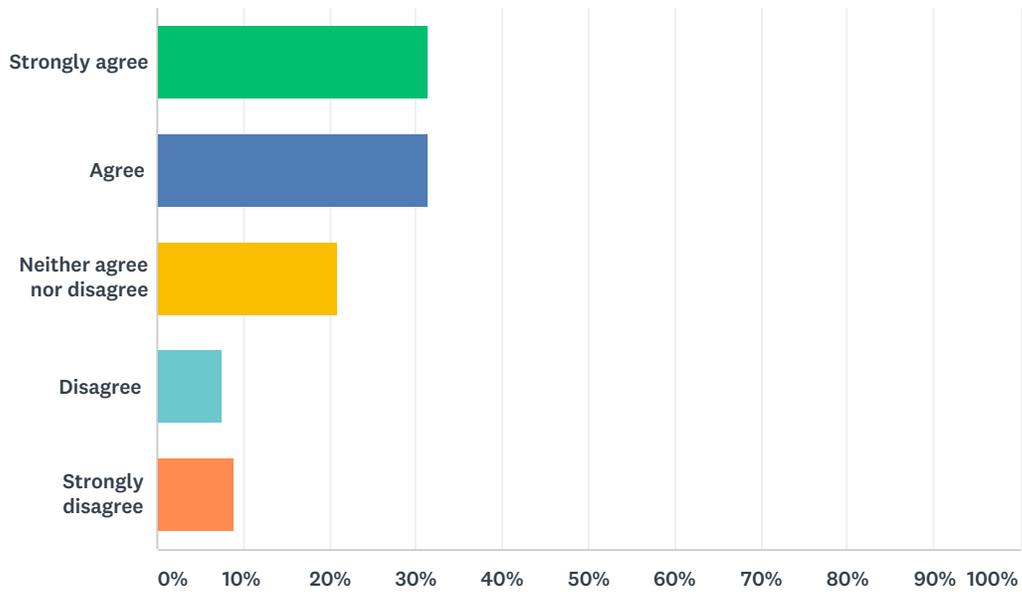
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	14.93%	10
Agree	38.81%	26
Neither agree nor disagree	20.90%	14
Disagree	20.90%	14
Strongly disagree	4.48%	3
Total Respondents: 67		

Q8 I can disagree with my immediate supervisor without fear of getting in trouble.

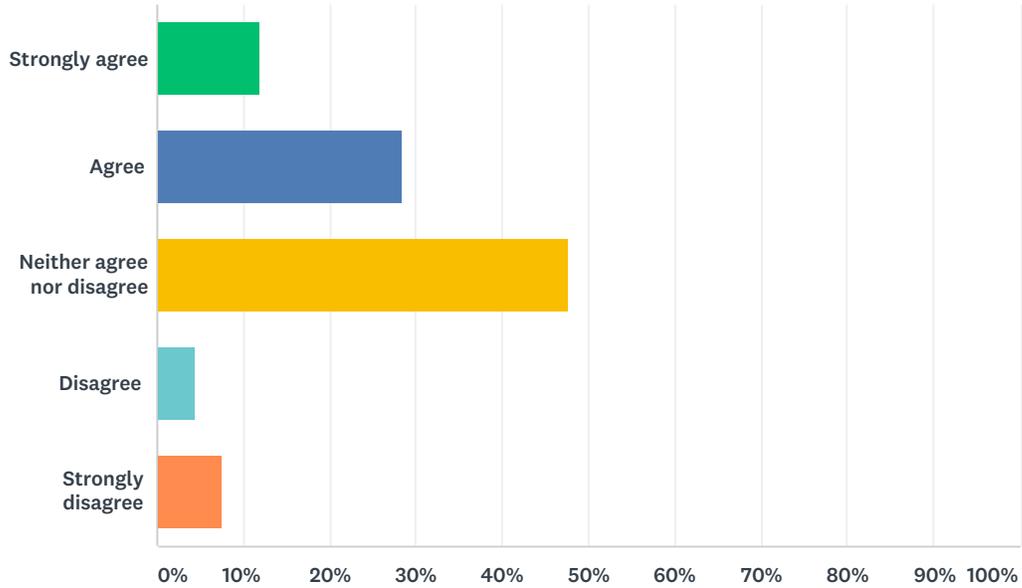
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	31.34%	21
Agree	31.34%	21
Neither agree nor disagree	20.90%	14
Disagree	7.46%	5
Strongly disagree	8.96%	6
Total Respondents: 67		

Q9 Employee performance evaluations are fair and appropriate.

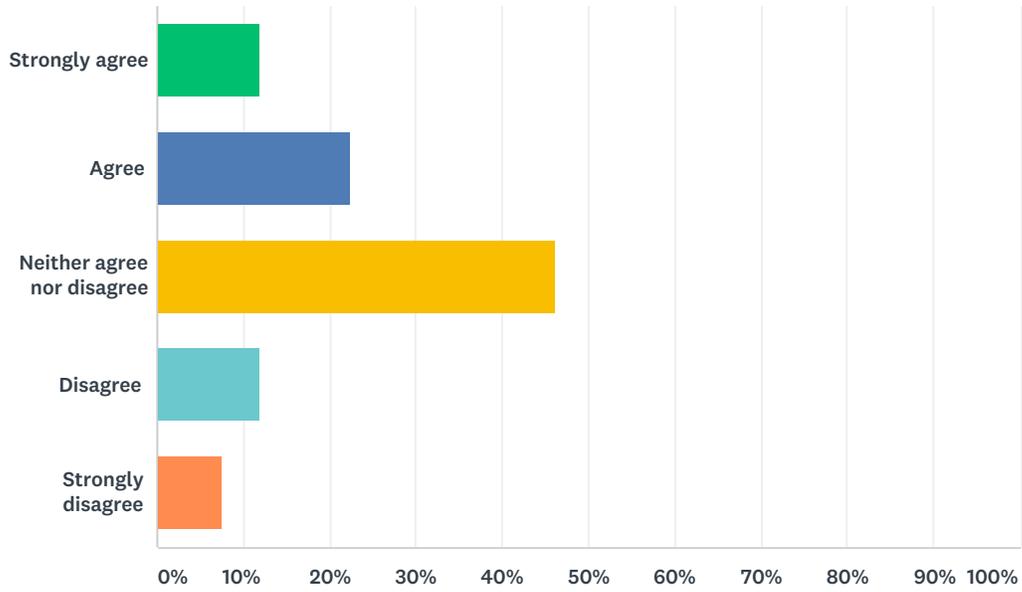
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	11.94%	8
Agree	28.36%	19
Neither agree nor disagree	47.76%	32
Disagree	4.48%	3
Strongly disagree	7.46%	5
Total Respondents: 67		

Q10 I am involved in the goal setting process for my performance evaluation.

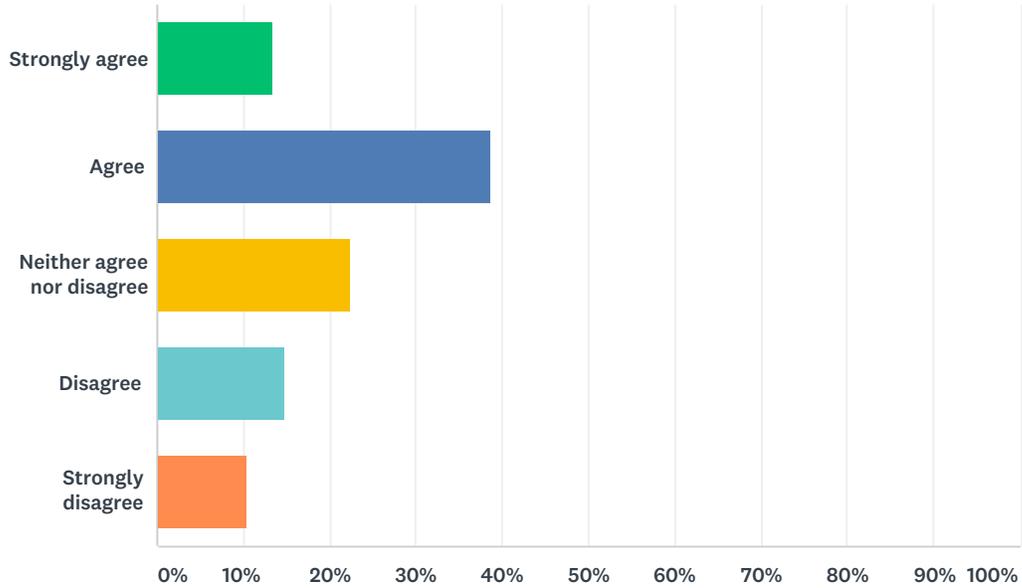
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	11.94%	8
Agree	22.39%	15
Neither agree nor disagree	46.27%	31
Disagree	11.94%	8
Strongly disagree	7.46%	5
Total Respondents: 67		

Q11 Communication within my department is good.

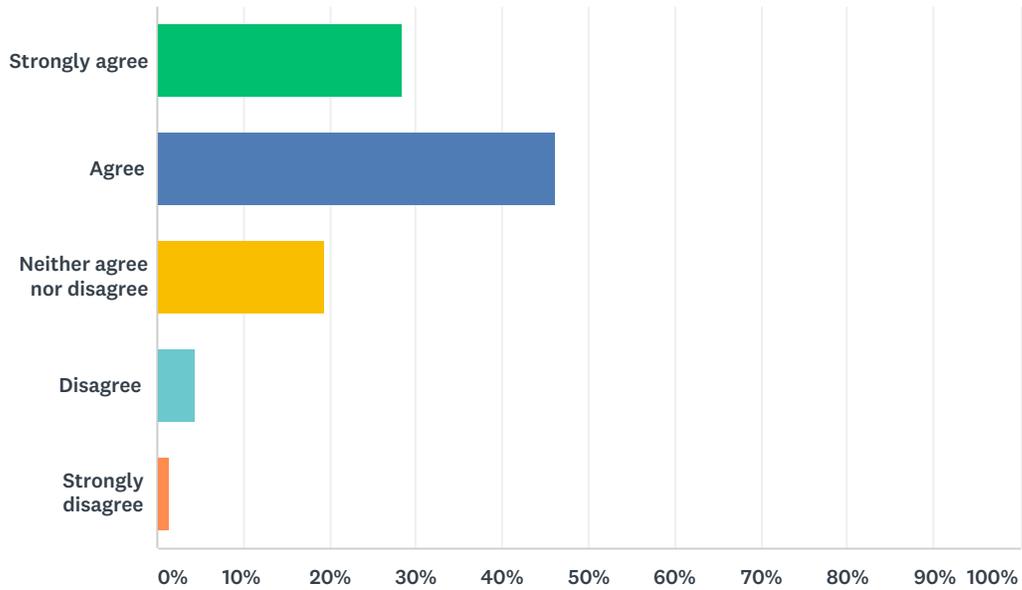
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	13.43%	9
Agree	38.81%	26
Neither agree nor disagree	22.39%	15
Disagree	14.93%	10
Strongly disagree	10.45%	7
Total Respondents: 67		

Q12 My coworkers are committed to doing quality work.

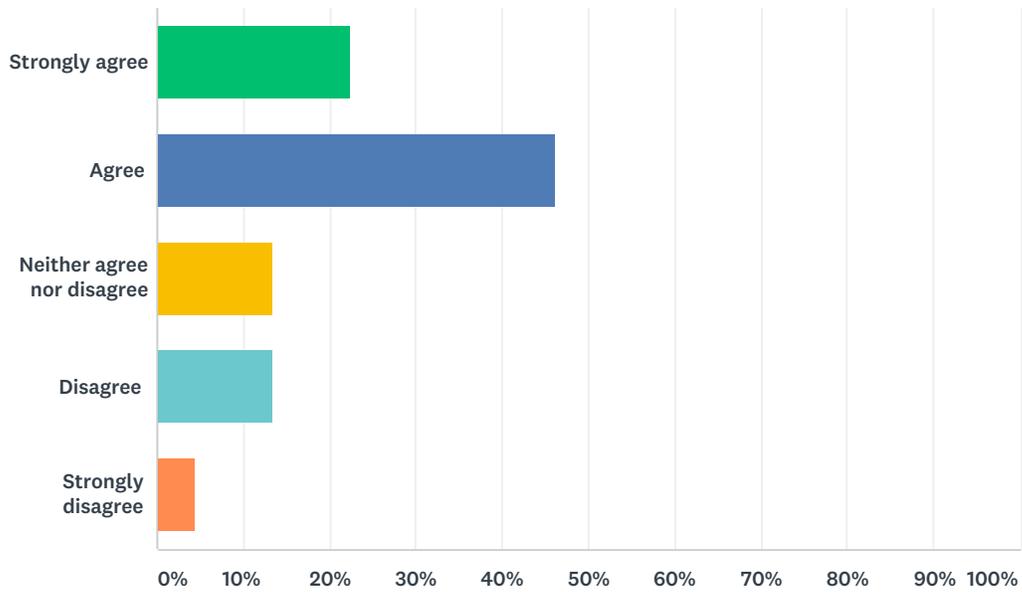
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	28.36%	19
Agree	46.27%	31
Neither agree nor disagree	19.40%	13
Disagree	4.48%	3
Strongly disagree	1.49%	1
Total Respondents: 67		

Q13 I have the resources, materials and equipment I need to do my job well.

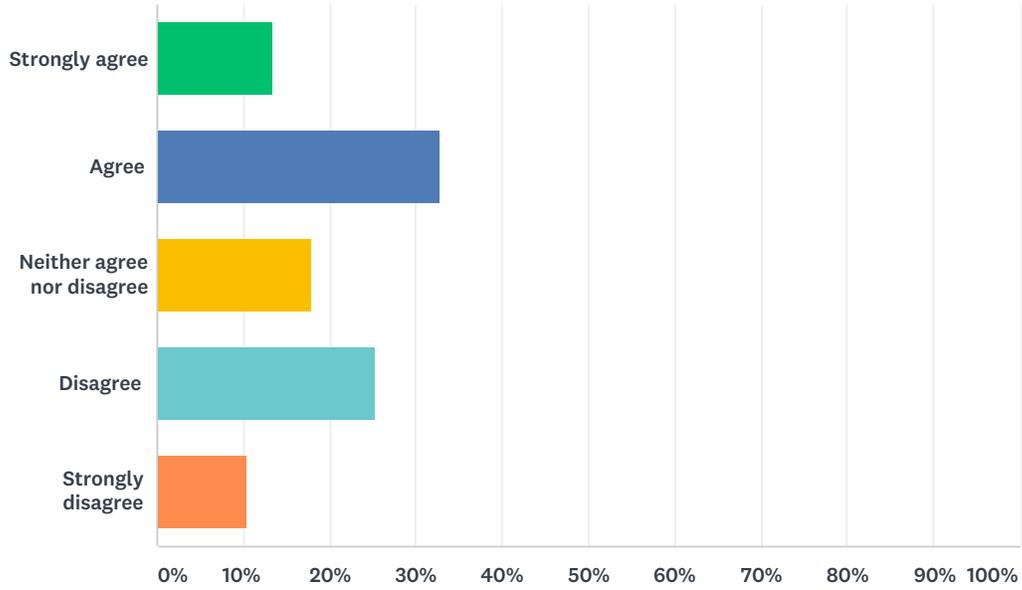
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	22.39%	15
Agree	46.27%	31
Neither agree nor disagree	13.43%	9
Disagree	13.43%	9
Strongly disagree	4.48%	3
Total Respondents: 67		

Q14 My workplace is well maintained.

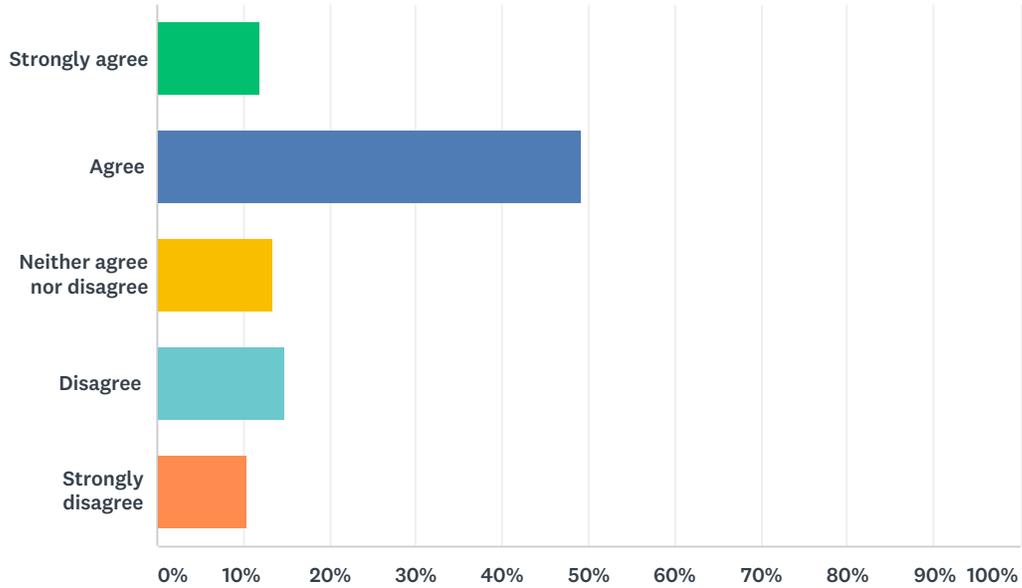
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	13.43%	9
Agree	32.84%	22
Neither agree nor disagree	17.91%	12
Disagree	25.37%	17
Strongly disagree	10.45%	7
Total Respondents: 67		

Q15 My workplace is a physically comfortable place to work.

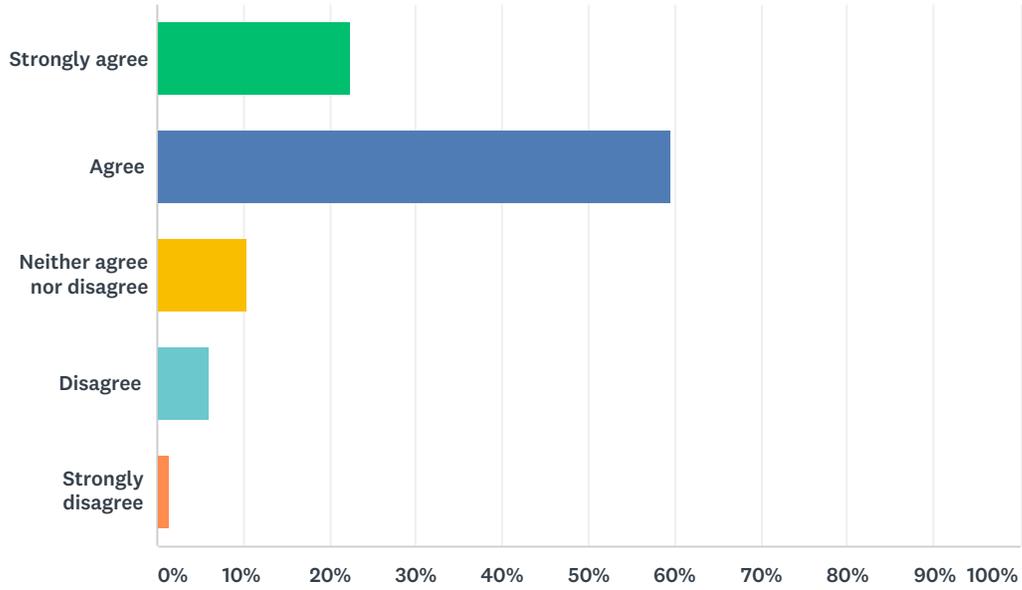
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	11.94%	8
Agree	49.25%	33
Neither agree nor disagree	13.43%	9
Disagree	14.93%	10
Strongly disagree	10.45%	7
Total Respondents: 67		

Q16 My workplace is safe.

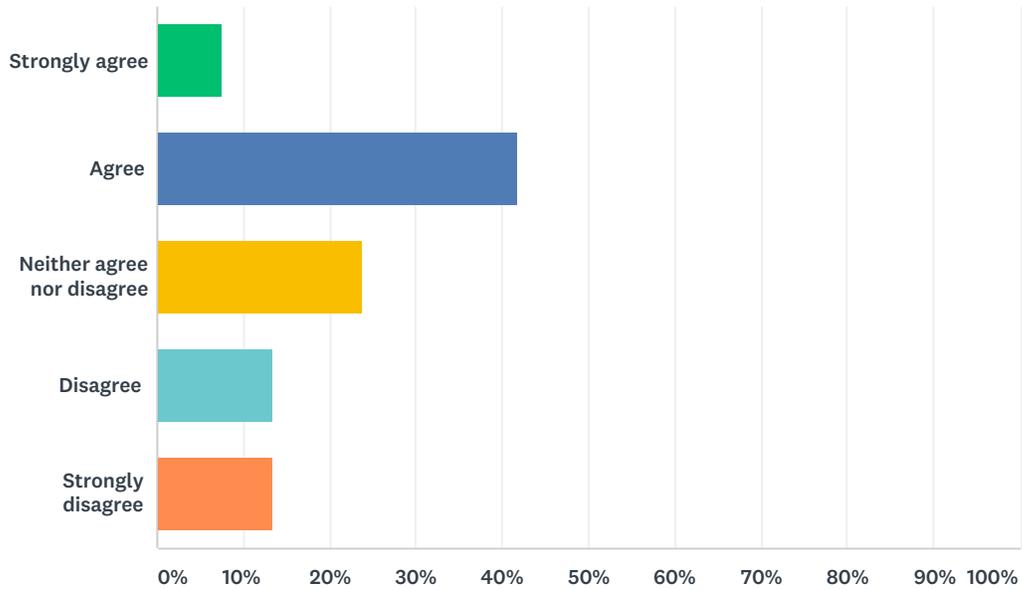
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	22.39%	15
Agree	59.70%	40
Neither agree nor disagree	10.45%	7
Disagree	5.97%	4
Strongly disagree	1.49%	1
Total Respondents: 67		

Q17 Overall morale in my department is good.

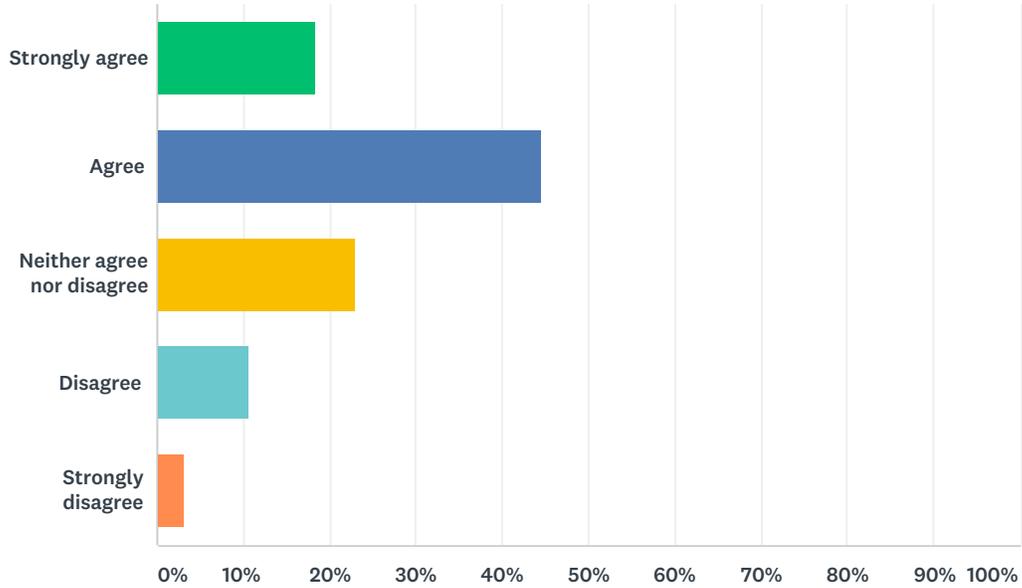
Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	7.46%	5
Agree	41.79%	28
Neither agree nor disagree	23.88%	16
Disagree	13.43%	9
Strongly disagree	13.43%	9
Total Respondents: 67		

Q18 The environment here supports a balance between work and personal life.

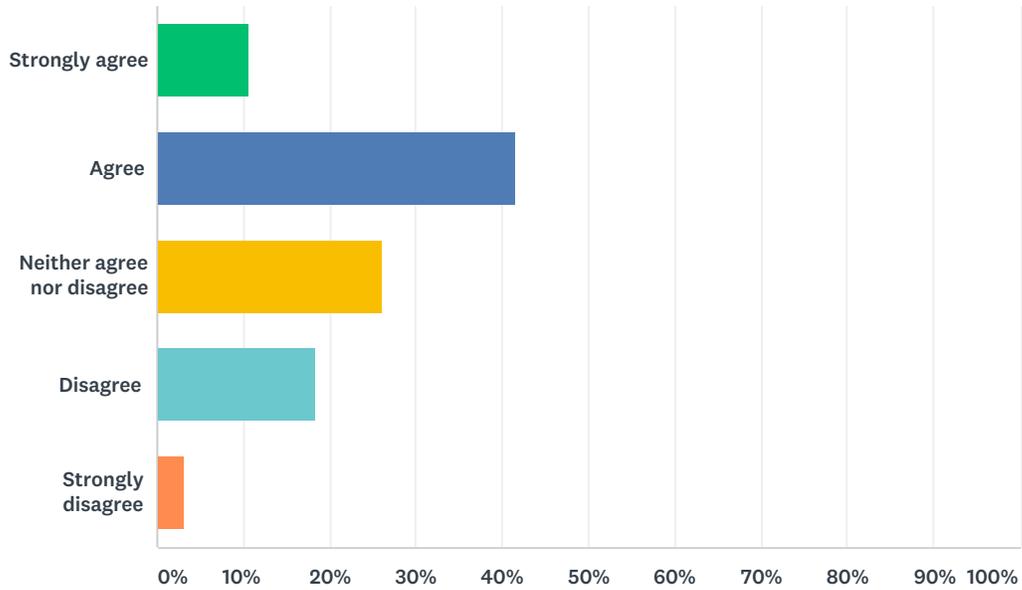
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	18.46%	12
Agree	44.62%	29
Neither agree nor disagree	23.08%	15
Disagree	10.77%	7
Strongly disagree	3.08%	2
Total Respondents: 65		

Q19 The expression of different opinions, styles, and perceptions is supported.

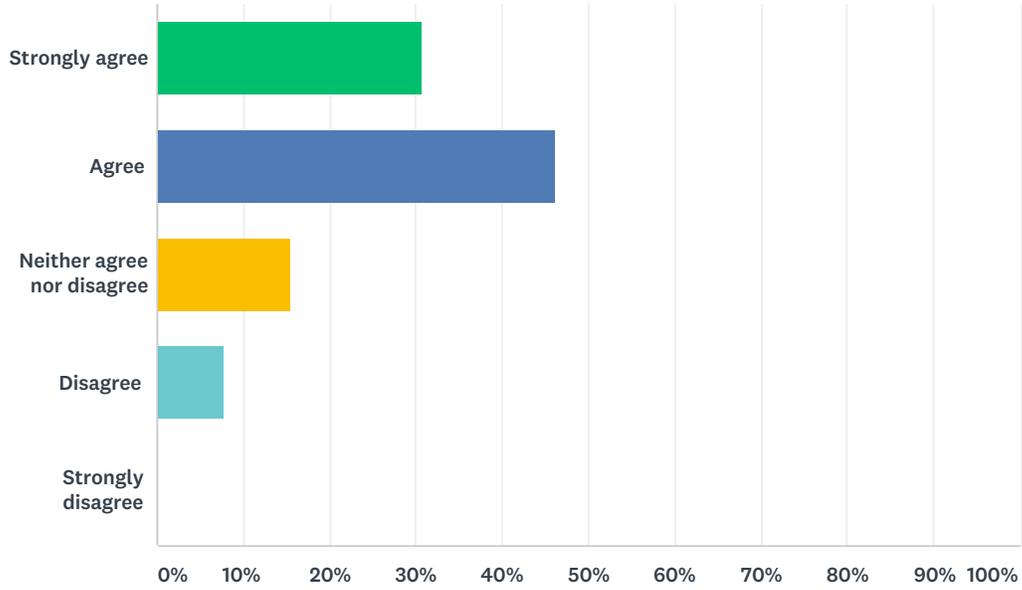
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	10.77%	7
Agree	41.54%	27
Neither agree nor disagree	26.15%	17
Disagree	18.46%	12
Strongly disagree	3.08%	2
Total Respondents: 65		

Q20 People are treated with respect regardless of race, gender, position, age, disability, etc.

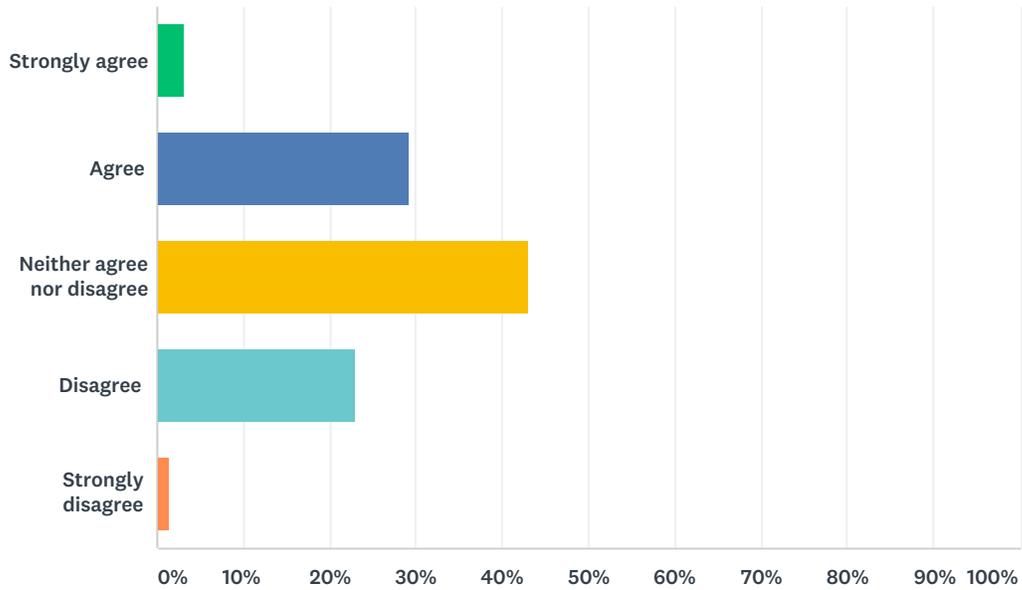
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	30.77%	20
Agree	46.15%	30
Neither agree nor disagree	15.38%	10
Disagree	7.69%	5
Strongly disagree	0.00%	0
Total Respondents: 65		

Q21 Communication between departments is well coordinated.

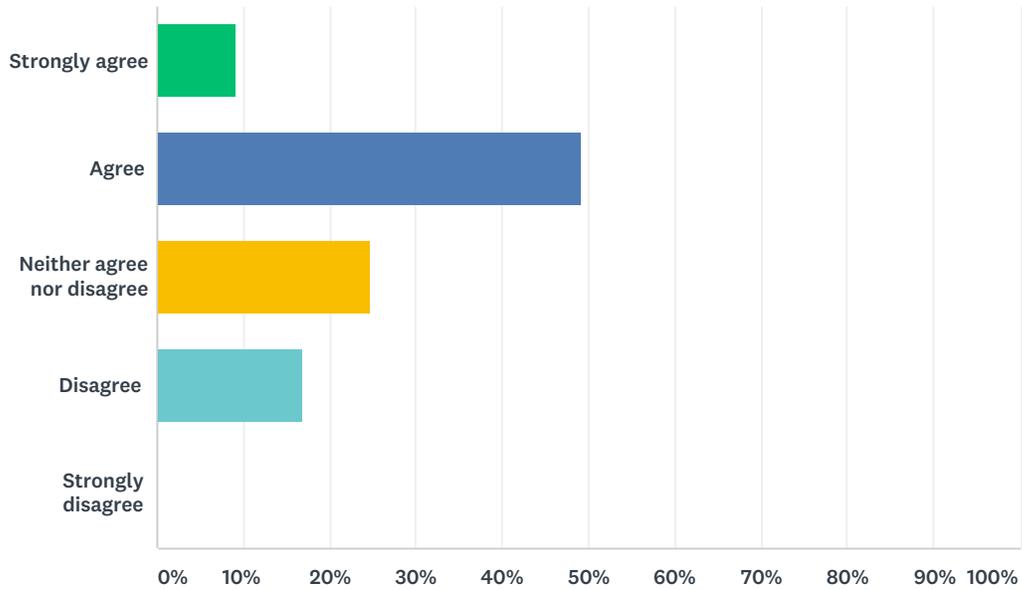
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	3.08%	2
Agree	29.23%	19
Neither agree nor disagree	43.08%	28
Disagree	23.08%	15
Strongly disagree	1.54%	1
Total Respondents: 65		

Q22 Teamwork is encouraged and practiced.

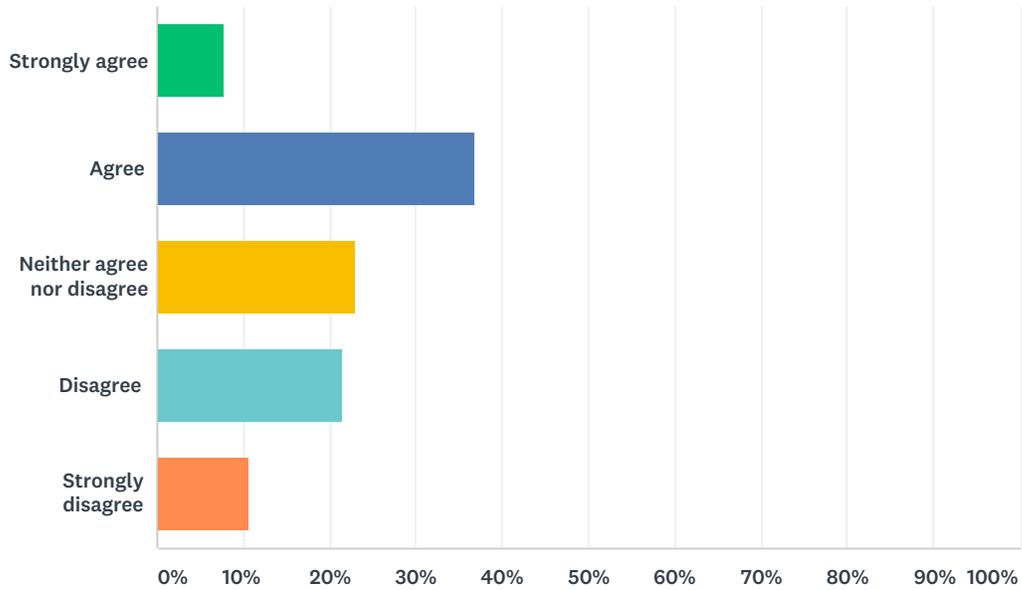
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	9.23%	6
Agree	49.23%	32
Neither agree nor disagree	24.62%	16
Disagree	16.92%	11
Strongly disagree	0.00%	0
Total Respondents: 65		

Q23 People are held accountable for the quality of work they produce.

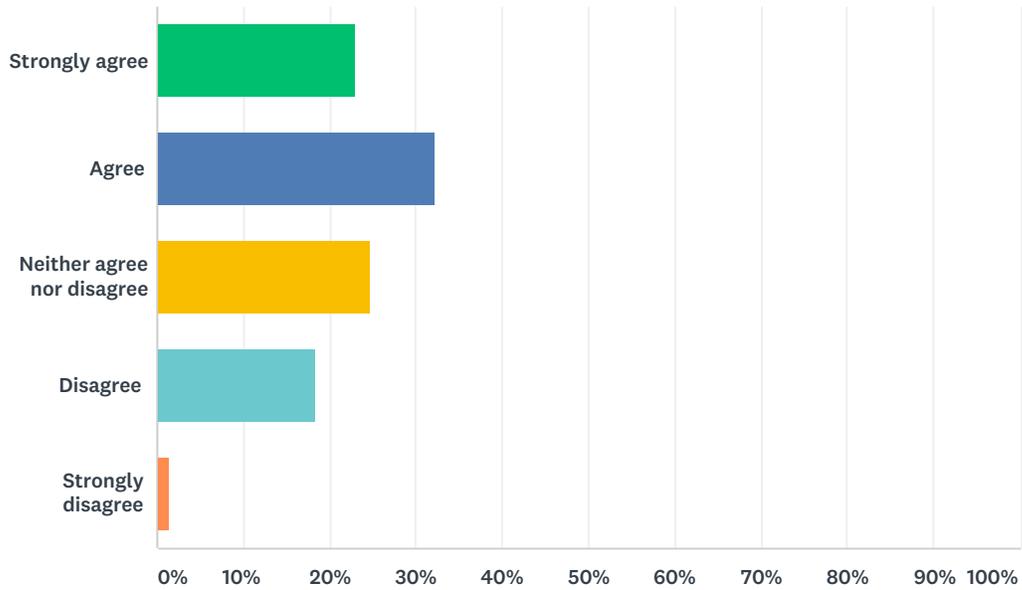
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	7.69%	5
Agree	36.92%	24
Neither agree nor disagree	23.08%	15
Disagree	21.54%	14
Strongly disagree	10.77%	7
Total Respondents: 65		

Q24 Management exhibits a high degree of honesty and integrity.

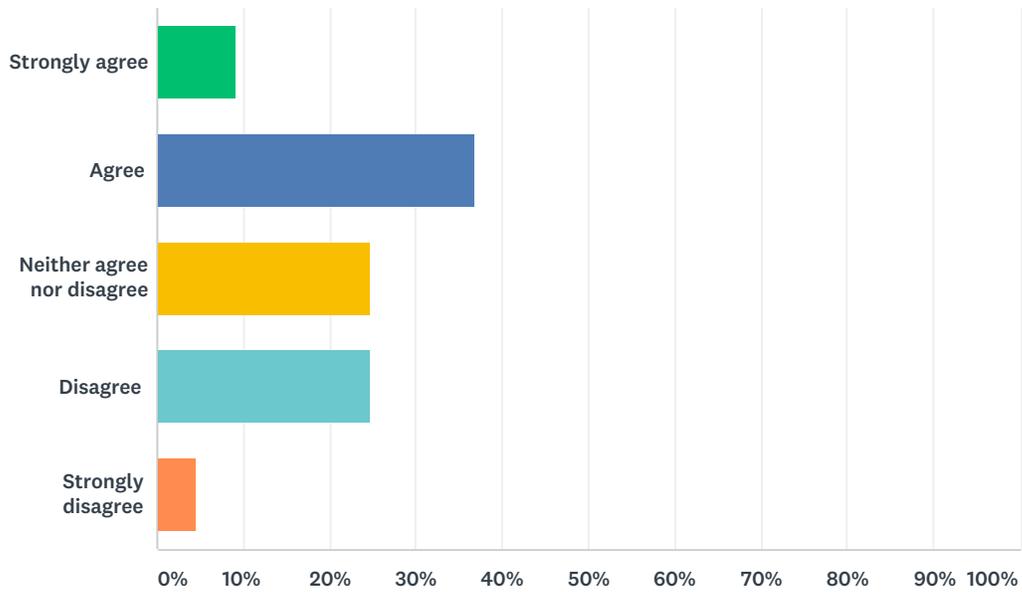
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	23.08%	15
Agree	32.31%	21
Neither agree nor disagree	24.62%	16
Disagree	18.46%	12
Strongly disagree	1.54%	1
Total Respondents: 65		

Q25 People are concerned about what is good for the entire Town instead of just themselves or their department.

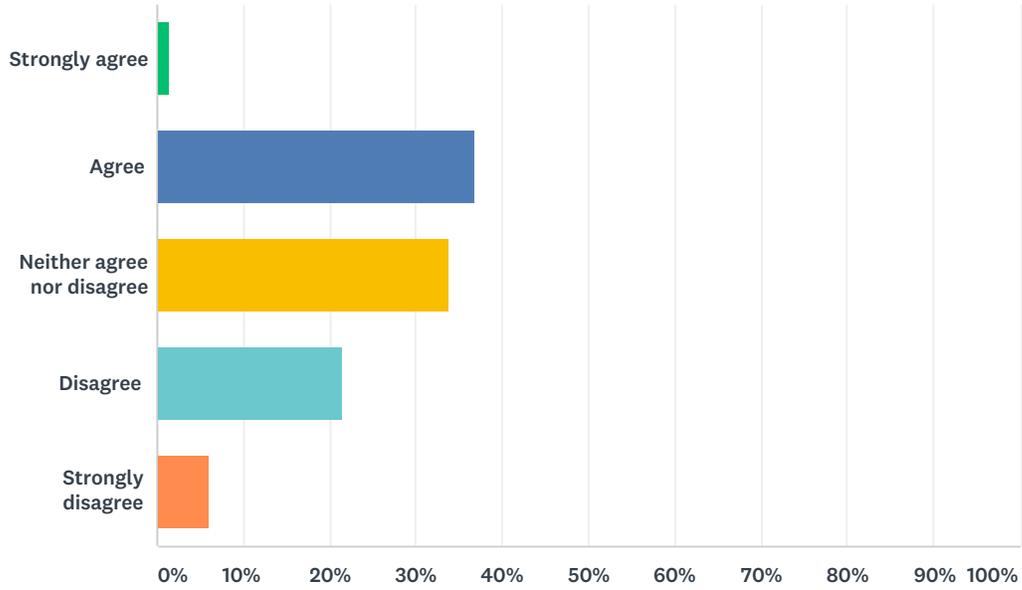
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	9.23%	6
Agree	36.92%	24
Neither agree nor disagree	24.62%	16
Disagree	24.62%	16
Strongly disagree	4.62%	3
Total Respondents: 65		

Q26 People are focused on solutions, rather than blame.

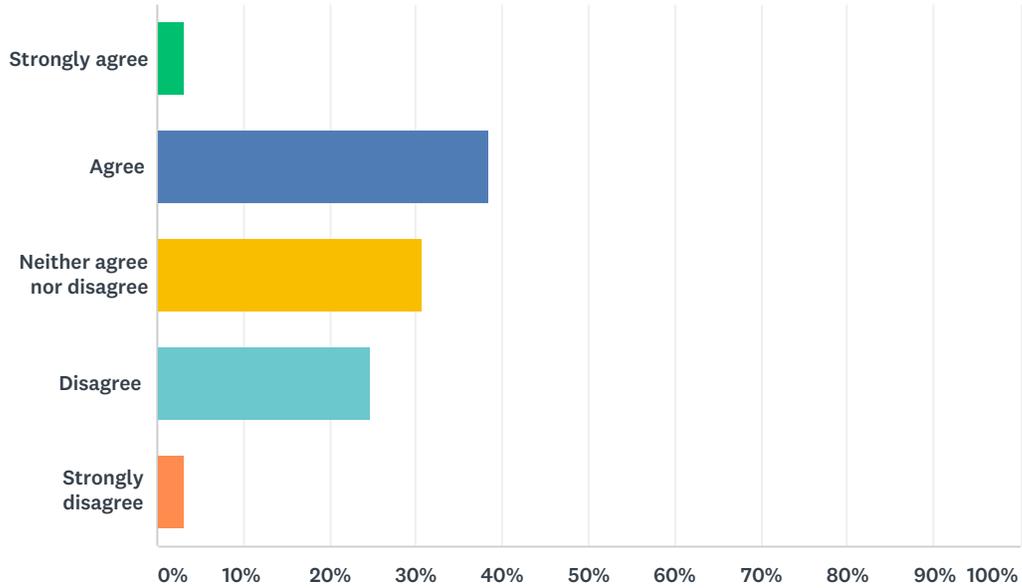
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	1.54%	1
Agree	36.92%	24
Neither agree nor disagree	33.85%	22
Disagree	21.54%	14
Strongly disagree	6.15%	4
Total Respondents: 65		

Q27 I am satisfied with my overall compensation package.

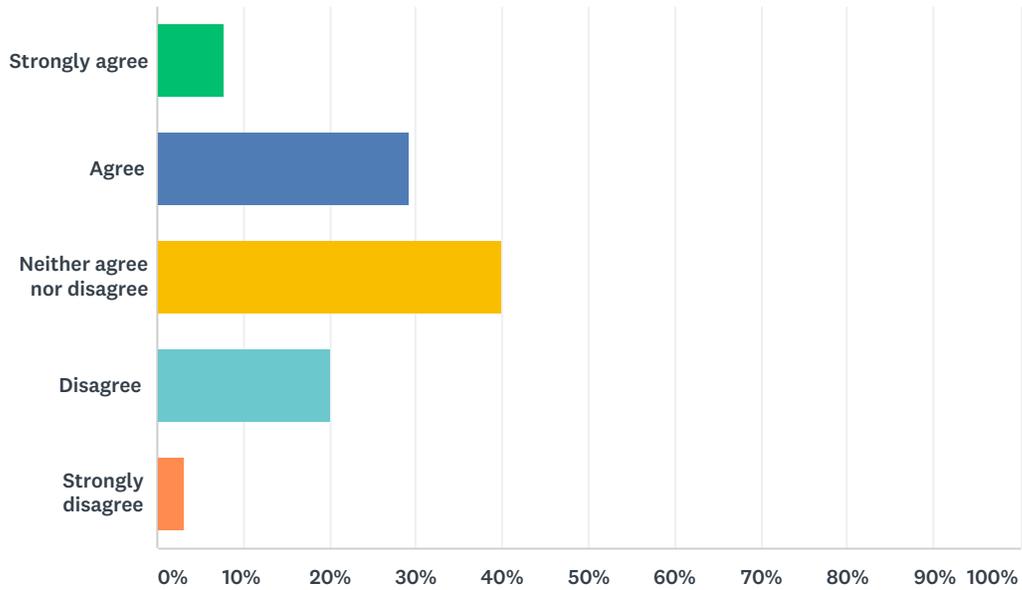
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	3.08%	2
Agree	38.46%	25
Neither agree nor disagree	30.77%	20
Disagree	24.62%	16
Strongly disagree	3.08%	2
Total Respondents: 65		

Q28 I am satisfied with Health/Dental insurance options.

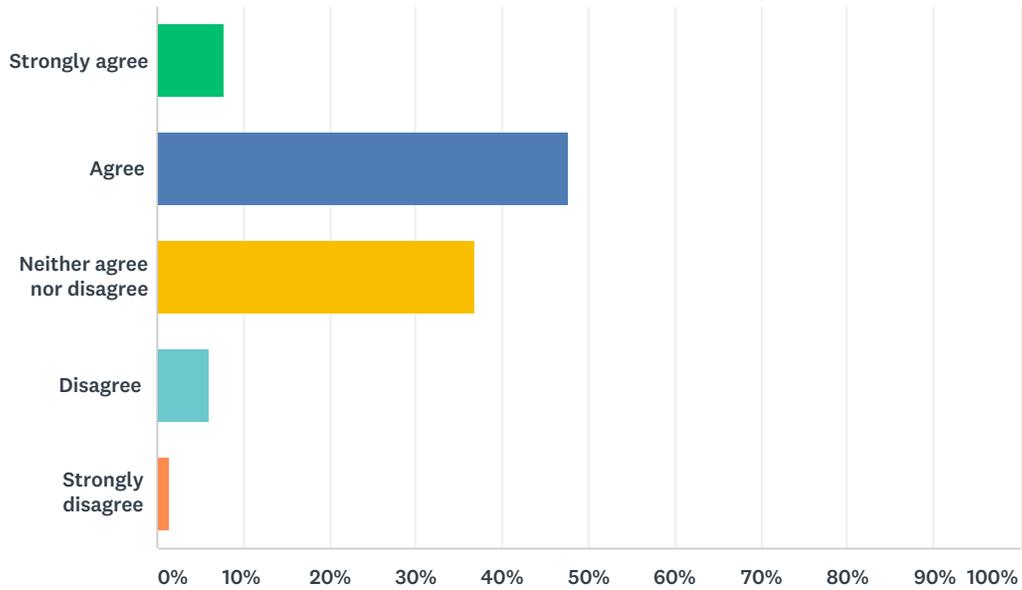
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	7.69%	5
Agree	29.23%	19
Neither agree nor disagree	40.00%	26
Disagree	20.00%	13
Strongly disagree	3.08%	2
Total Respondents: 65		

Q29 I am satisfied with supplemental retirement plan options.

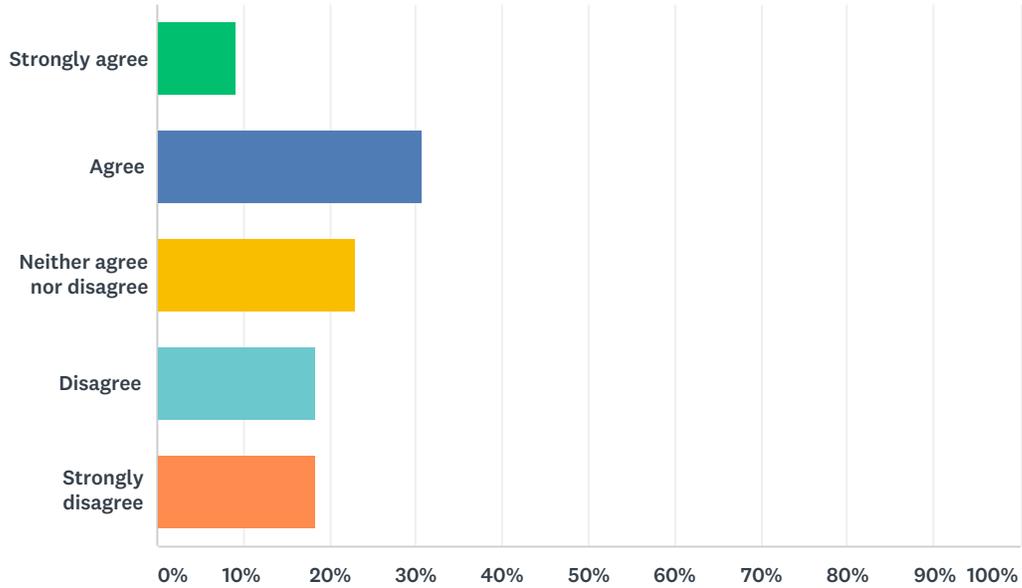
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	7.69%	5
Agree	47.69%	31
Neither agree nor disagree	36.92%	24
Disagree	6.15%	4
Strongly disagree	1.54%	1
Total Respondents: 65		

Q30 I am satisfied with the Earned-time system of paid leave.

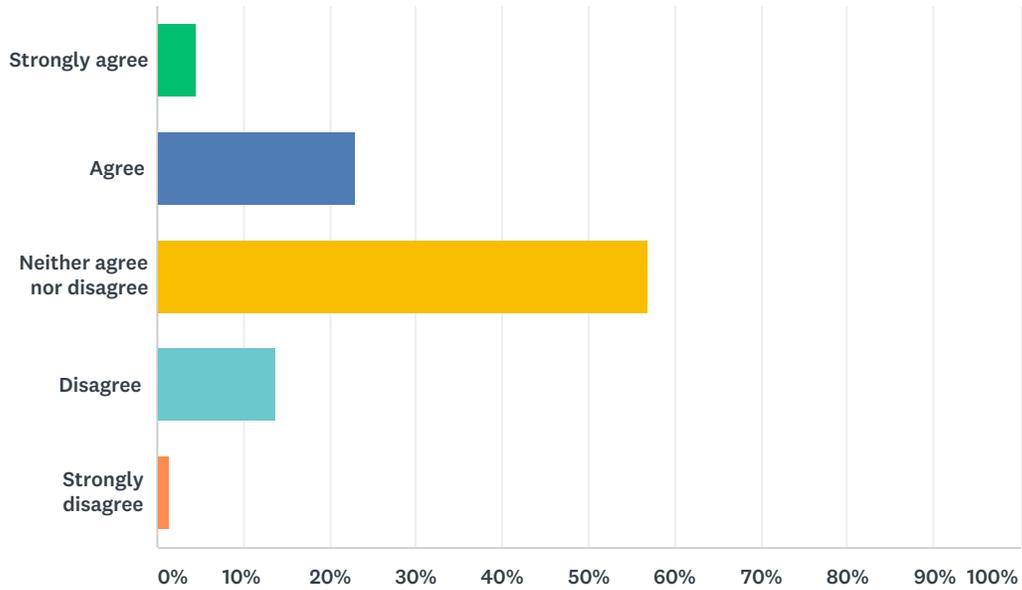
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	9.23%	6
Agree	30.77%	20
Neither agree nor disagree	23.08%	15
Disagree	18.46%	12
Strongly disagree	18.46%	12
Total Respondents: 65		

Q31 I am satisfied with how Tuition Reimbursement is allocated among eligible employees.

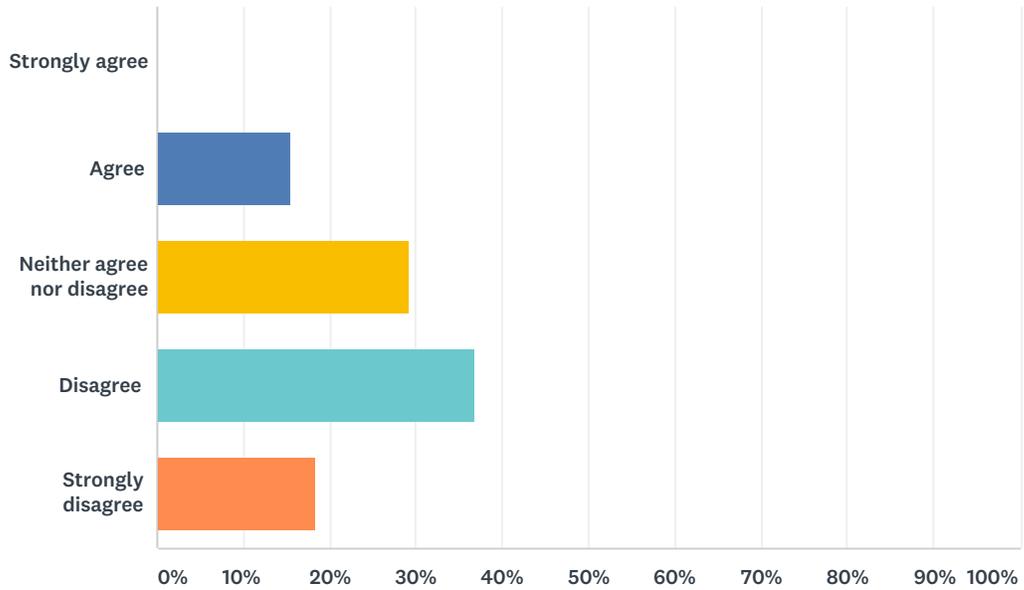
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	4.62%	3
Agree	23.08%	15
Neither agree nor disagree	56.92%	37
Disagree	13.85%	9
Strongly disagree	1.54%	1
Total Respondents: 65		

Q32 Employee job satisfaction is a top priority of the Board of Selectmen.

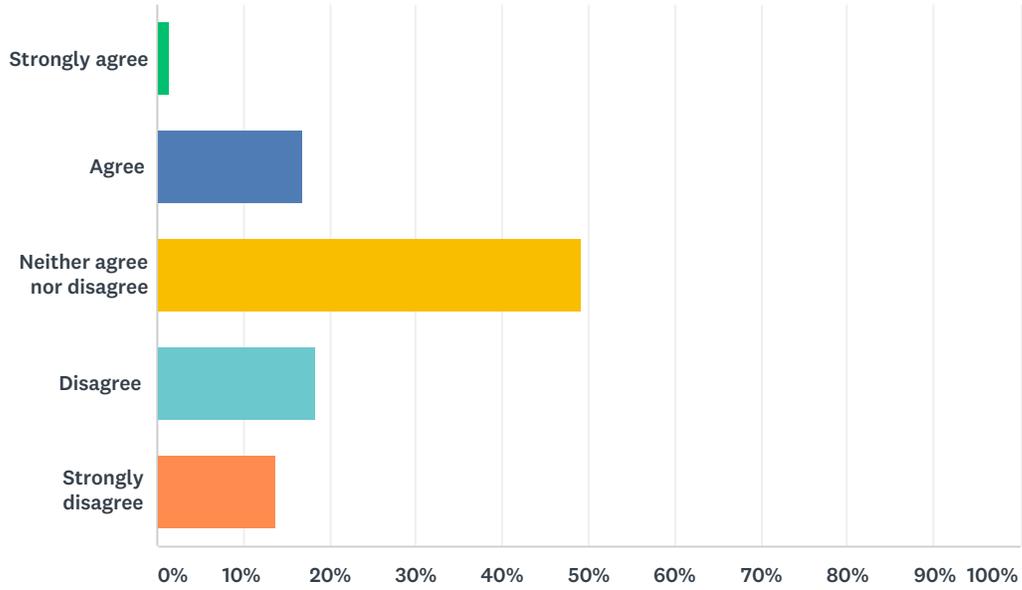
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Agree	15.38%	10
Neither agree nor disagree	29.23%	19
Disagree	36.92%	24
Strongly disagree	18.46%	12
Total Respondents: 65		

Q33 The Board of Selectmen values the contribution I make.

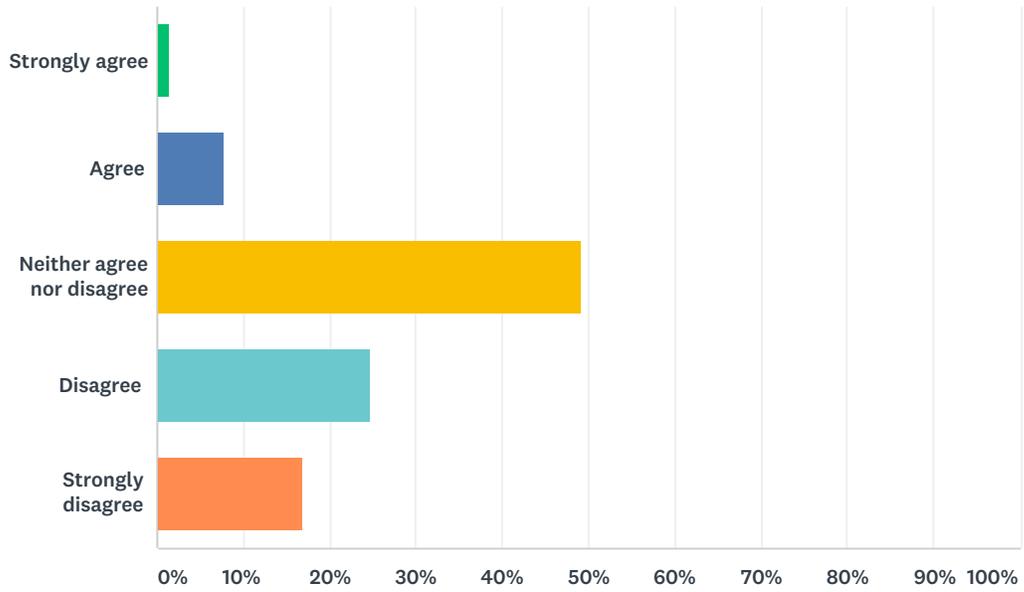
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	1.54%	1
Agree	16.92%	11
Neither agree nor disagree	49.23%	32
Disagree	18.46%	12
Strongly disagree	13.85%	9
Total Respondents: 65		

Q34 The Board of Selectmen leads by example.

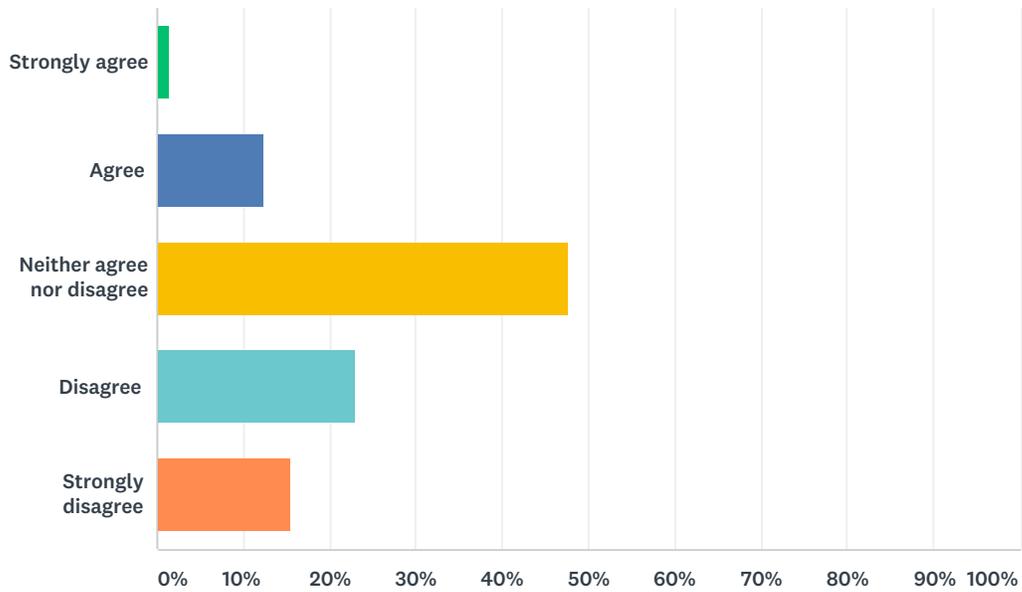
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	1.54%	1
Agree	7.69%	5
Neither agree nor disagree	49.23%	32
Disagree	24.62%	16
Strongly disagree	16.92%	11
Total Respondents: 65		

Q35 The Board of Selectmen is genuinely interested in employee opinions and ideas.

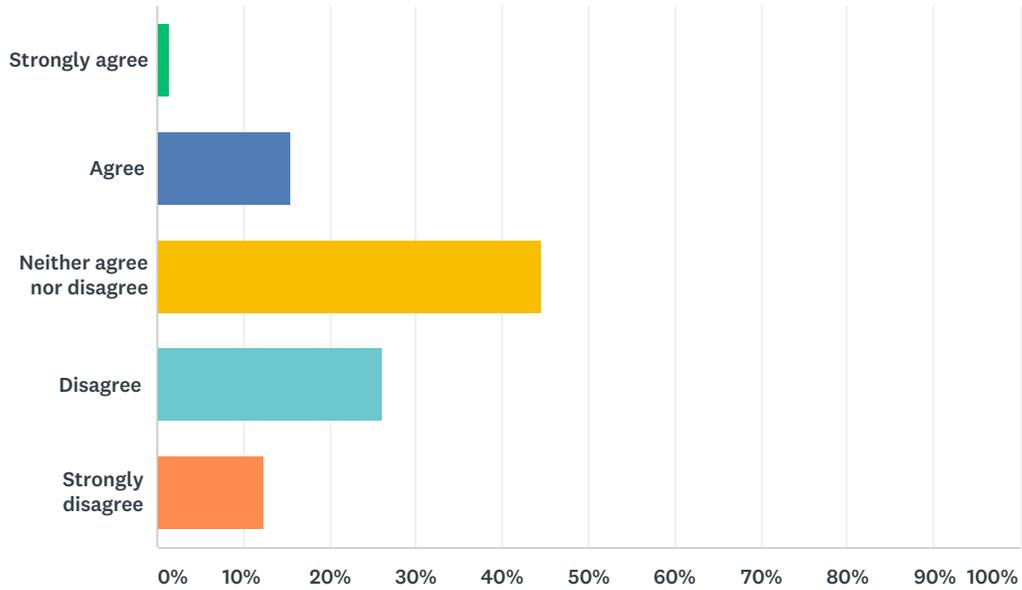
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	1.54%	1
Agree	12.31%	8
Neither agree nor disagree	47.69%	31
Disagree	23.08%	15
Strongly disagree	15.38%	10
Total Respondents: 65		

Q36 I feel the Board of Selectmen is a positive reflection on the community and employees.

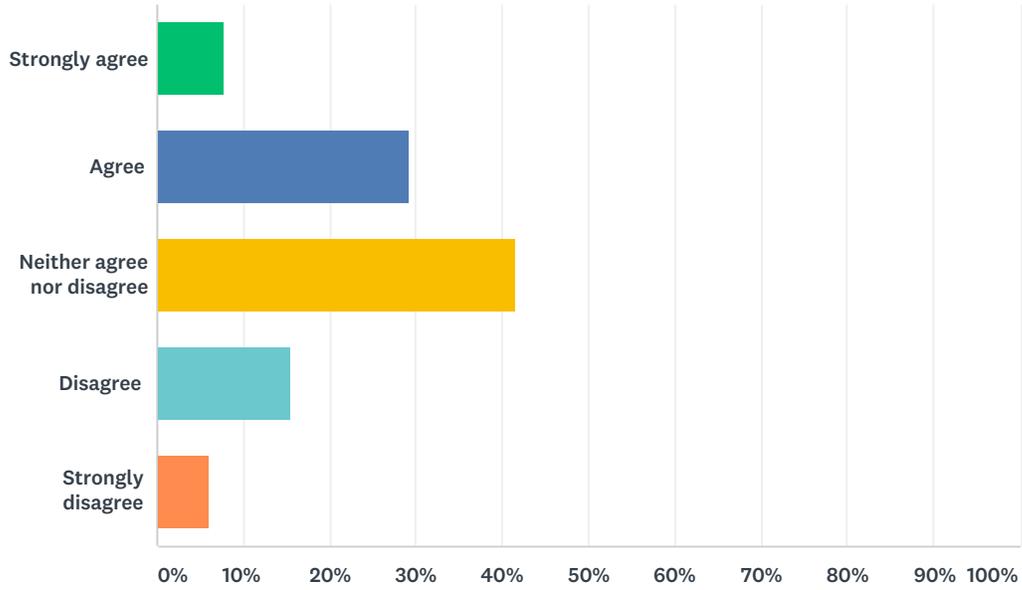
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	1.54%	1
Agree	15.38%	10
Neither agree nor disagree	44.62%	29
Disagree	26.15%	17
Strongly disagree	12.31%	8
Total Respondents: 65		

Q37 I respect the Board of Selectmen.

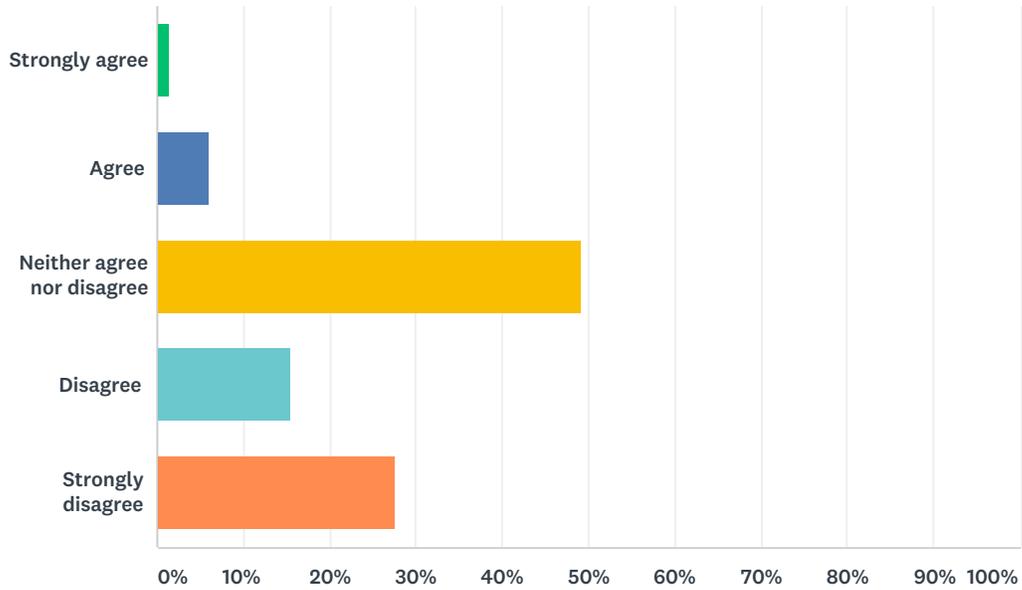
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	7.69%	5
Agree	29.23%	19
Neither agree nor disagree	41.54%	27
Disagree	15.38%	10
Strongly disagree	6.15%	4
Total Respondents: 65		

Q38 The Board has made a concerted effort to address employee concerns revealed by last year's survey.

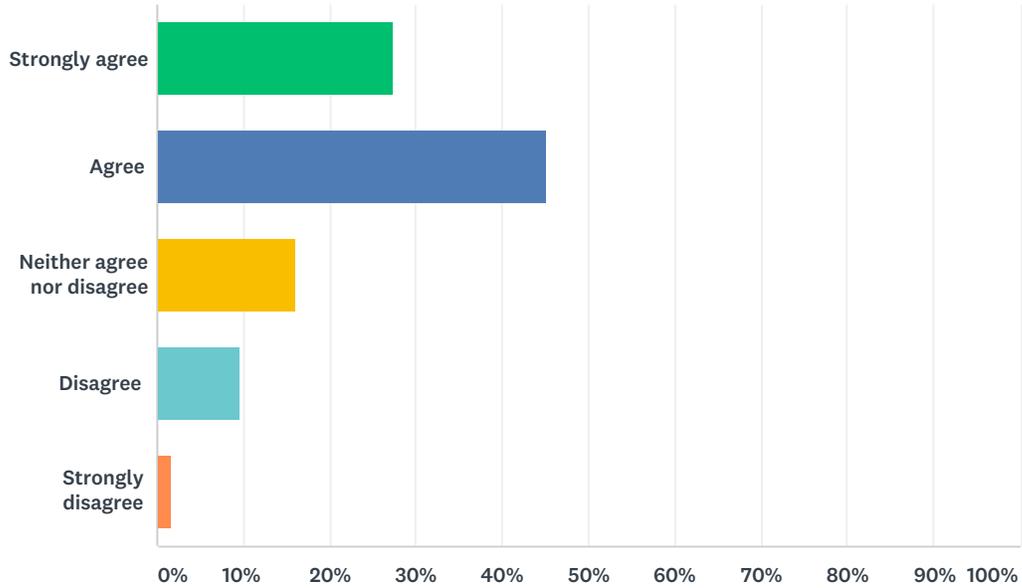
Answered: 65 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	1.54%	1
Agree	6.15%	4
Neither agree nor disagree	49.23%	32
Disagree	15.38%	10
Strongly disagree	27.69%	18
Total Respondents: 65		

Q39 My job can be stressful.

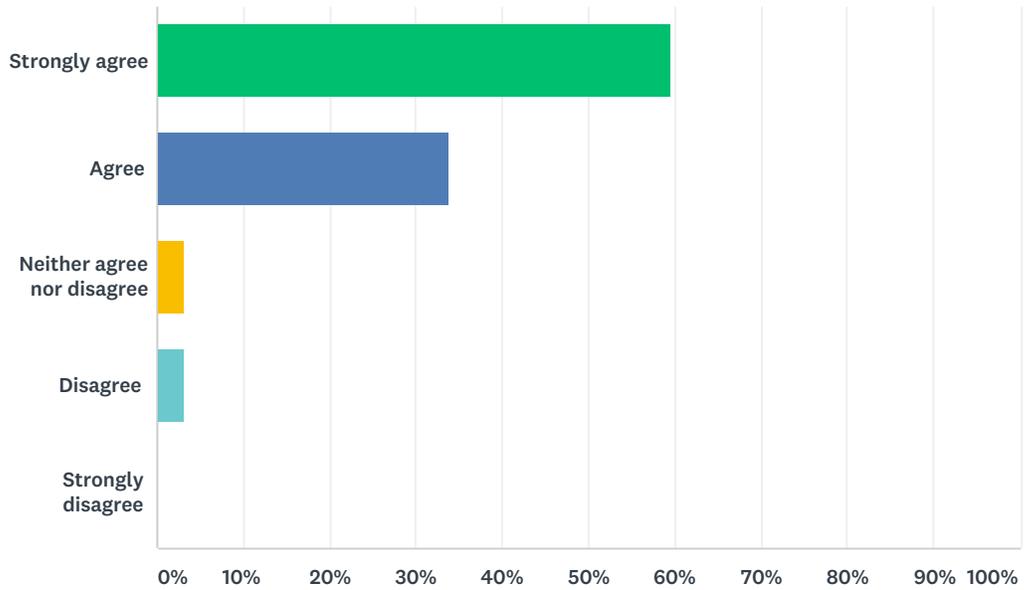
Answered: 62 Skipped: 5



ANSWER CHOICES	RESPONSES	
Strongly agree	27.42%	17
Agree	45.16%	28
Neither agree nor disagree	16.13%	10
Disagree	9.68%	6
Strongly disagree	1.61%	1
Total Respondents: 62		

Q40 Doing my job well gives me a sense of personal satisfaction.

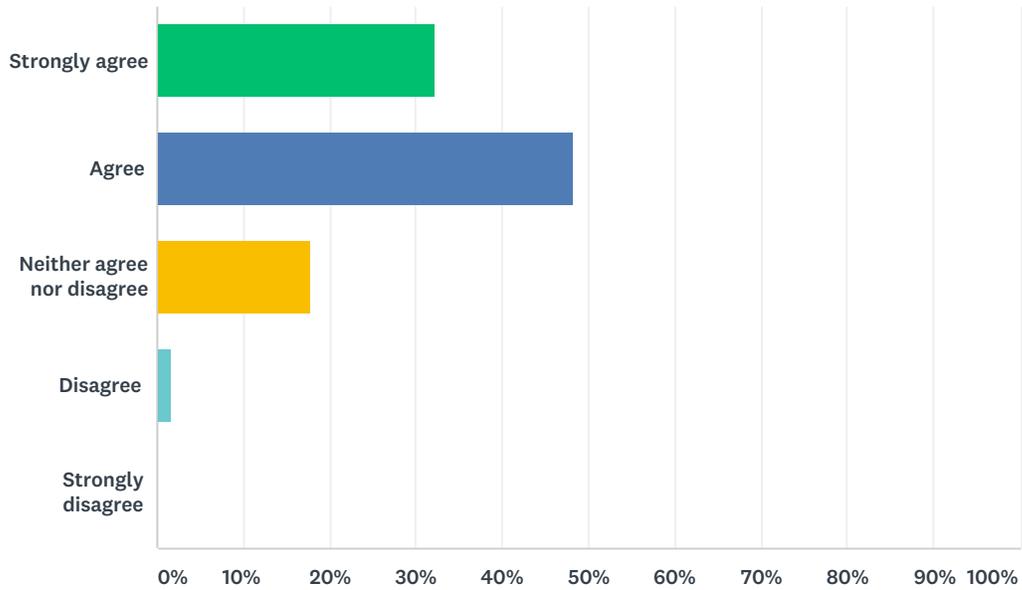
Answered: 62 Skipped: 5



ANSWER CHOICES	RESPONSES	
Strongly agree	59.68%	37
Agree	33.87%	21
Neither agree nor disagree	3.23%	2
Disagree	3.23%	2
Strongly disagree	0.00%	0
Total Respondents: 62		

Q41 I am proud to tell people that I work for the Town.

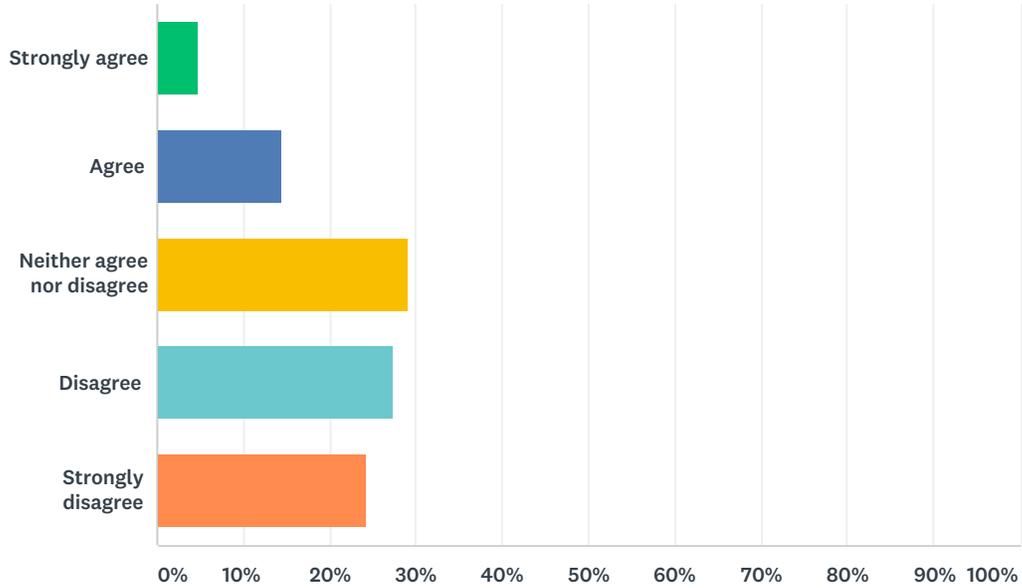
Answered: 62 Skipped: 5



ANSWER CHOICES	RESPONSES	
Strongly agree	32.26%	20
Agree	48.39%	30
Neither agree nor disagree	17.74%	11
Disagree	1.61%	1
Strongly disagree	0.00%	0
Total Respondents: 62		

Q42 I am actively looking or have recently looked for a job outside this organization.

Answered: 62 Skipped: 5

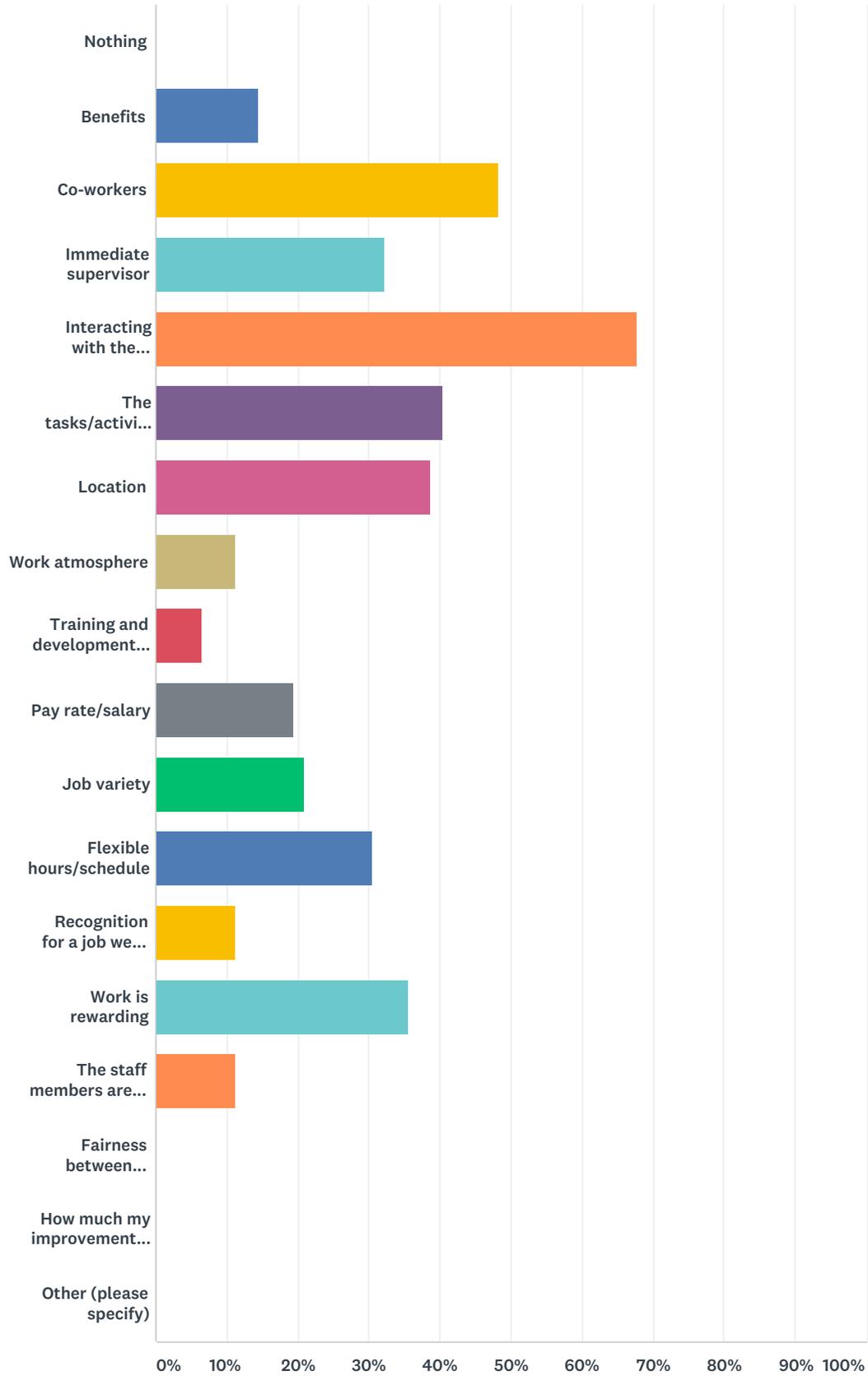


ANSWER CHOICES	RESPONSES	
Strongly agree	4.84%	3
Agree	14.52%	9
Neither agree nor disagree	29.03%	18
Disagree	27.42%	17
Strongly disagree	24.19%	15
Total Respondents: 62		

Q43 What do you like BEST about working here? (Mark up to 5 choices)

Answered: 62 Skipped: 5

Windham Employee Satisfaction Survey



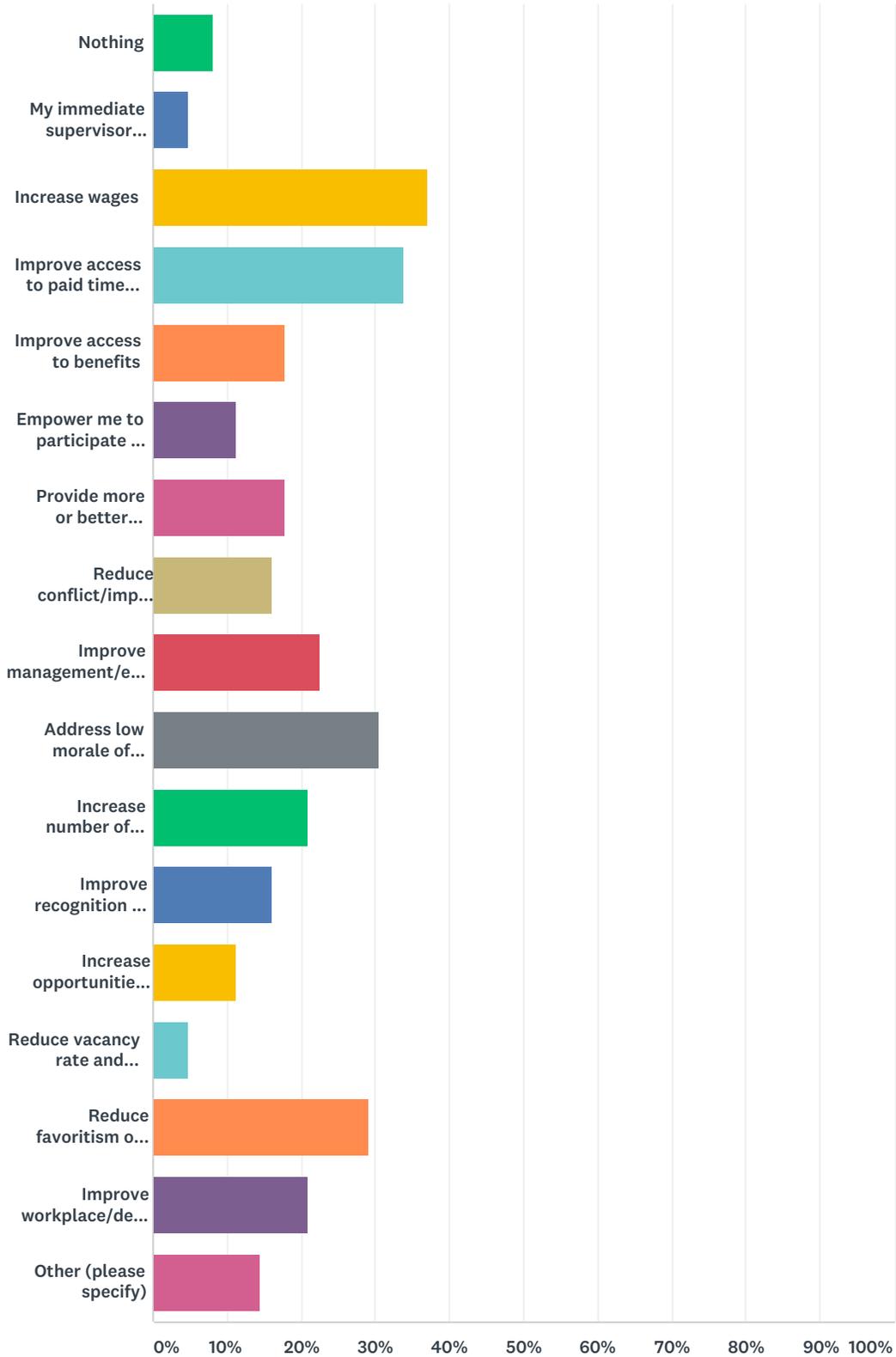
ANSWER CHOICES	RESPONSES
Nothing	0.00% 0

Windham Employee Satisfaction Survey

Benefits	14.52%	9
Co-workers	48.39%	30
Immediate supervisor	32.26%	20
Interacting with the public/residents	67.74%	42
The tasks/activities I do for my job	40.32%	25
Location	38.71%	24
Work atmosphere	11.29%	7
Training and development opportunities	6.45%	4
Pay rate/salary	19.35%	12
Job variety	20.97%	13
Flexible hours/schedule	30.65%	19
Recognition for a job well done	11.29%	7
Work is rewarding	35.48%	22
The staff members are team players	11.29%	7
Fairness between co-workers	0.00%	0
How much my improvement suggestions are valued	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 62		

Q44 What could we do differently to help you? (Mark up to 5 choices)

Answered: 62 Skipped: 5



Windham Employee Satisfaction Survey

Nothing	8.06%	5
My immediate supervisor could be more supportive	4.84%	3
Increase wages	37.10%	23
Improve access to paid time off	33.87%	21
Improve access to benefits	17.74%	11
Empower me to participate in decisions that affect my work	11.29%	7
Provide more or better training	17.74%	11
Reduce conflict/improve team building	16.13%	10
Improve management/employee relations	22.58%	14
Address low morale of workforce	30.65%	19
Increase number of employees in my department	20.97%	13
Improve recognition and feedback	16.13%	10
Increase opportunities for advancement	11.29%	7
Reduce vacancy rate and turnover	4.84%	3
Reduce favoritism or lack of fairness	29.03%	18
Improve workplace/desk/office comfort	20.97%	13
Other (please specify)	14.52%	9
Total Respondents: 62		

Q45 Please feel free to use this space to provide us with any additional thoughts, ideas or concerns.

Answered: 21 Skipped: 46