



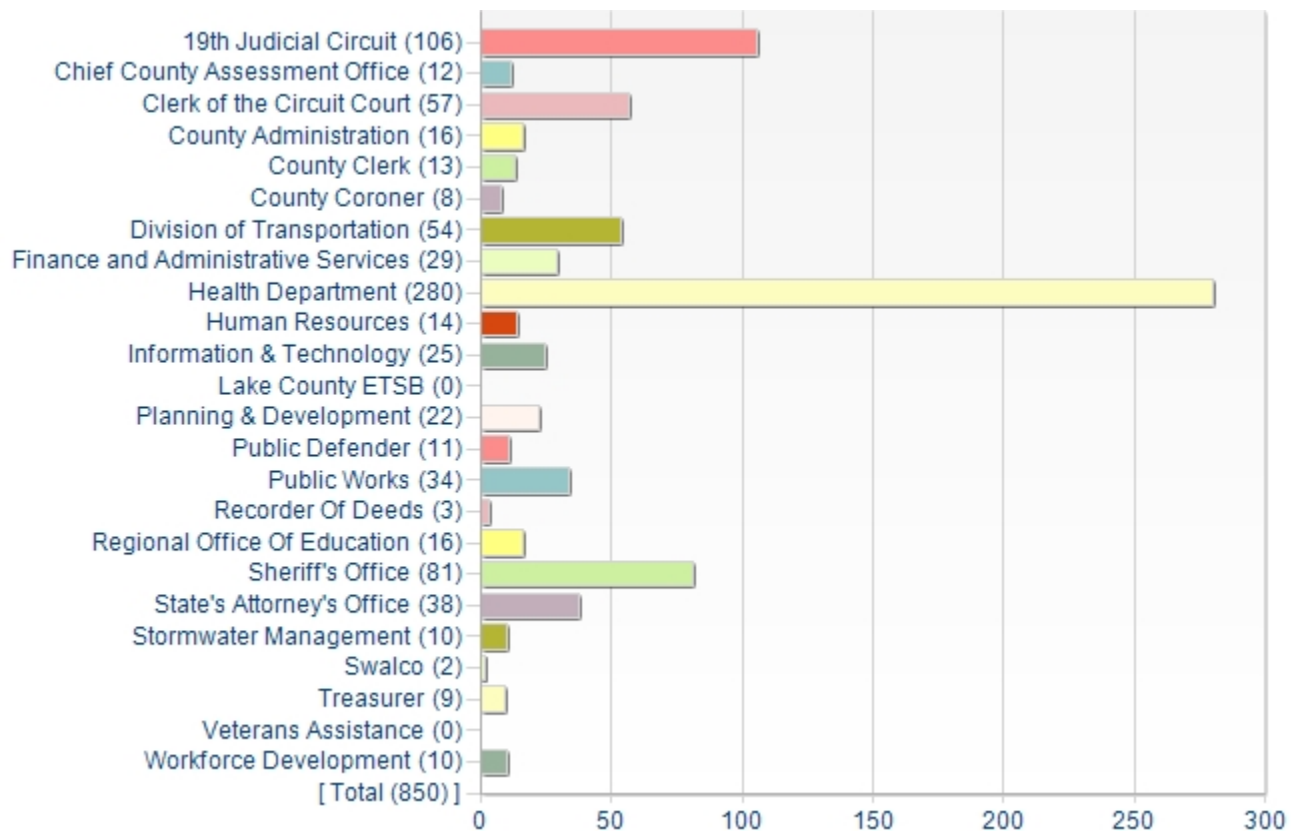
Lake County Employee Survey

Lake County Employee Survey

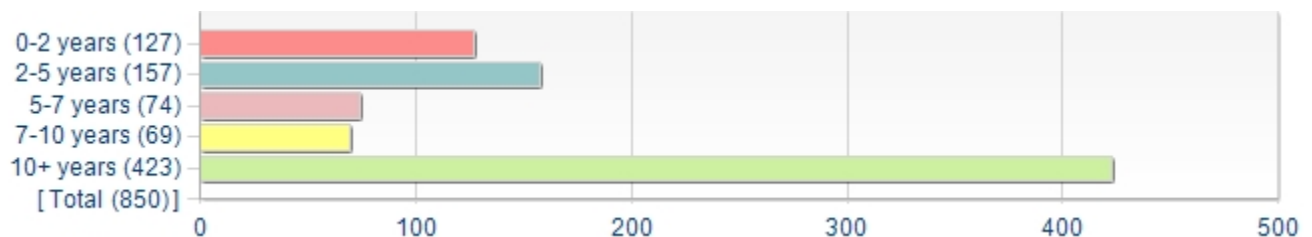
Prepared by Natalie Waski
Creation Date Mon, Nov 19, 2018



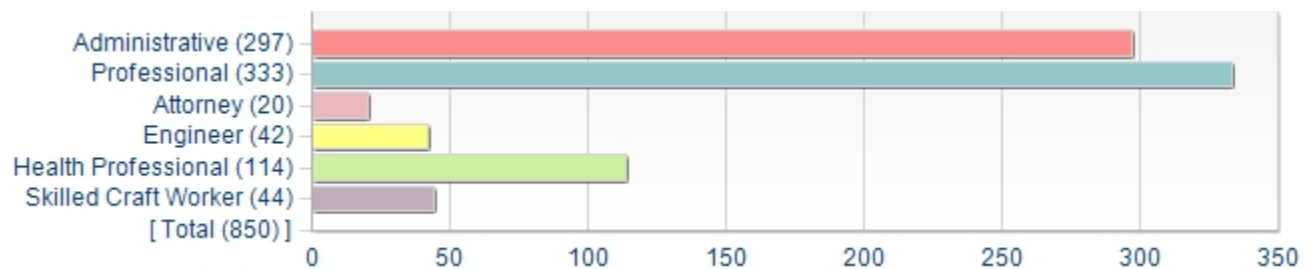
My department:



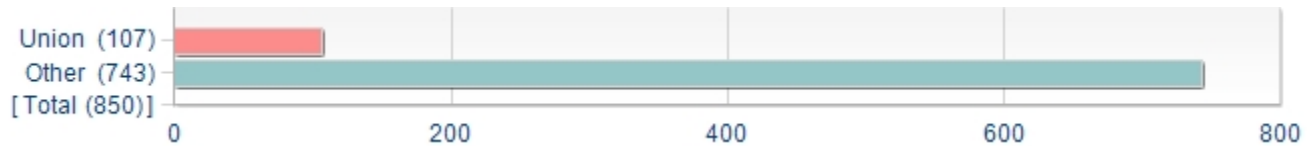
Years I have worked for Lake County:



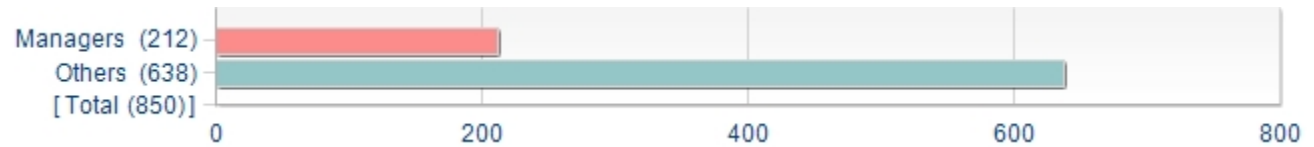
My position can best be described as:



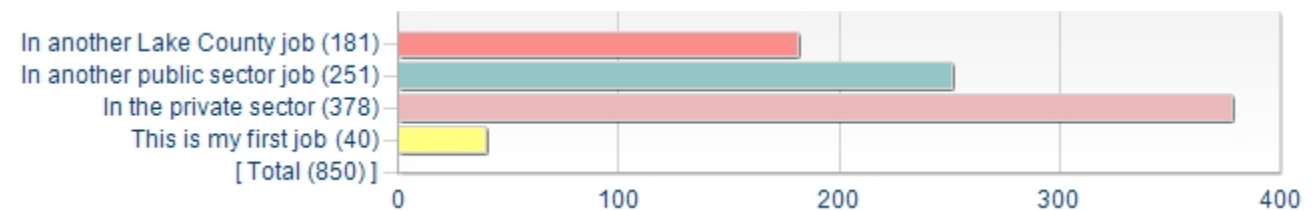
I am a Union member:



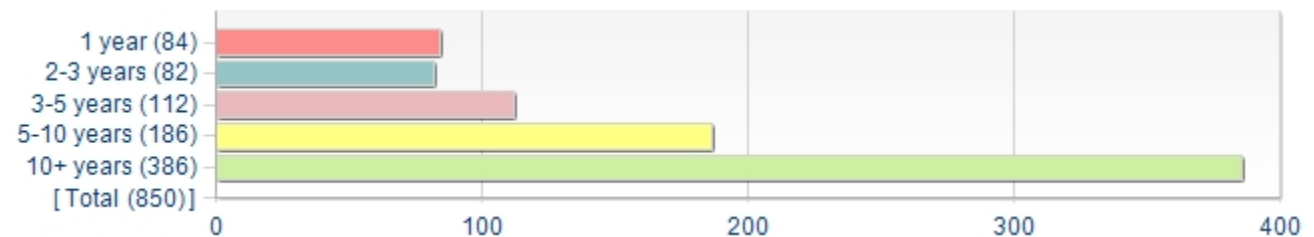
I manage other individuals:



Before my present position, I worked:



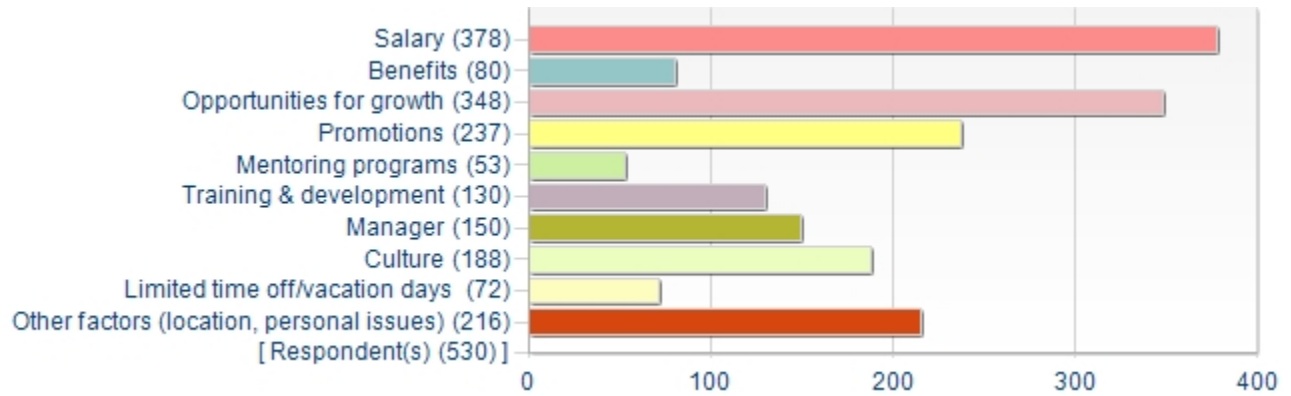
I plan to retire or leave my present job in:



I have considered leaving the County to take another job.

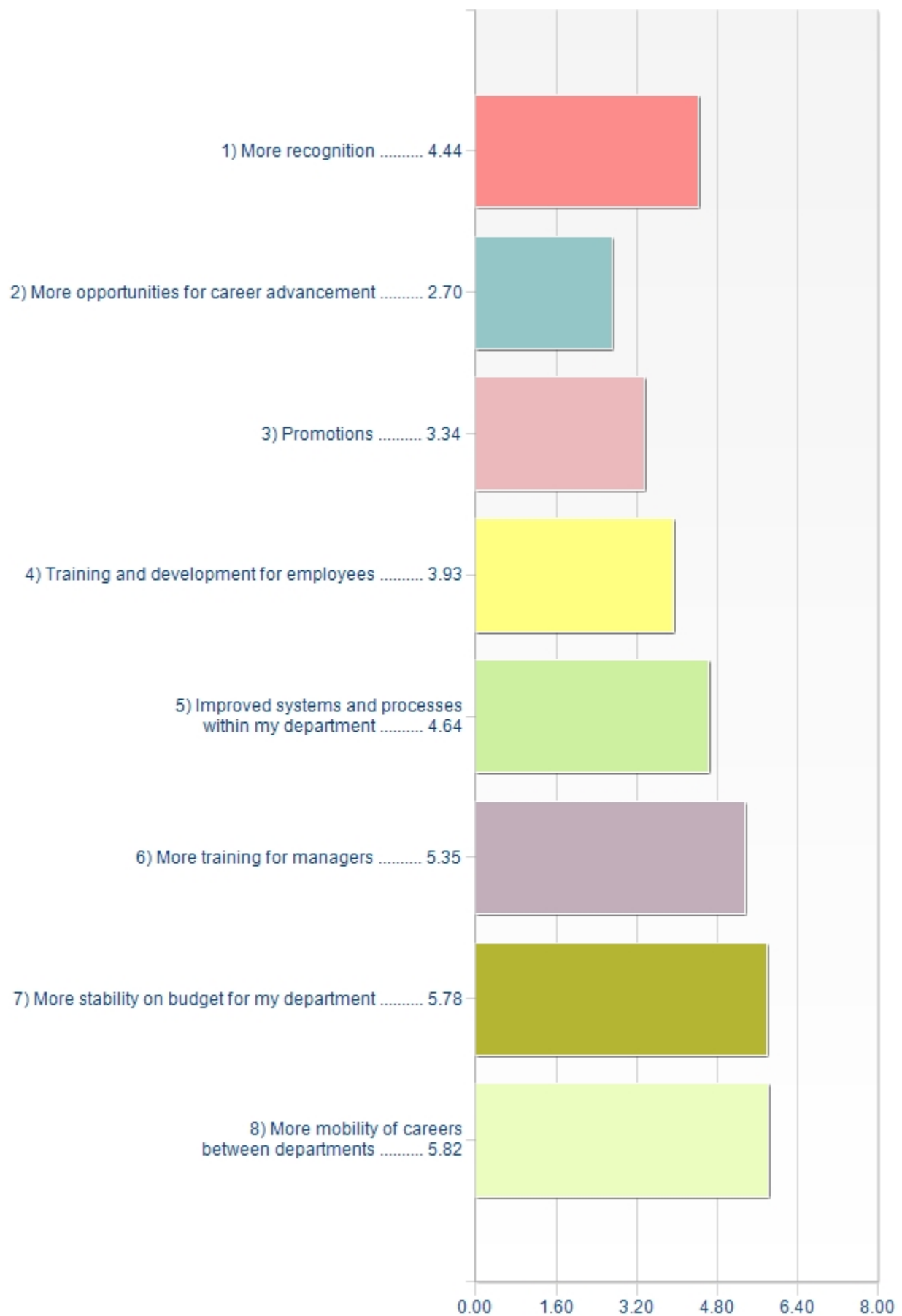


Reasons I have looked outside the County for a job:



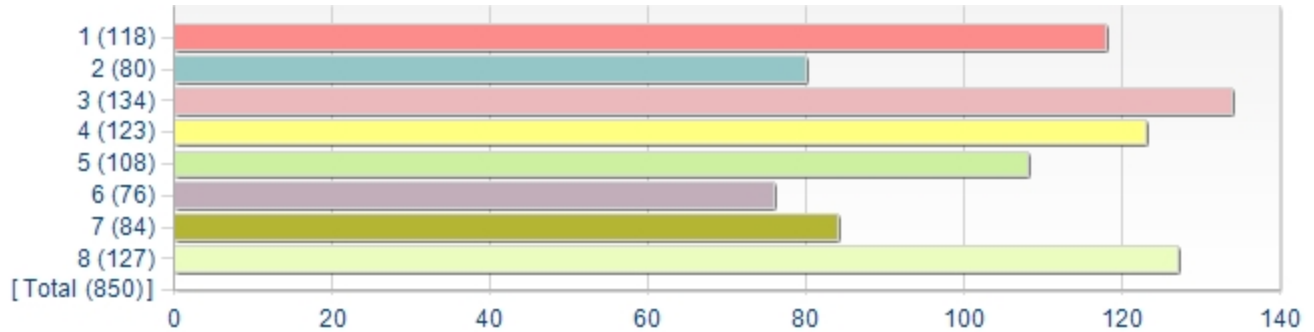
Options	Count	Percentage
Salary	378	20.41%
Benefits	80	4.32%
Opportunities for growth	348	18.79%
Promotions	237	12.80%
Mentoring programs	53	2.86%
Training & development	130	7.02%
Manager	150	8.10%
Culture	188	10.15%
Limited time off/vacation days	72	3.89%
Other factors (location, personal issues)	216	11.66%
Respondent(s)	530	

Please rank the following from 1 (most important) to 8 (least important) in retaining employees for the County.



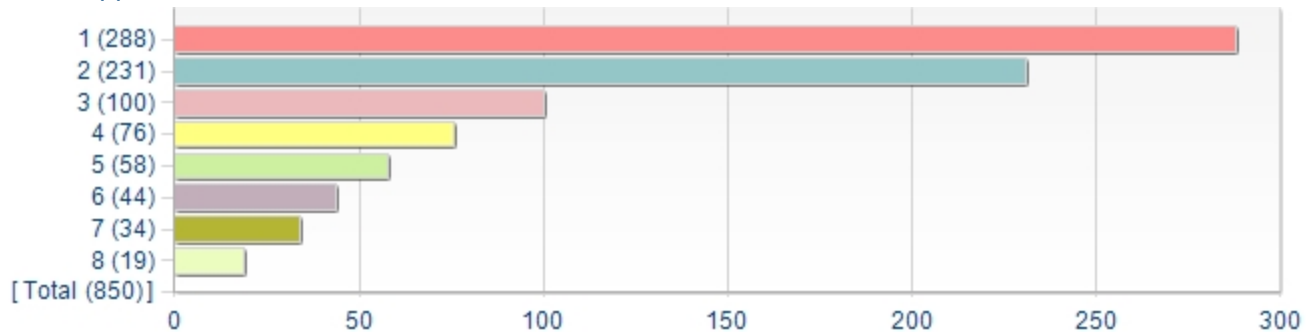
Please rank the following from 1 (most important) to 8 (least important) in retaining employees for the County.

1. More recognition



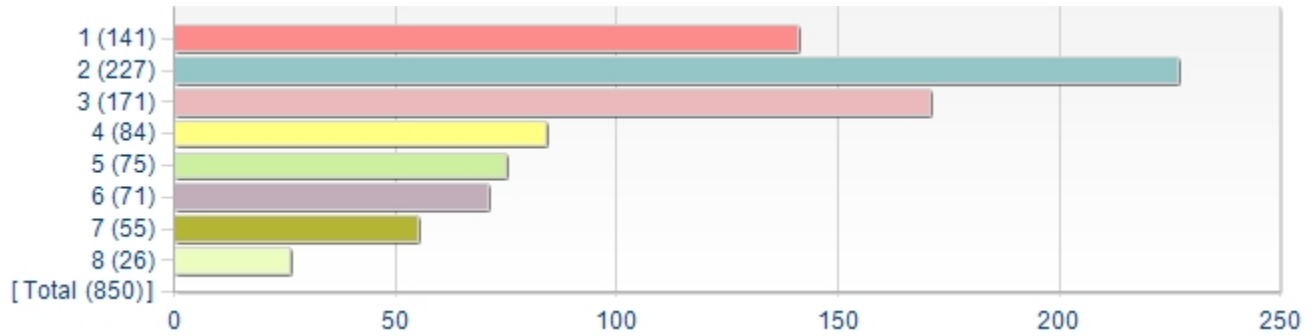
Statistics	Value
Response Count	850
Mean	4.44
Median	4.00
Mode	3
Standard Deviation	2.32
Population Standard Deviation	2.31
Standard Error (base on SD)	0.08
Standard Error (base on PSD)	0.08

2. More opportunities for career advancement



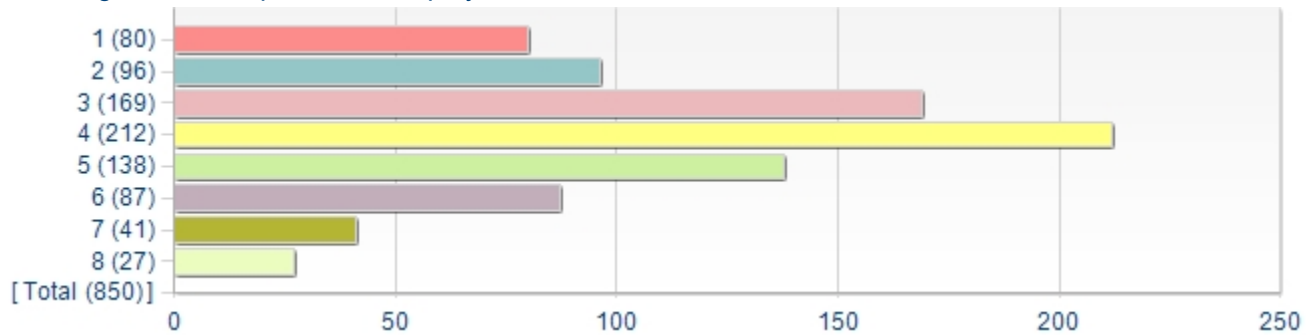
Statistics	Value
Response Count	850
Mean	2.70
Median	2.00
Mode	1
Standard Deviation	1.89
Population Standard Deviation	1.89
Standard Error (base on SD)	0.06
Standard Error (base on PSD)	0.06

3. Promotions



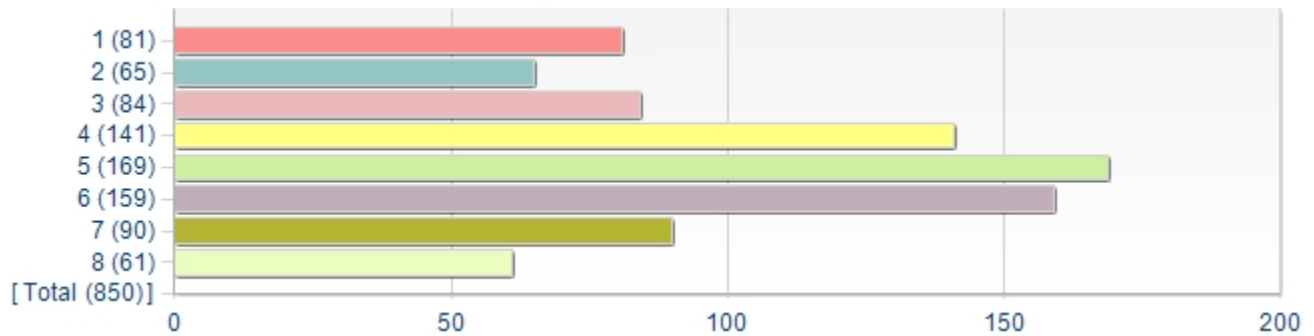
Statistics	Value
Response Count	850
Mean	3.34
Median	3.00
Mode	2
Standard Deviation	1.96
Population Standard Deviation	1.95
Standard Error (base on SD)	0.07
Standard Error (base on PSD)	0.07

4. Training and development for employees



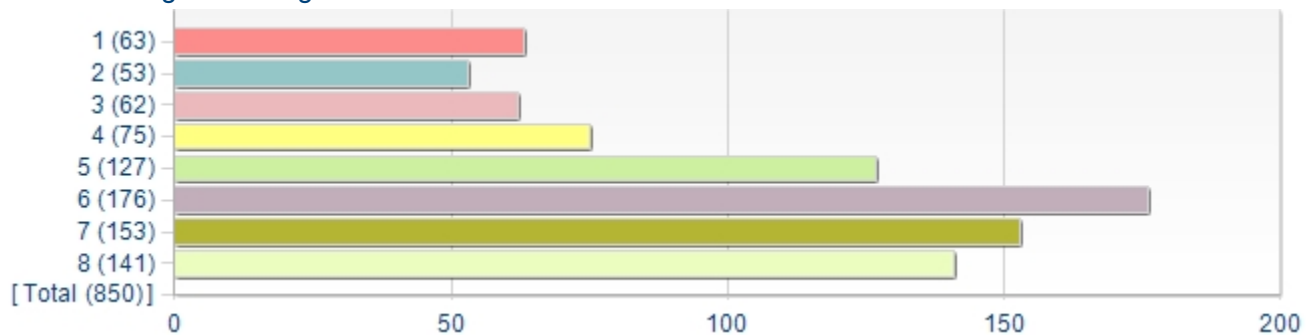
Statistics	Value
Response Count	850
Mean	3.93
Median	4.00
Mode	4
Standard Deviation	1.74
Population Standard Deviation	1.73
Standard Error (base on SD)	0.06
Standard Error (base on PSD)	0.06

5. Improved systems and processes within my department



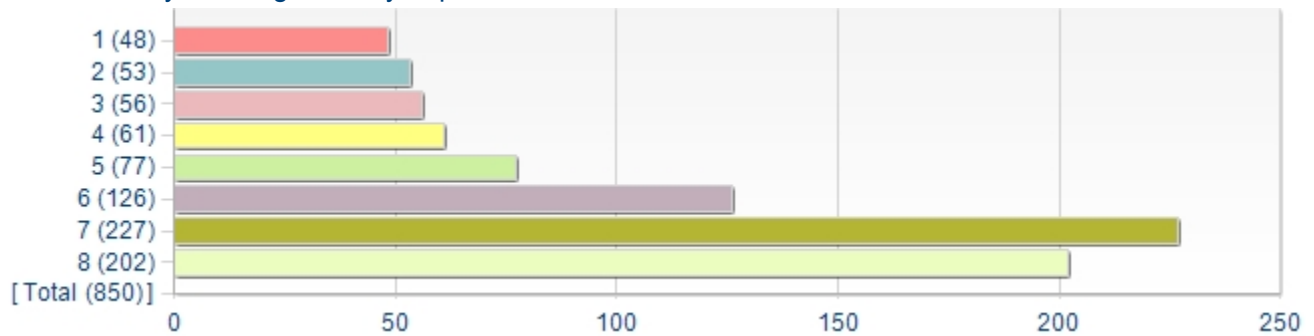
Statistics	Value
Response Count	850
Mean	4.64
Median	5.00
Mode	5
Standard Deviation	1.98
Population Standard Deviation	1.98
Standard Error (base on SD)	0.07
Standard Error (base on PSD)	0.07

6. More training for managers



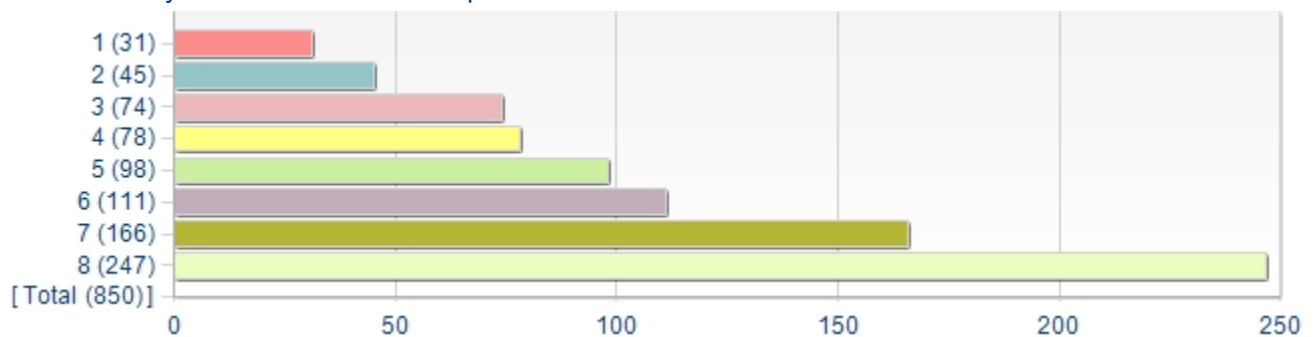
Statistics	Value
Response Count	850
Mean	5.35
Median	6.00
Mode	6
Standard Deviation	2.11
Population Standard Deviation	2.10
Standard Error (base on SD)	0.07
Standard Error (base on PSD)	0.07

7. More stability on budget for my department



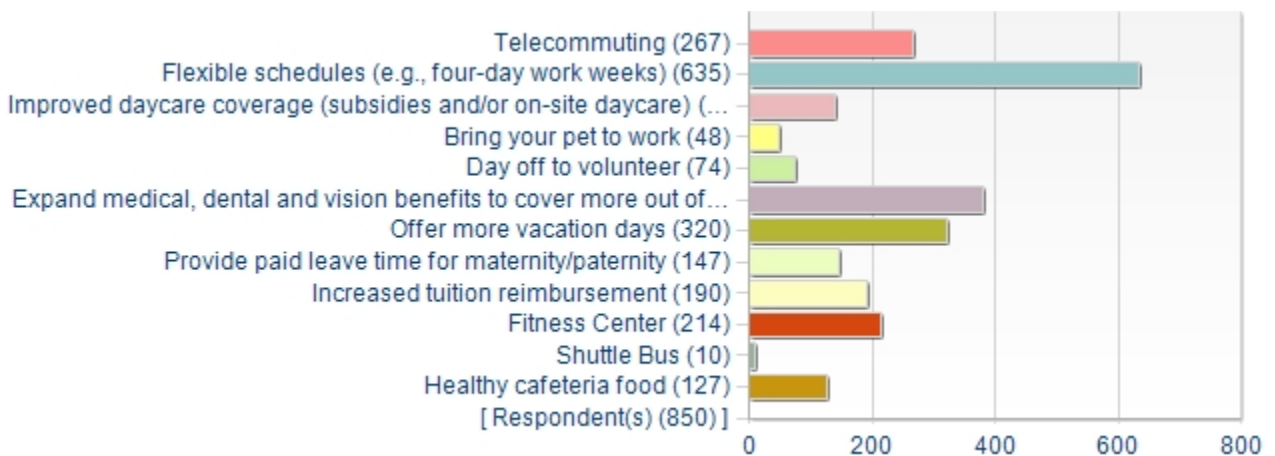
Statistics	Value
Response Count	850
Mean	5.78
Median	7.00
Mode	7
Standard Deviation	2.13
Population Standard Deviation	2.13
Standard Error (base on SD)	0.07
Standard Error (base on PSD)	0.07

8. More mobility of careers between departments



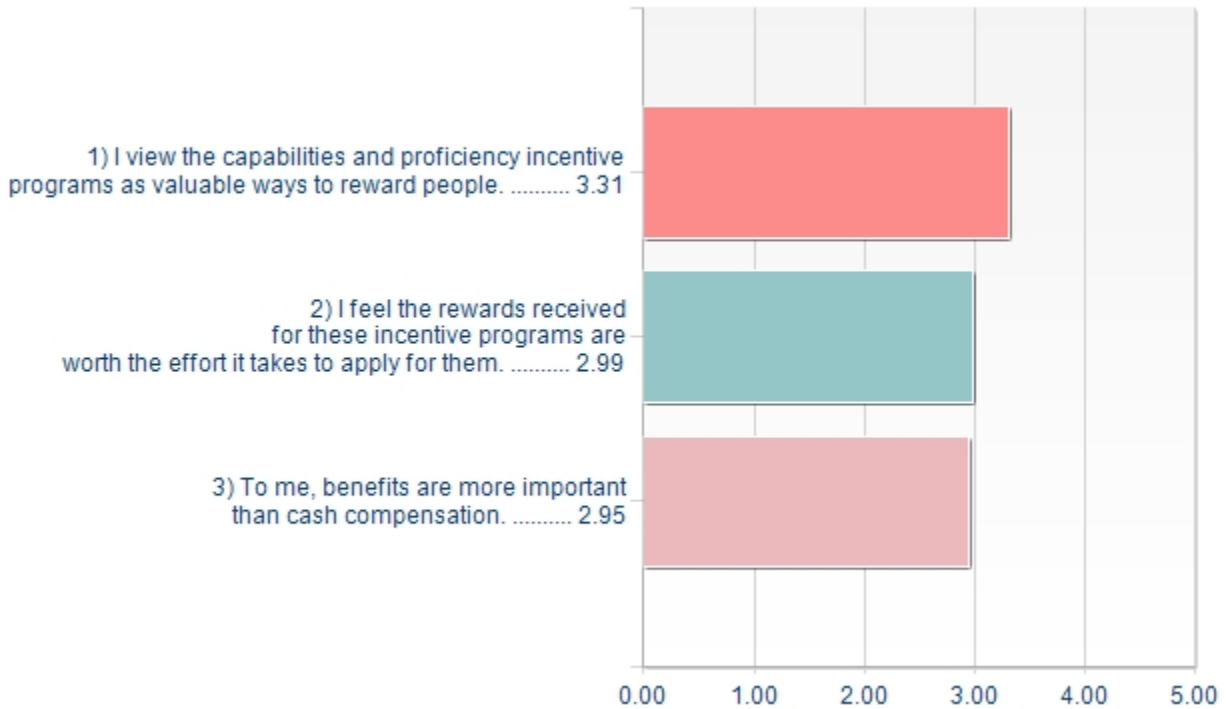
Statistics	Value
Response Count	850
Mean	5.82
Median	6.00
Mode	8
Standard Deviation	2.09
Population Standard Deviation	2.09
Standard Error (base on SD)	0.07
Standard Error (base on PSD)	0.07

In my view, the following three perks would help the County the most to become an employer of choice.



Options	Count	Percentage
Telecommuting	267	10.47%
Flexible schedules (e.g., four-day work weeks)	635	24.90%
Improved daycare coverage (subsidies and/or on-site daycare)	139	5.45%
Bring your pet to work	48	1.88%
Day off to volunteer	74	2.90%
Expand medical, dental and vision benefits to cover more out of pocket costs	379	14.86%
Offer more vacation days	320	12.55%
Provide paid leave time for maternity/paternity	147	5.76%
Increased tuition reimbursement	190	7.45%
Fitness Center	214	8.39%
Shuttle Bus	10	0.39%
Healthy cafeteria food	127	4.98%
Respondent(s)	850	

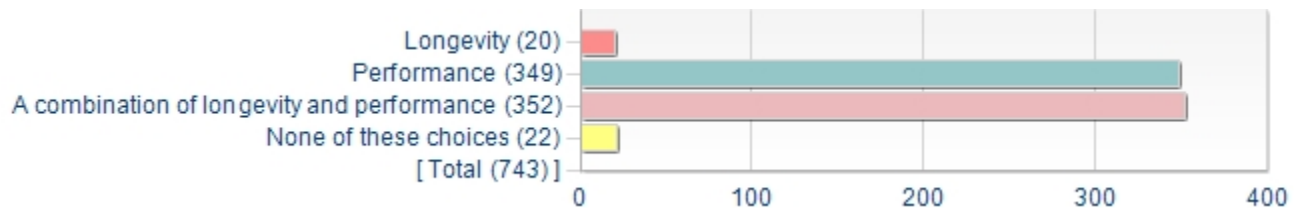
Incentives



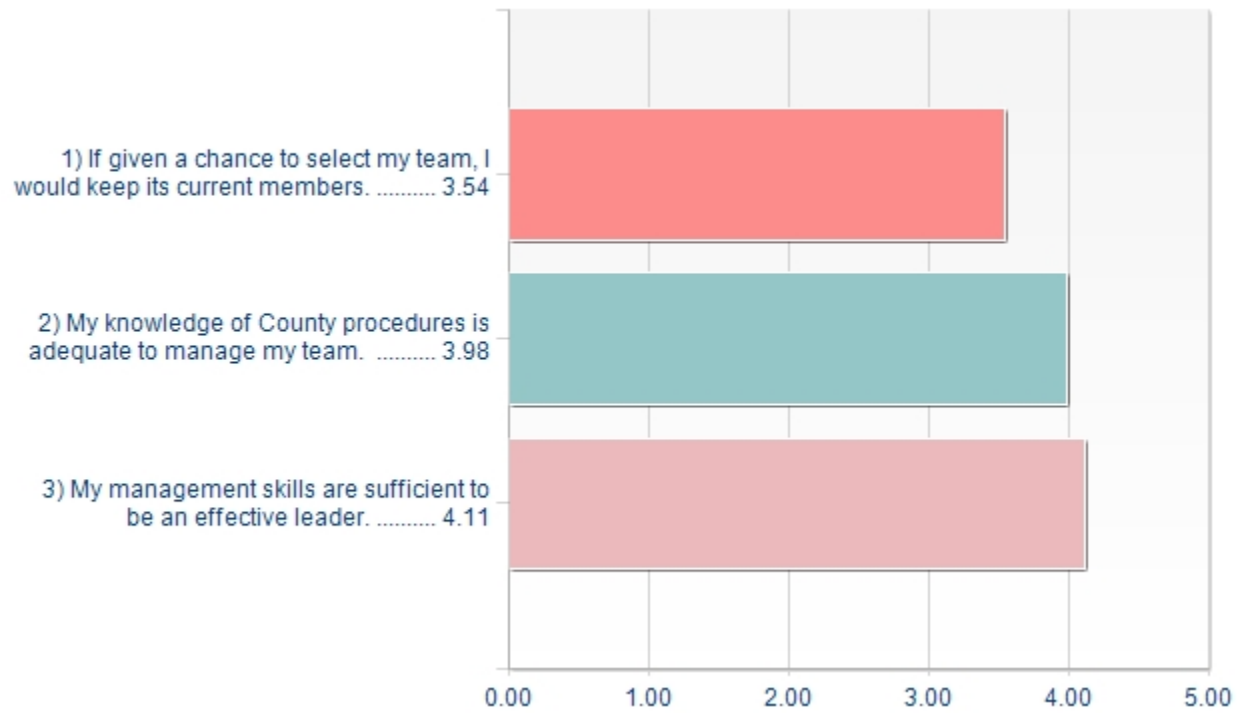
The upcoming merit increase should:



In addition to the annual increase, off cycle increases should be based upon:

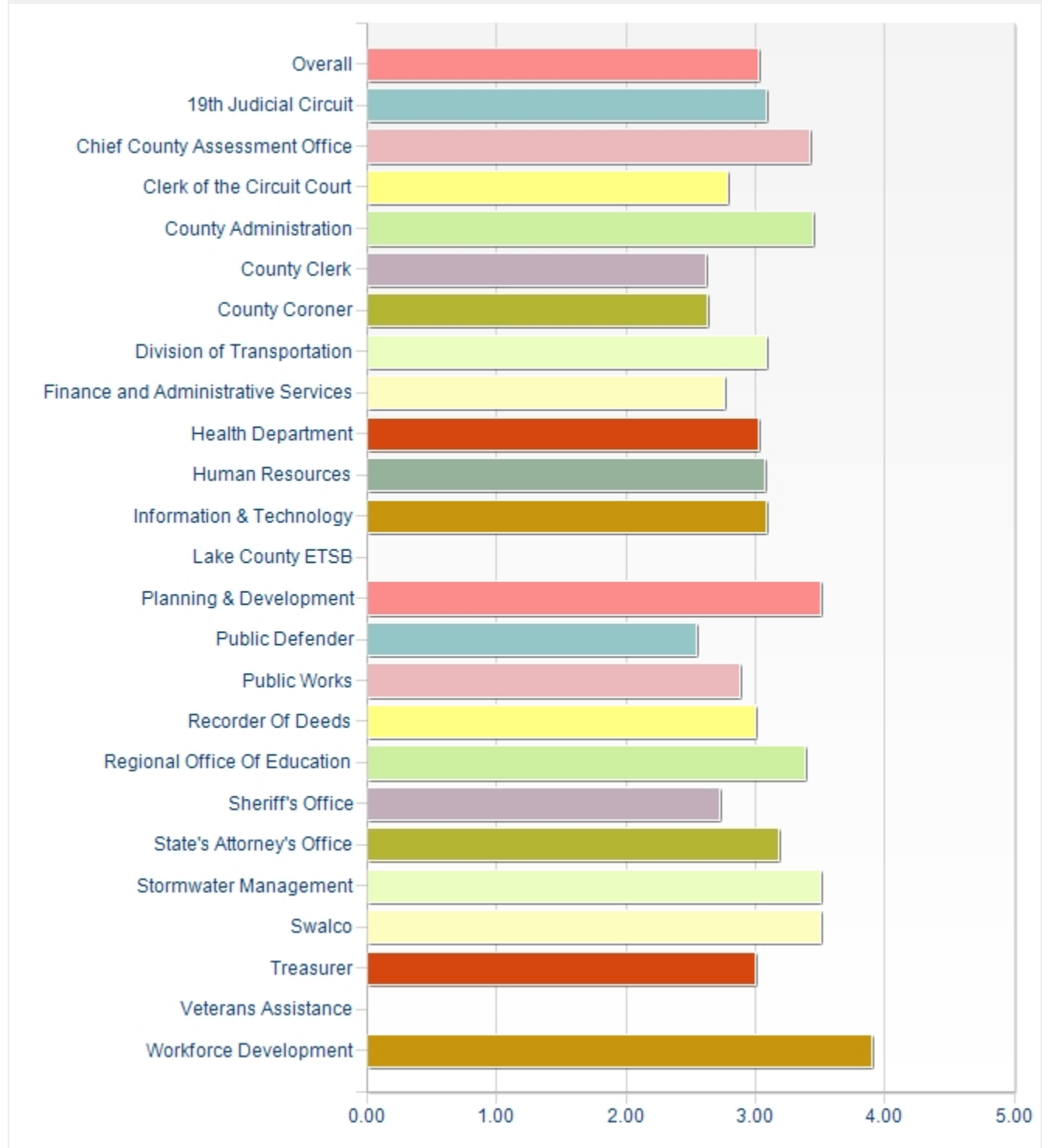


Manager Questions



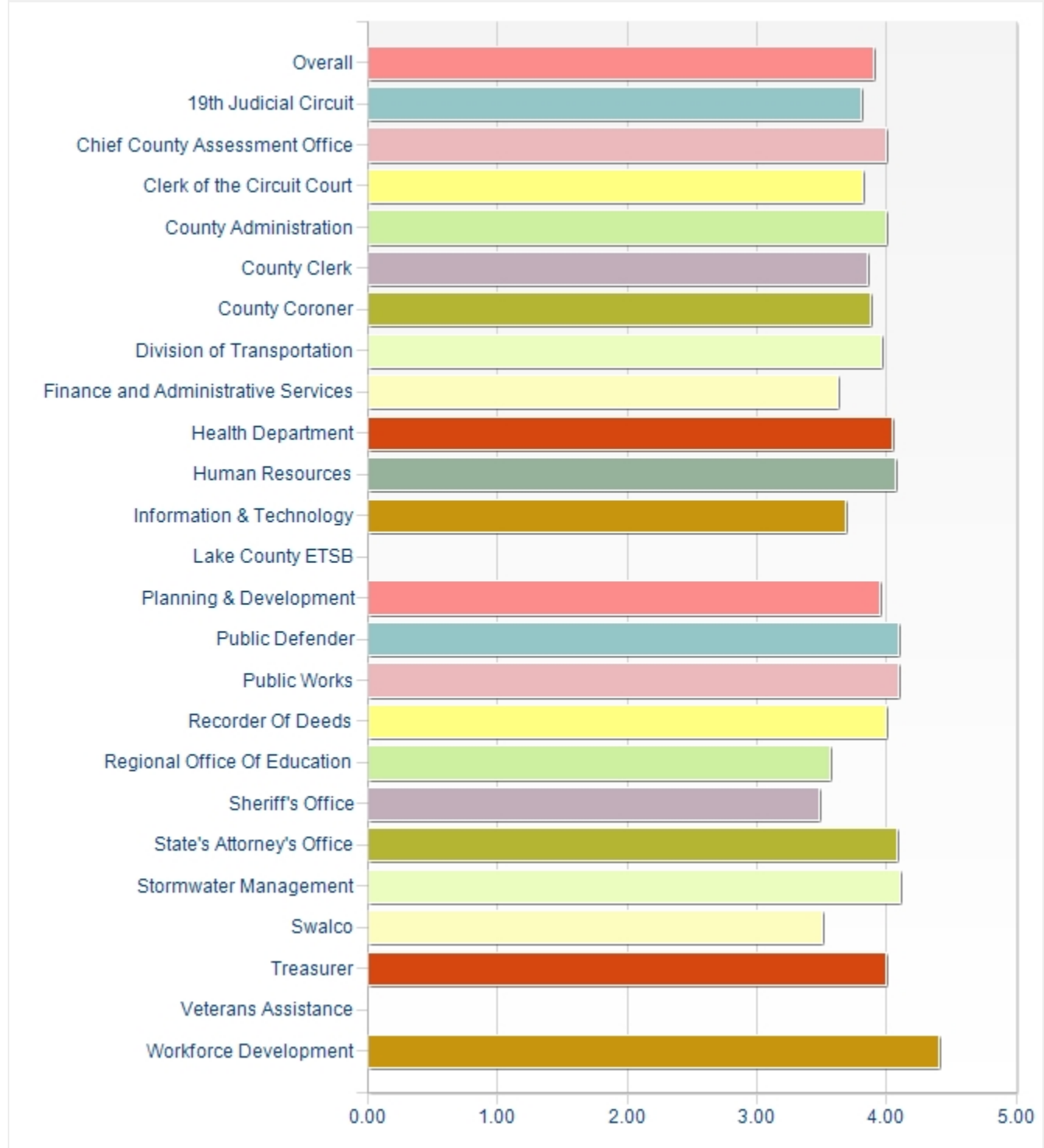
Opinions by department

The reputation of the County is a prime reason I stay in my job.



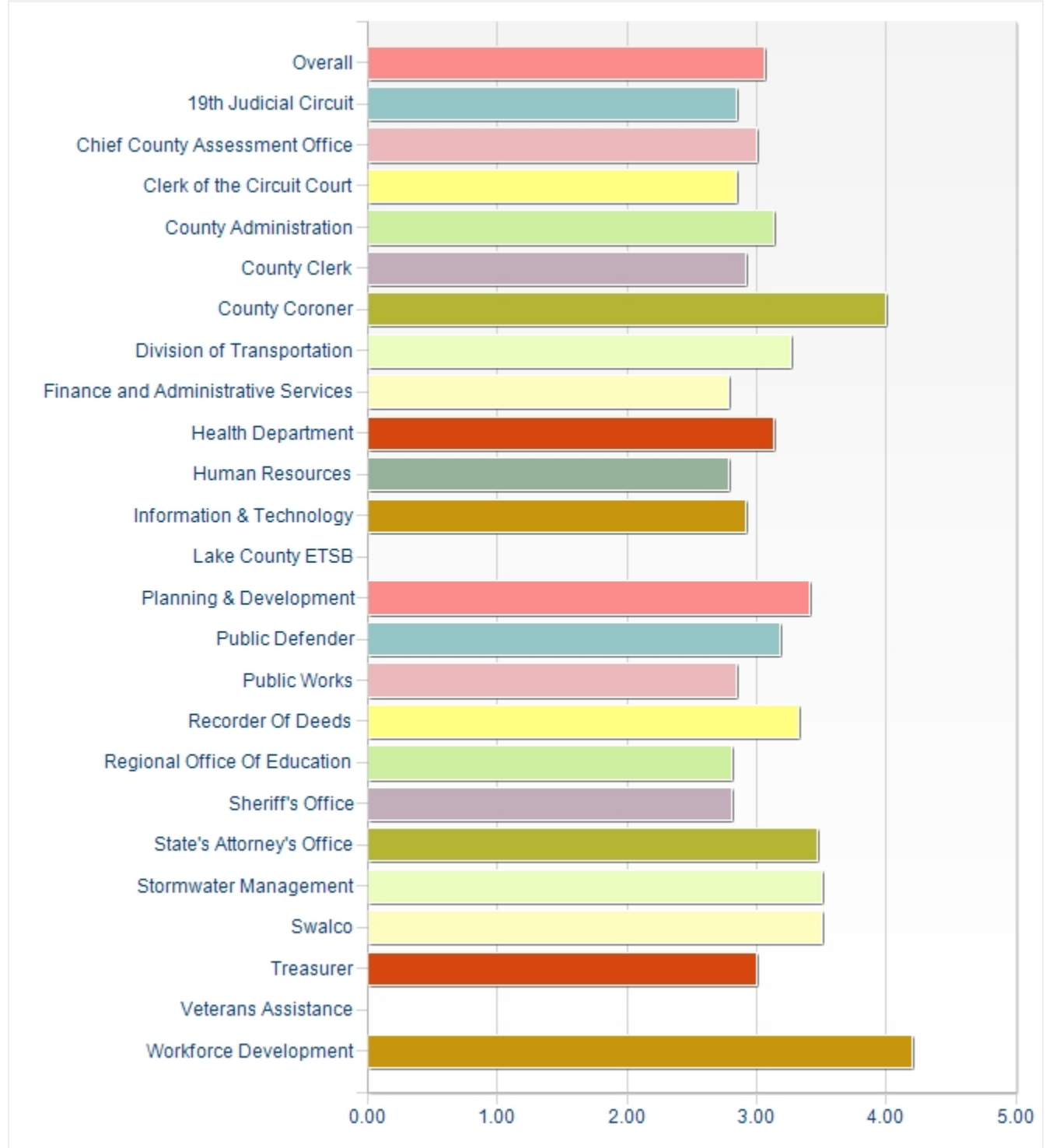
Opinions by department (continued)

The benefits here are a strong motivator for me to stay at Lake County.



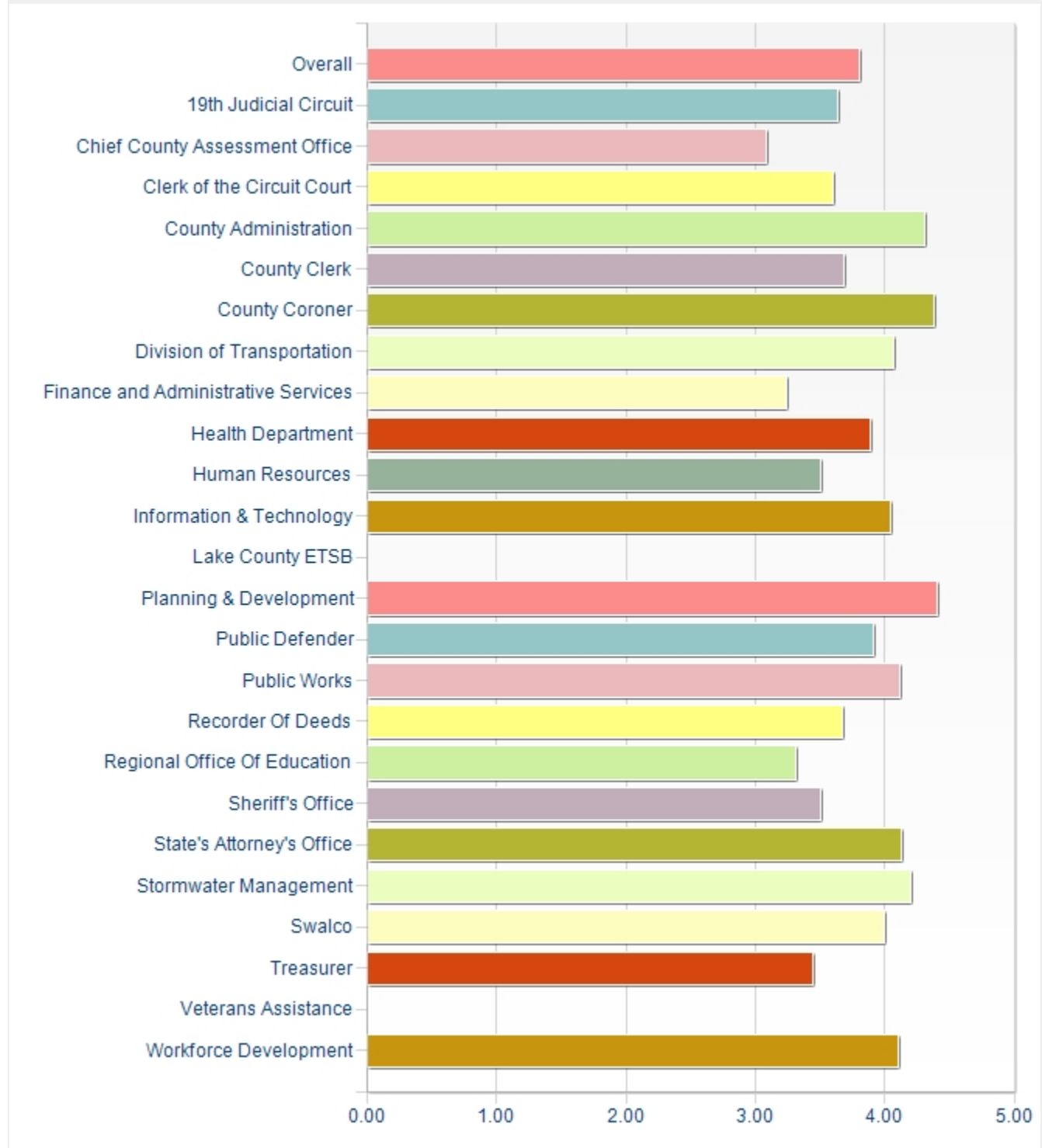
Opinions by department (continued)

The County culture is one in which I can thrive.



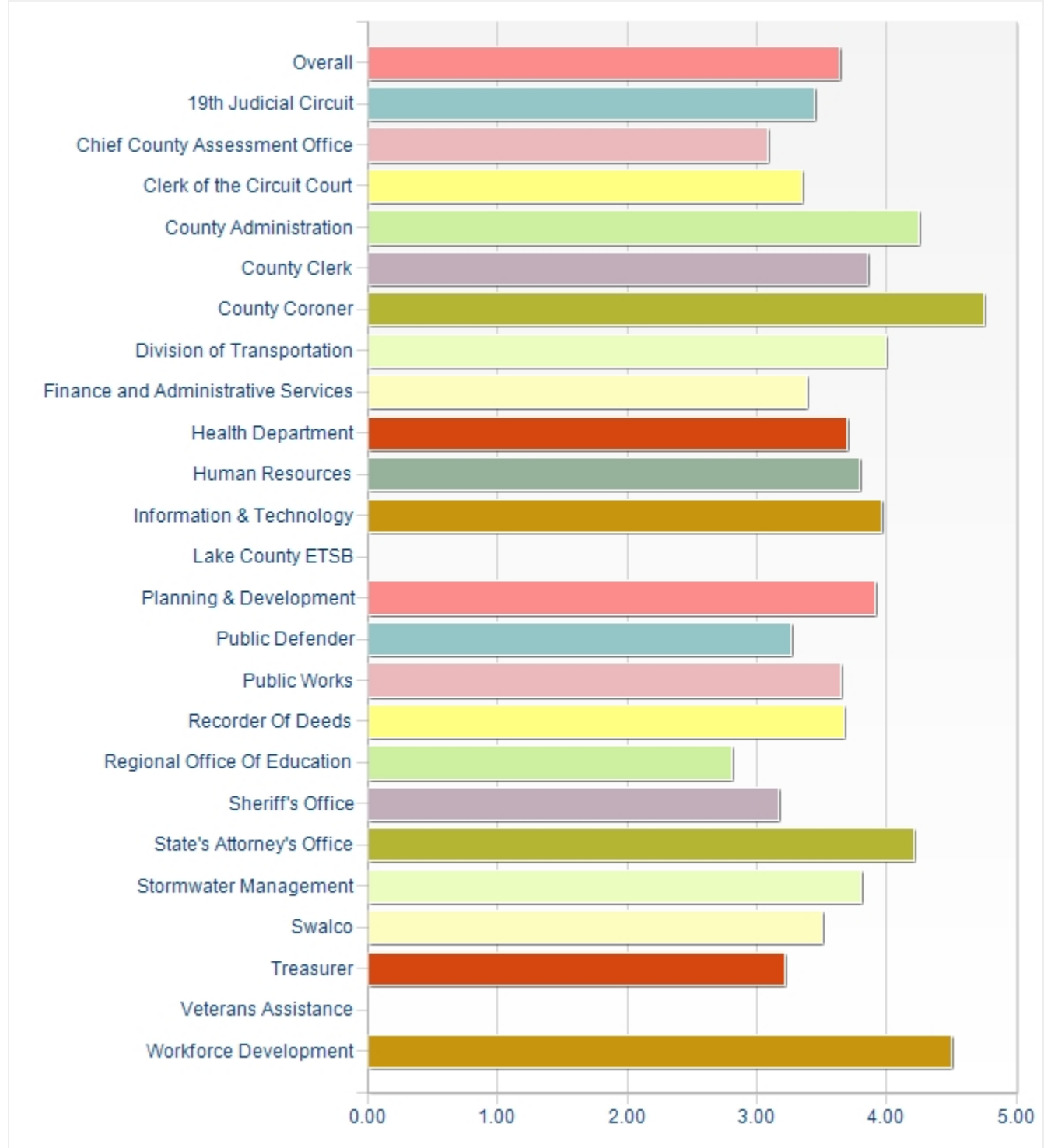
Opinions by department (continued)

My co-workers and I respect each other.



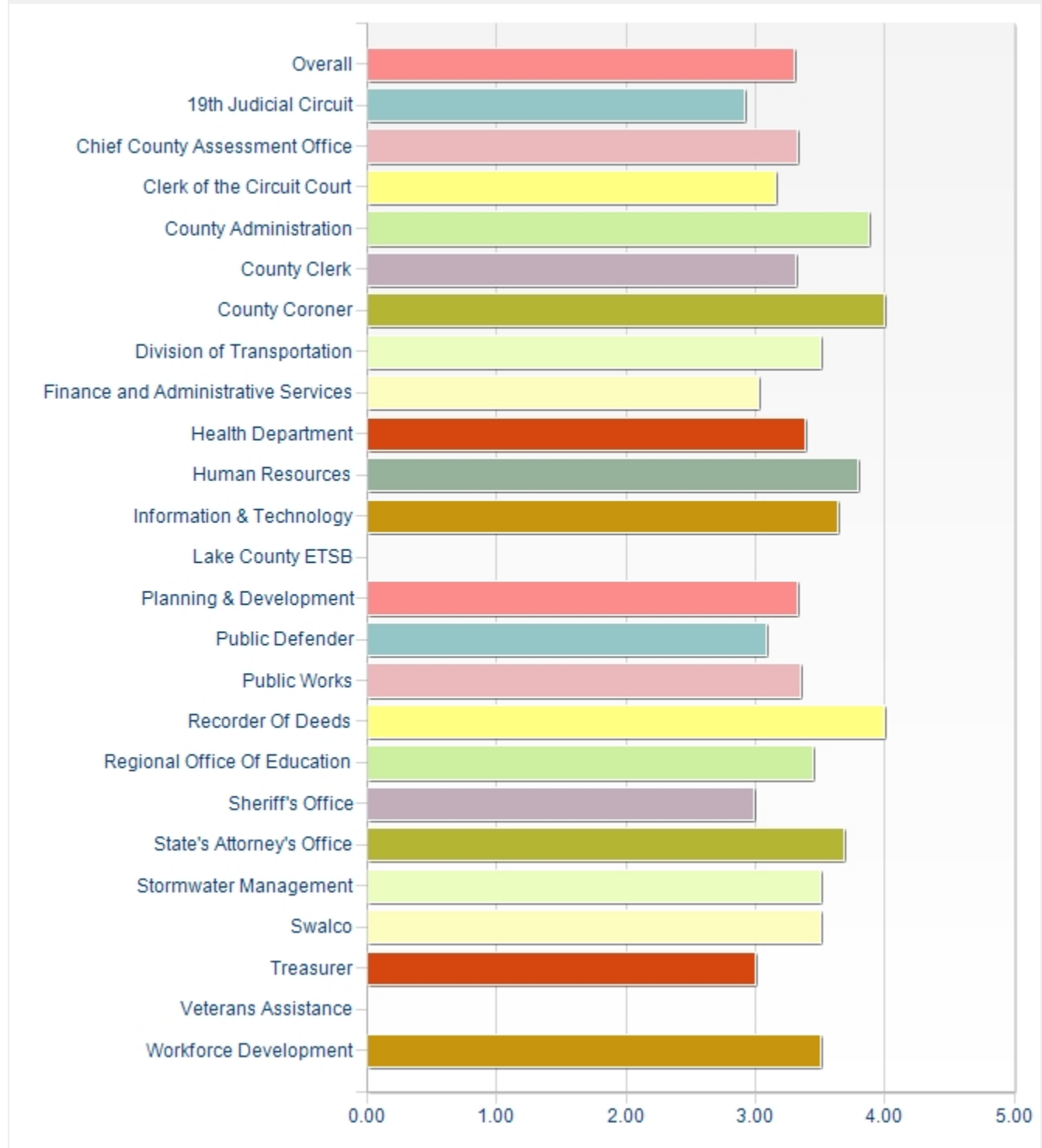
Opinions by department (continued)

I trust my manager to treat me fairly.



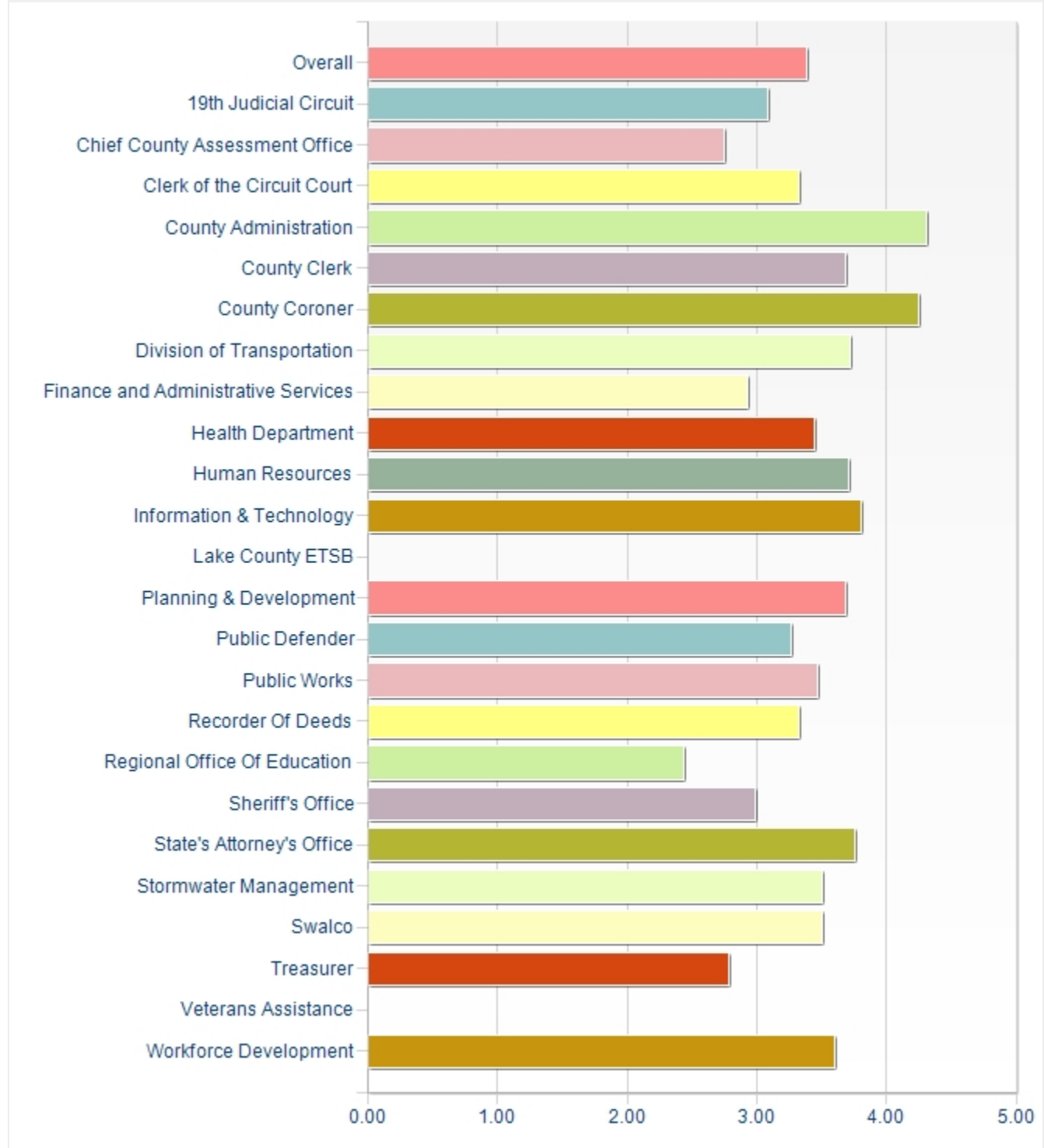
Opinions by department (continued)

My manager can explain the details of my benefits.



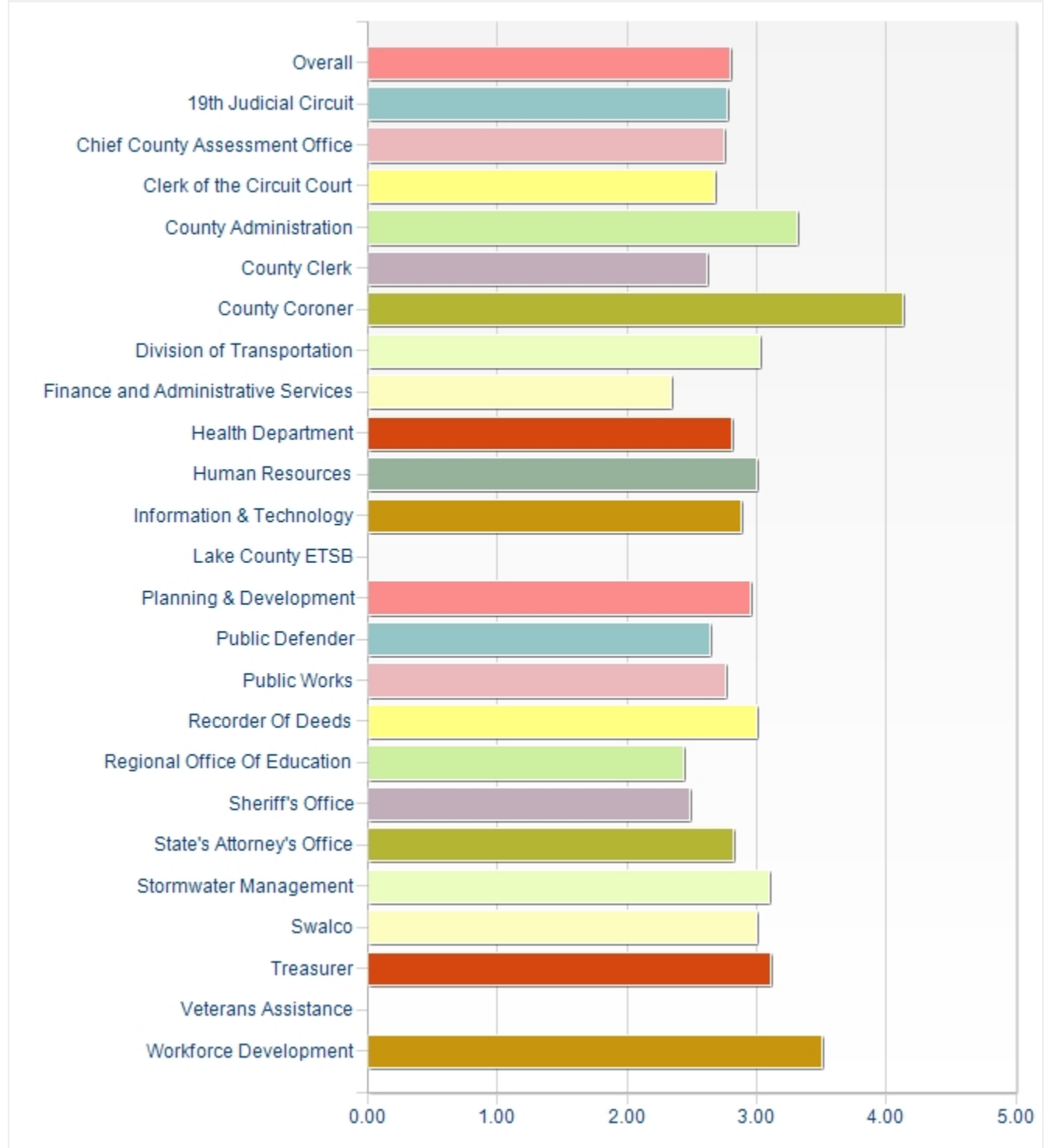
Opinions by department (continued)

My manager knows how to coach and guide employees.



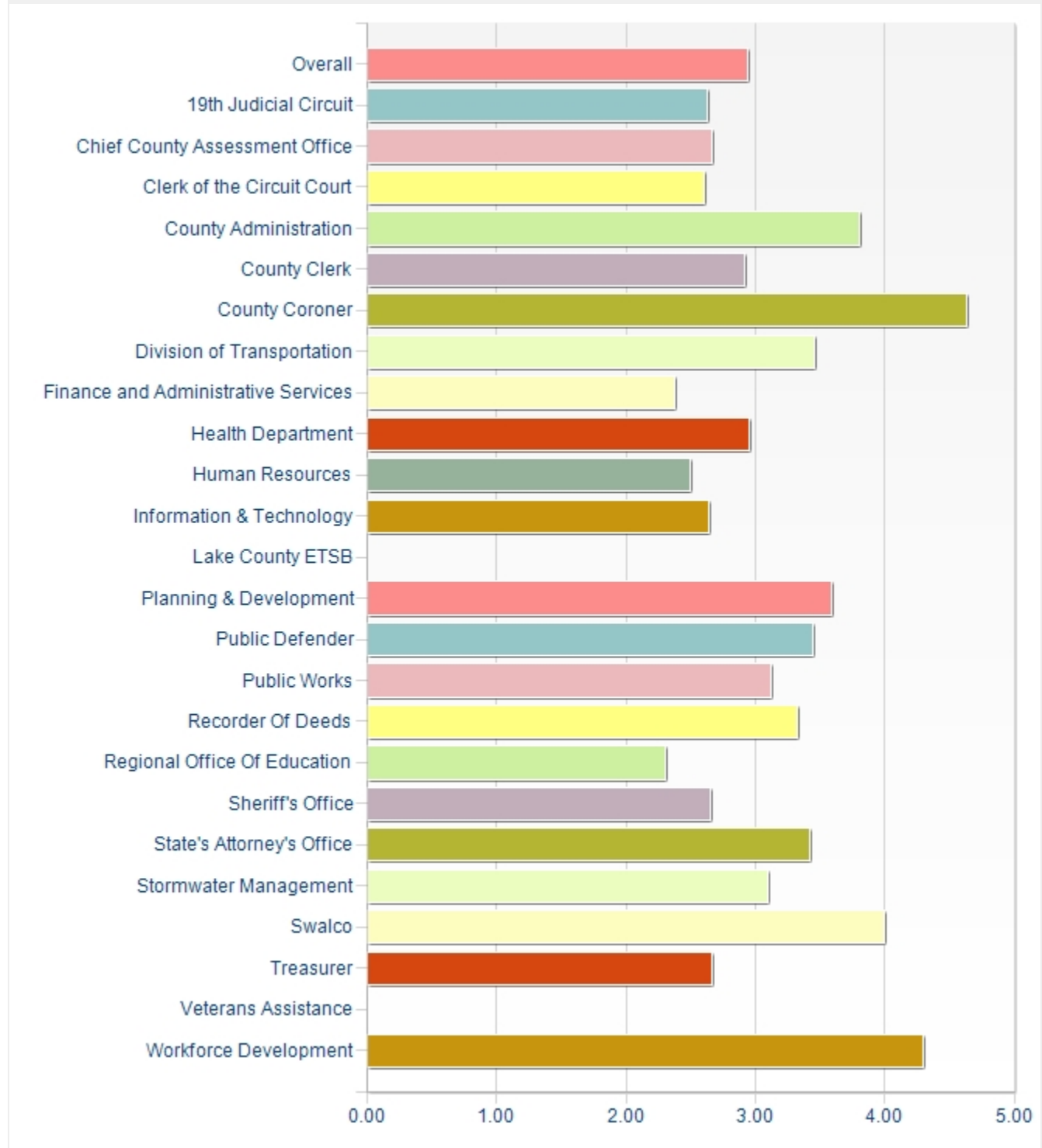
Opinions by department (continued)

I see career development opportunities for myself in this organization.



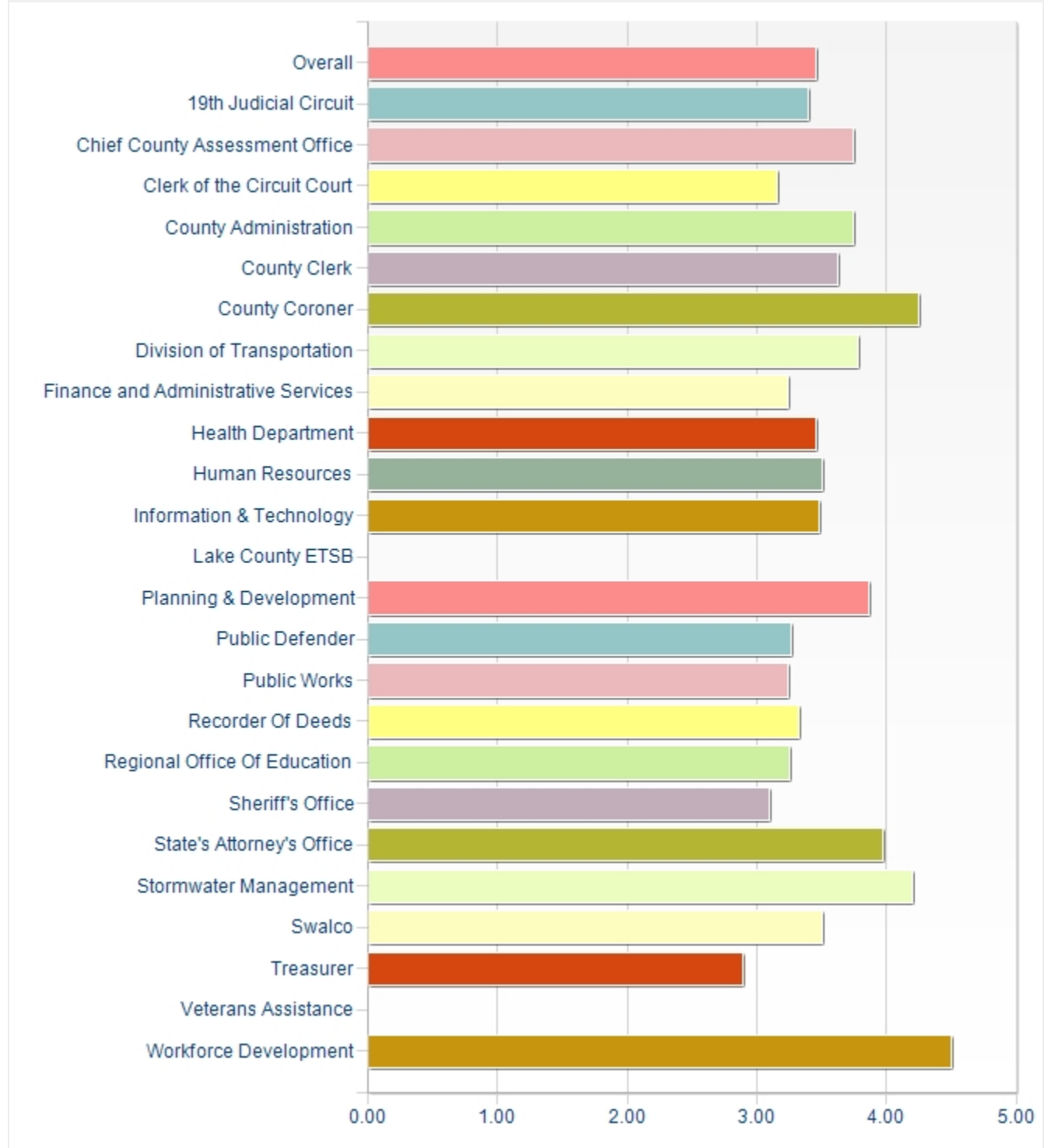
Opinions by department (continued)

There is open and honest communication here between managers and employees.



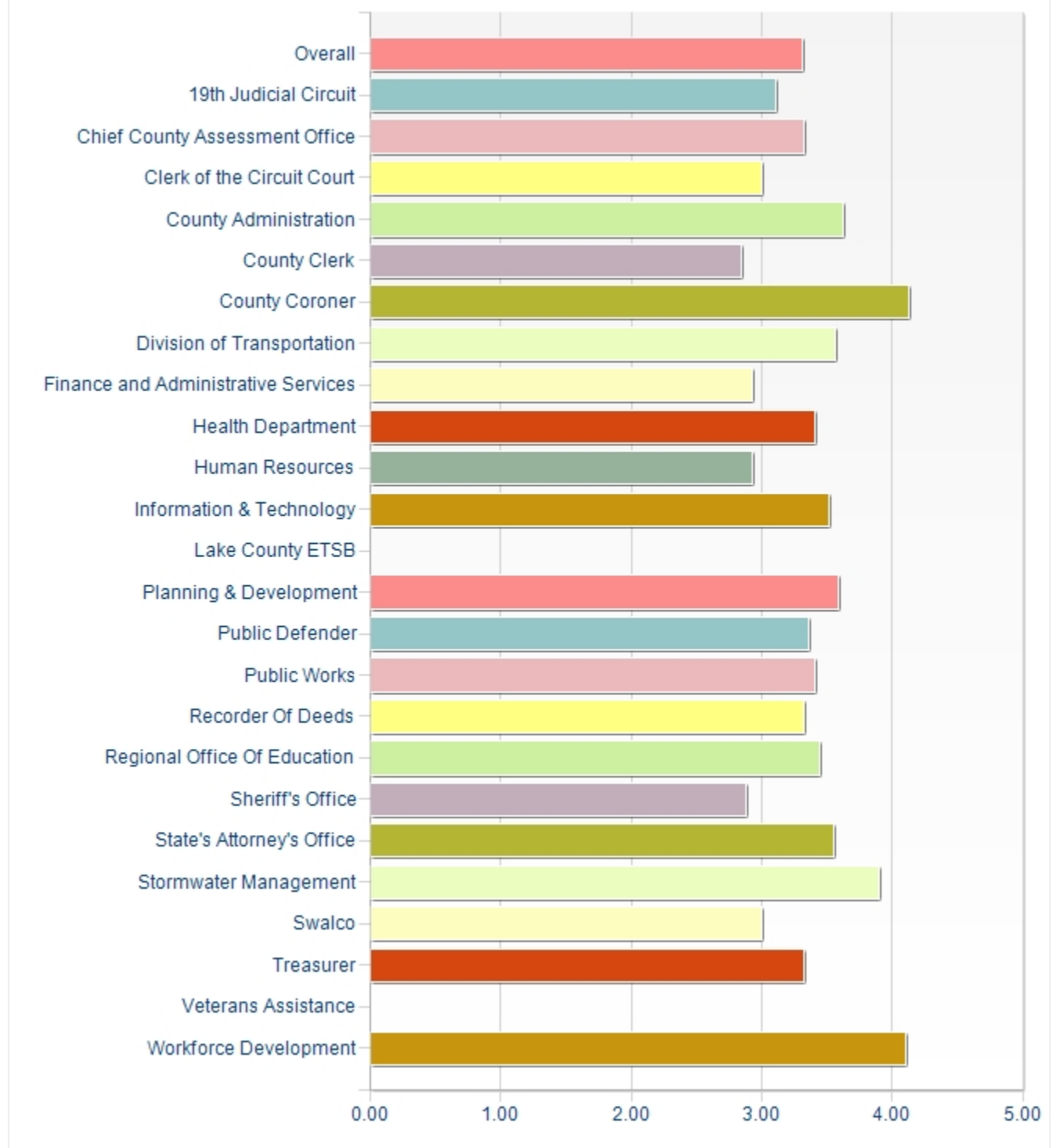
Opinions by department (continued)

I would recommend Lake County to others as a good place to work.



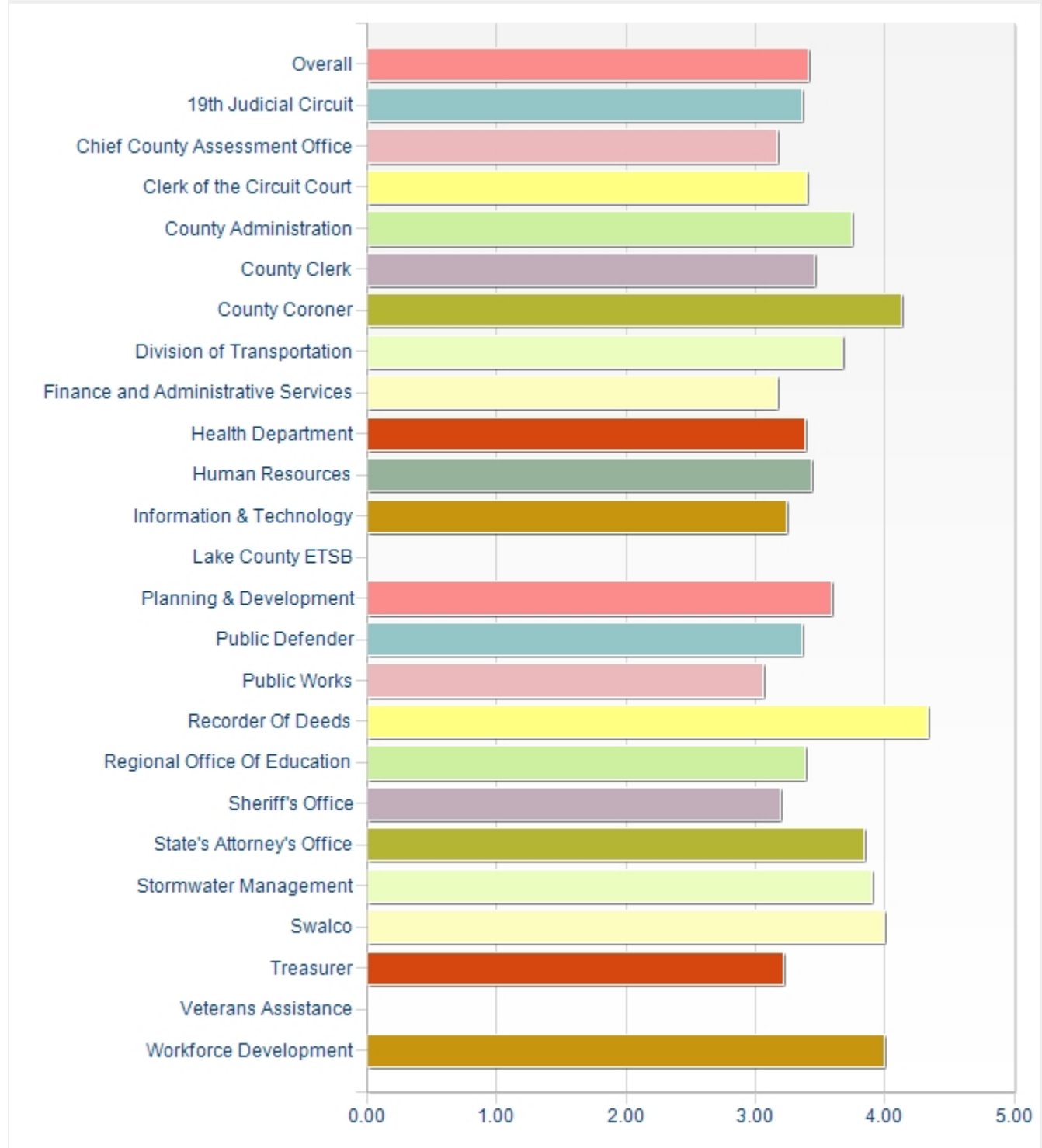
Opinions by department (continued)

The County makes good use of my skills and abilities.

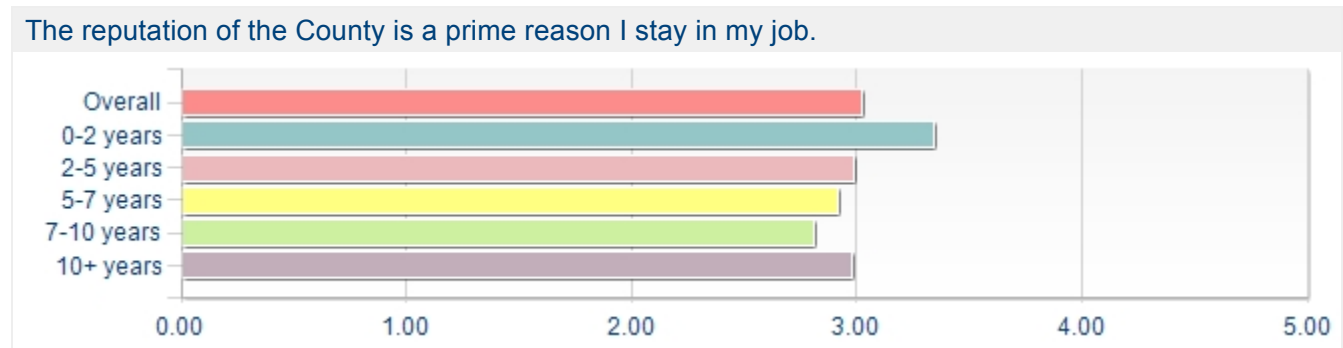


Opinions by department (continued)

I am very content working for the County.

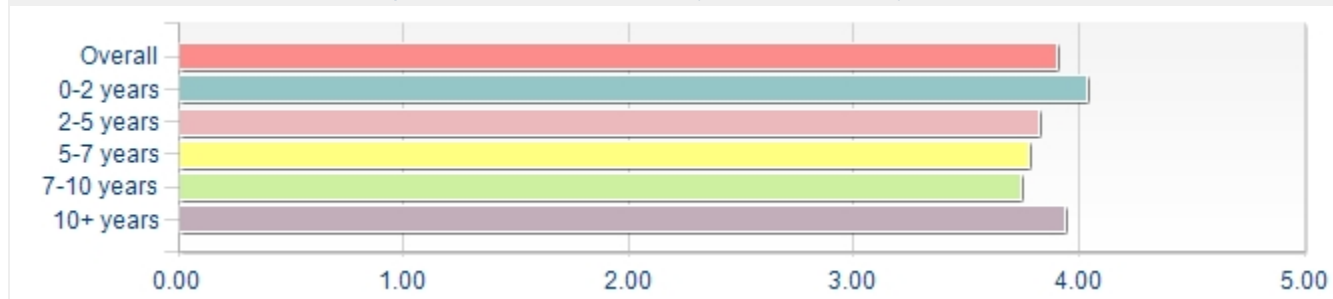


Opinions by years worked at county

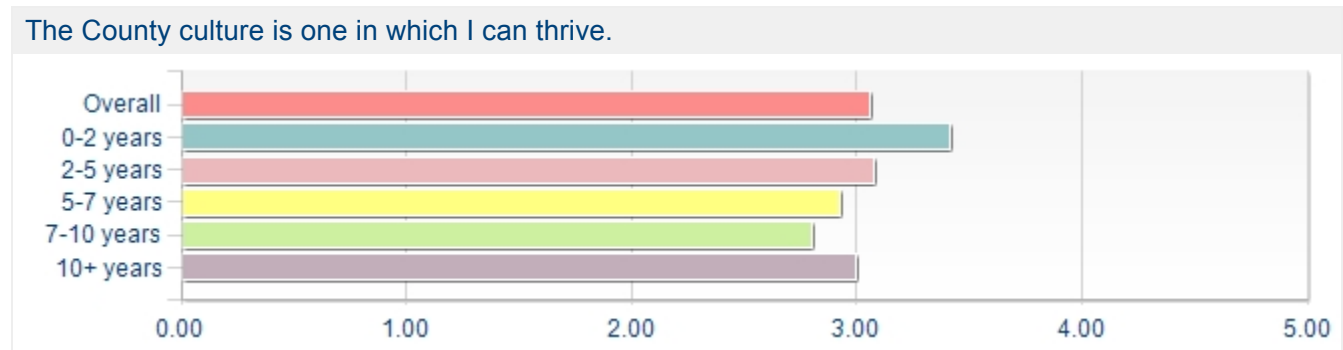


Opinions by years worked at county (continued)

The benefits here are a strong motivator for me to stay at Lake County.

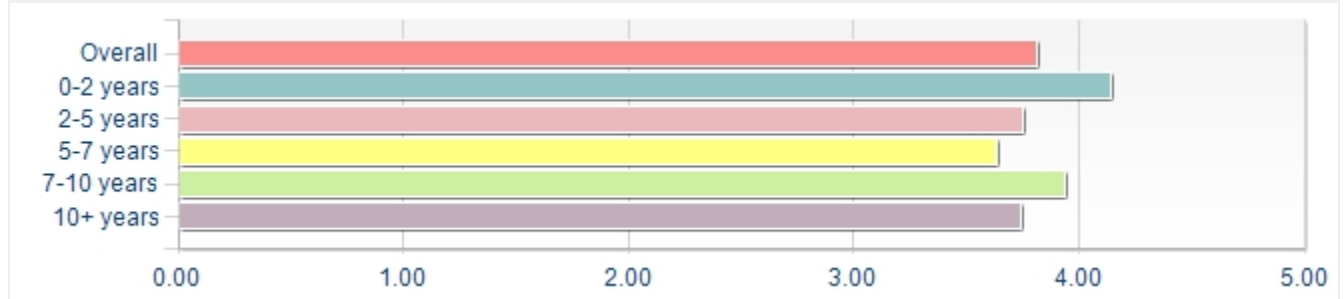


Opinions by years worked at county (continued)

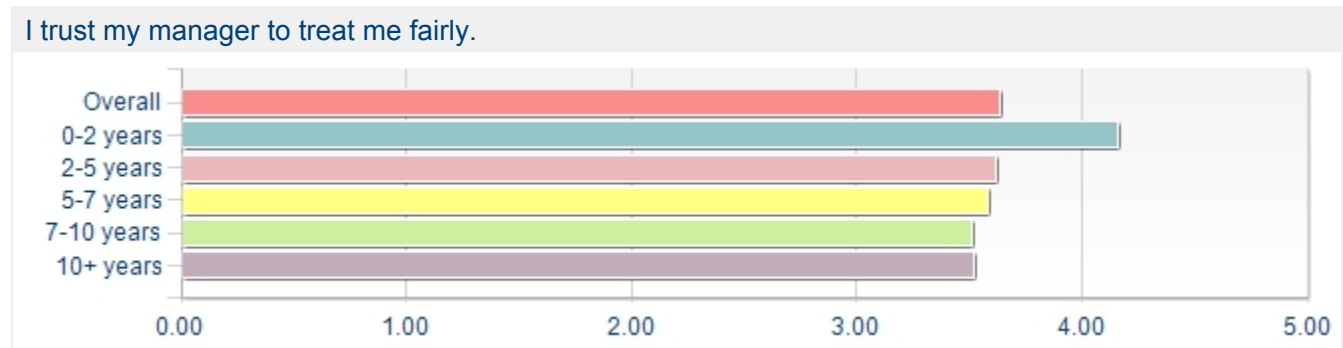


Opinions by years worked at county (continued)

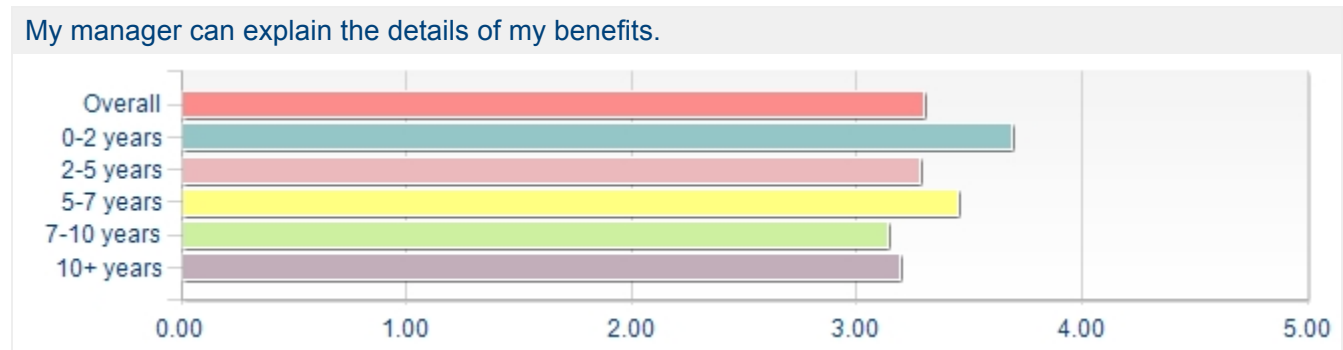
My co-workers and I respect each other.



Opinions by years worked at county (continued)

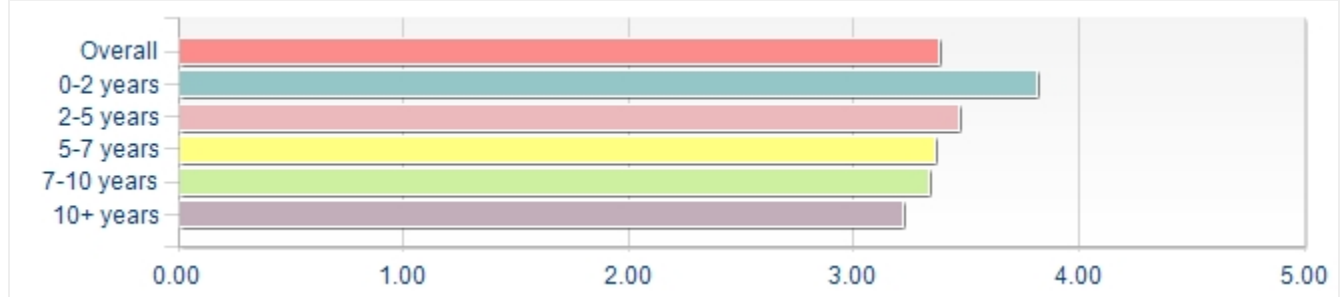


Opinions by years worked at county (continued)

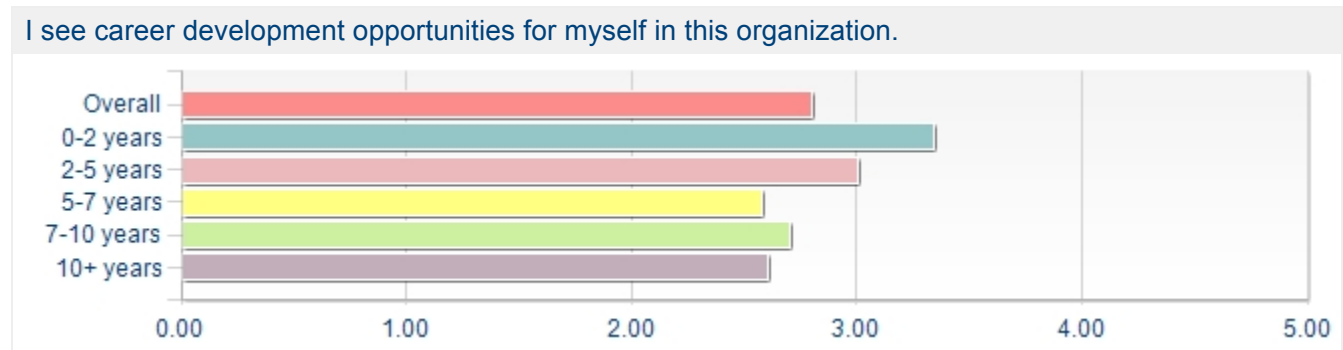


Opinions by years worked at county (continued)

My manager knows how to coach and guide employees.

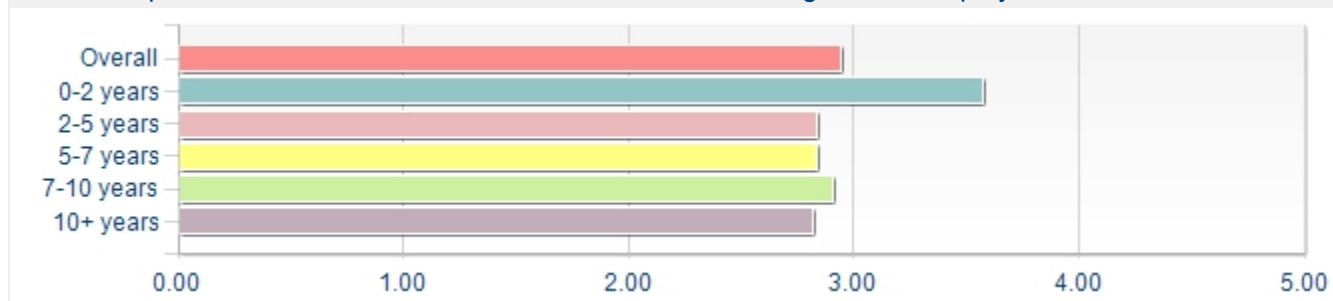


Opinions by years worked at county (continued)

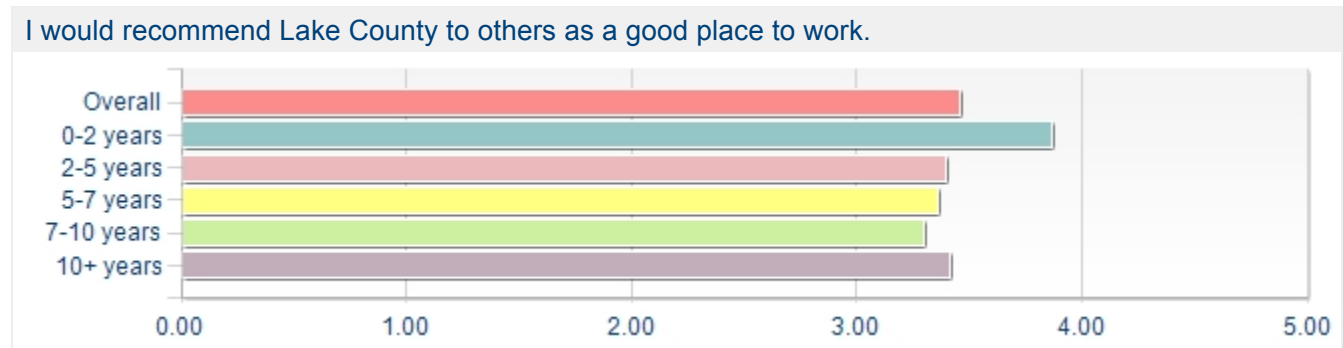


Opinions by years worked at county (continued)

There is open and honest communication here between managers and employees.

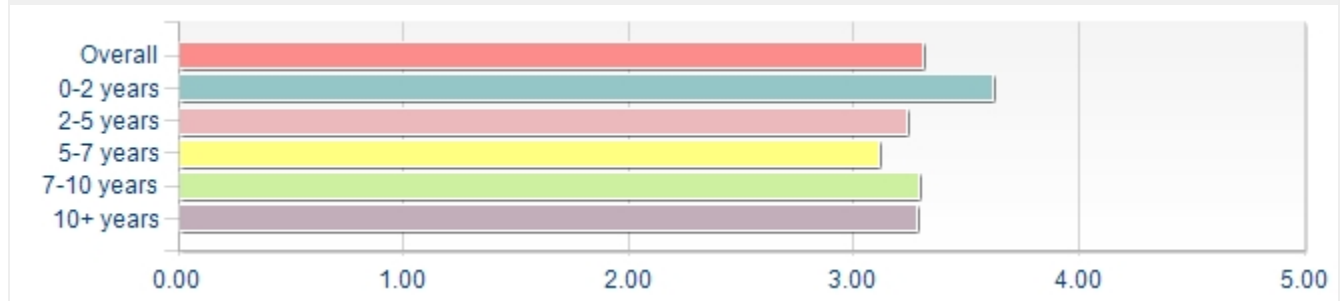


Opinions by years worked at county (continued)



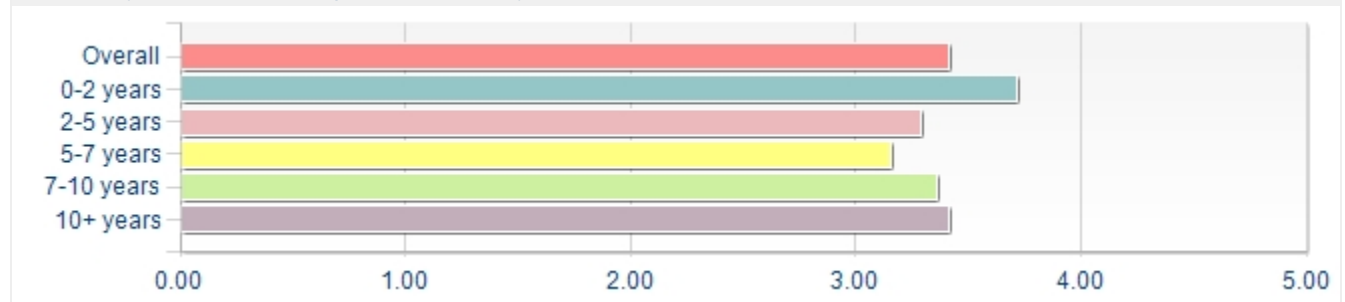
Opinions by years worked at county (continued)

The County makes good use of my skills and abilities.



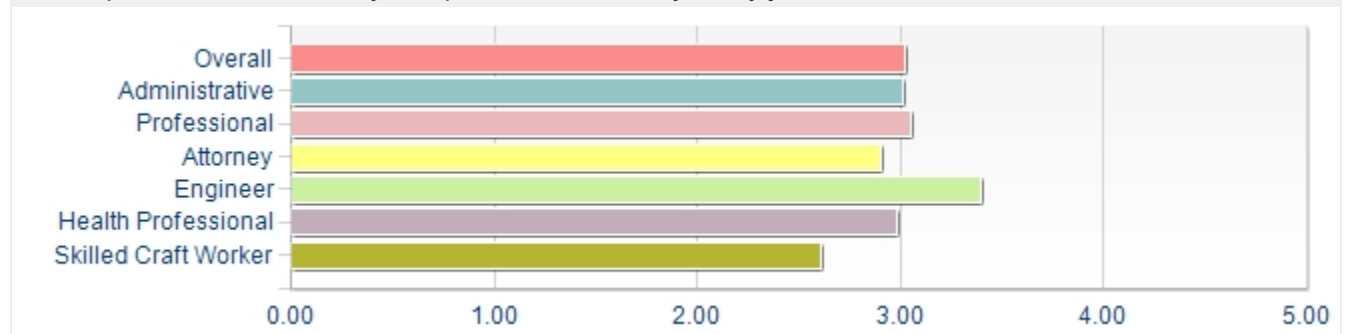
Opinions by years worked at county (continued)

I am very content working for the County.



Opinions by position type

The reputation of the County is a prime reason I stay in my job.

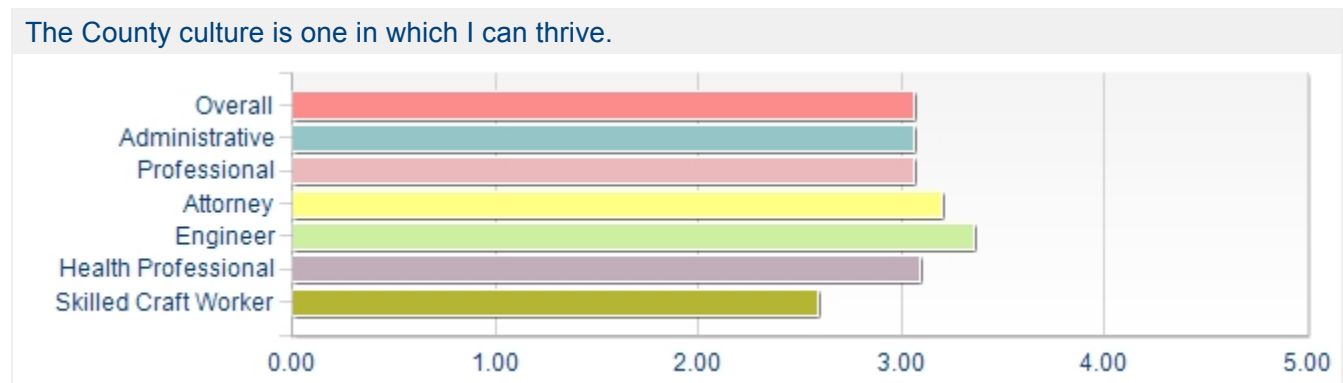


Opinions by position type (continued)

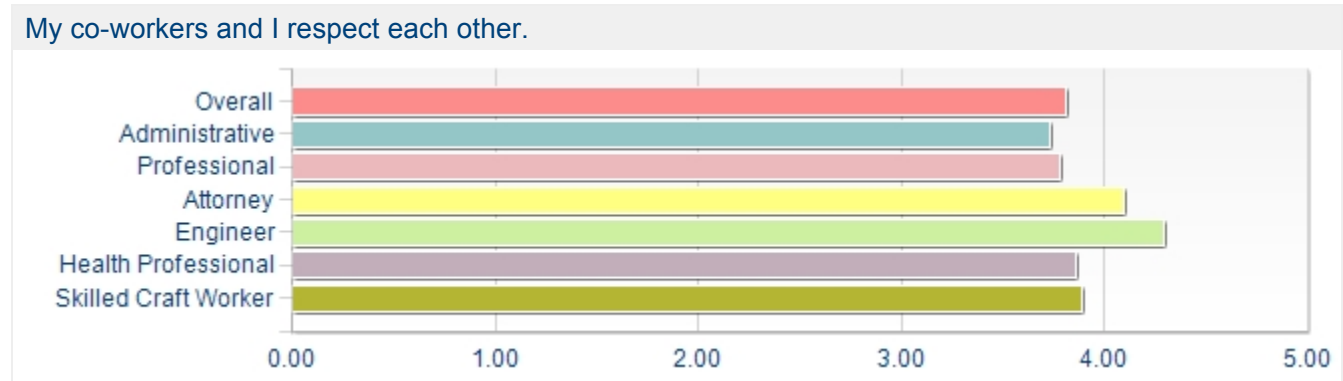
The benefits here are a strong motivator for me to stay at Lake County.



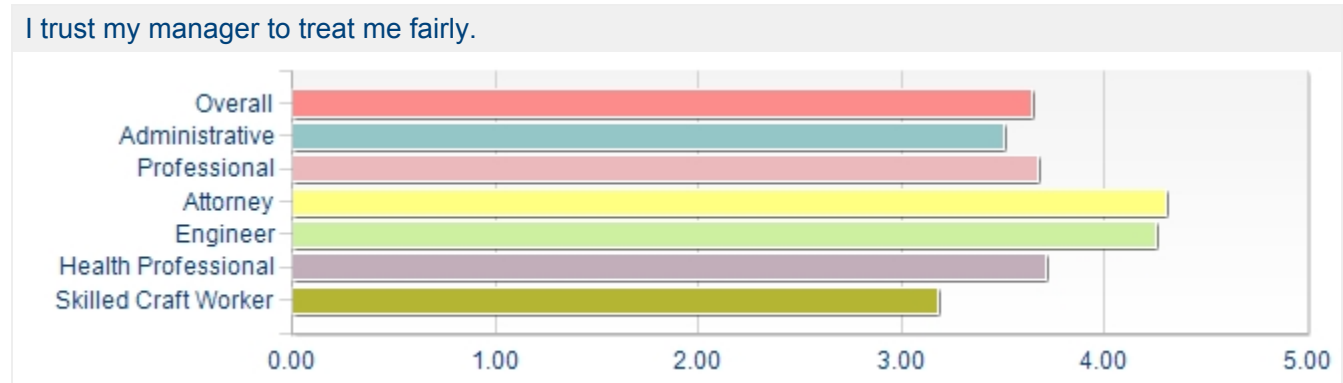
Opinions by position type (continued)



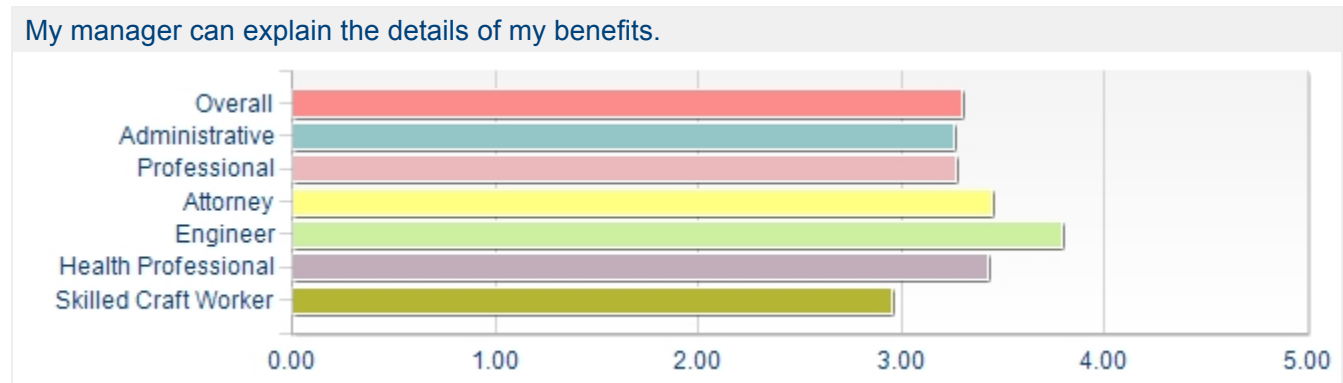
Opinions by position type (continued)



Opinions by position type (continued)



Opinions by position type (continued)

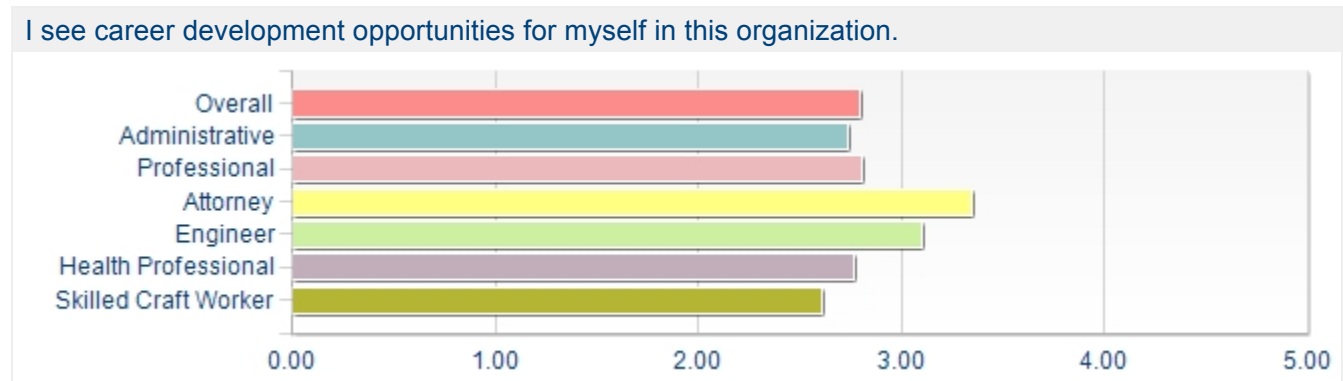


Opinions by position type (continued)

My manager knows how to coach and guide employees.

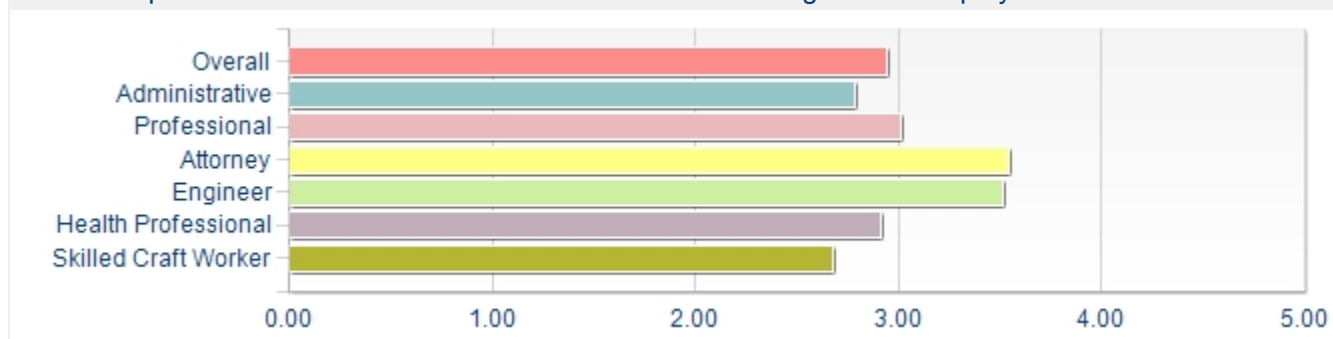


Opinions by position type (continued)

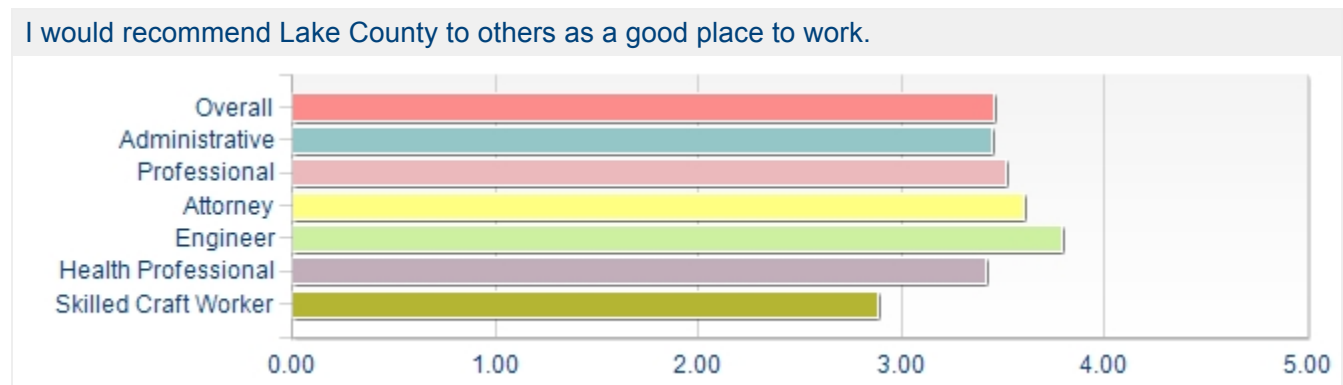


Opinions by position type (continued)

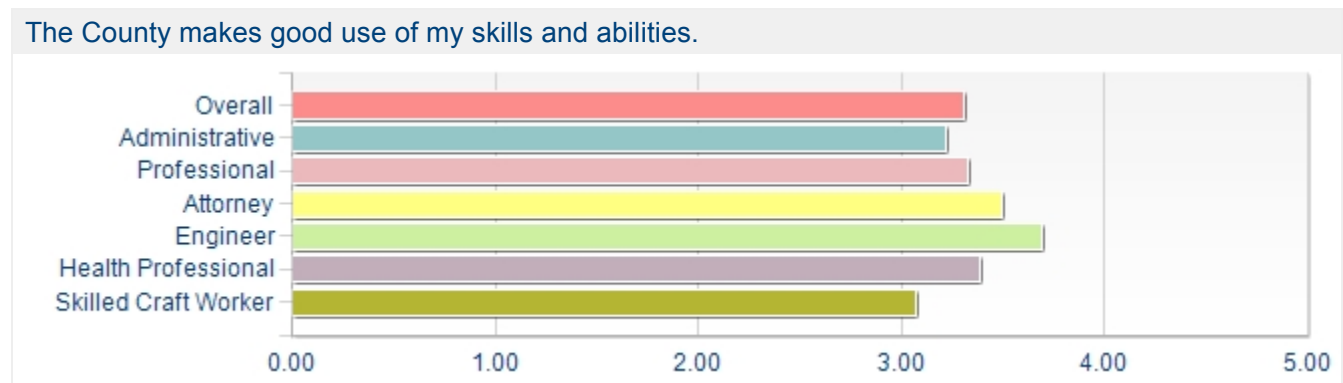
There is open and honest communication here between managers and employees.



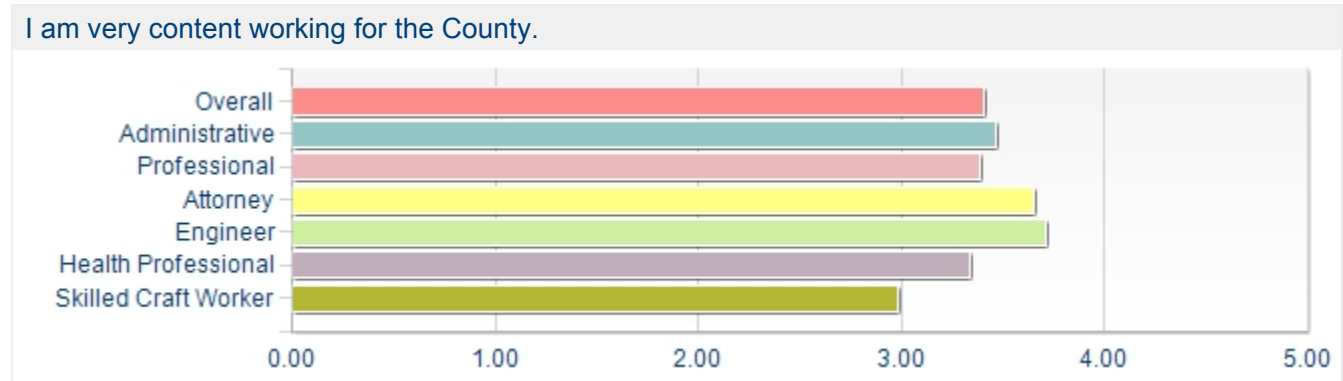
Opinions by position type (continued)



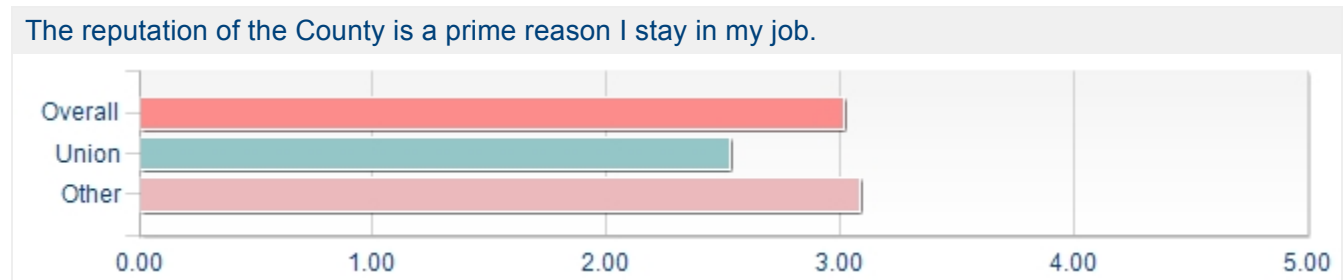
Opinions by position type (continued)



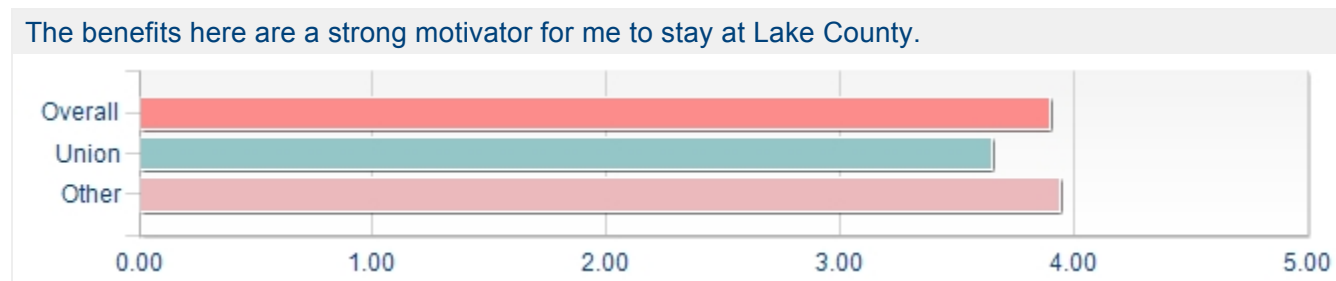
Opinions by position type (continued)



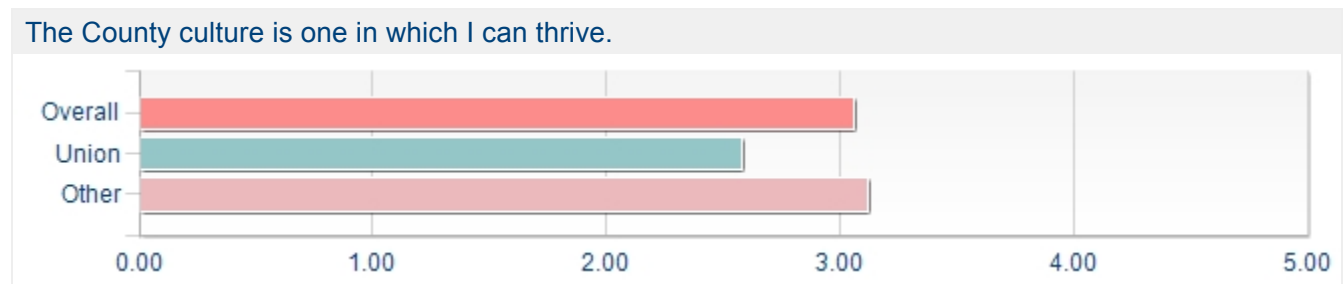
Opinions by union or non union member



Opinions by union or non union member (continued)

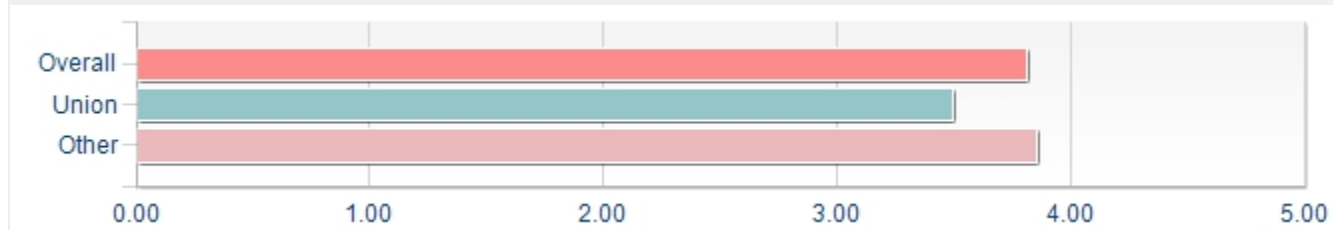


Opinions by union or non union member (continued)

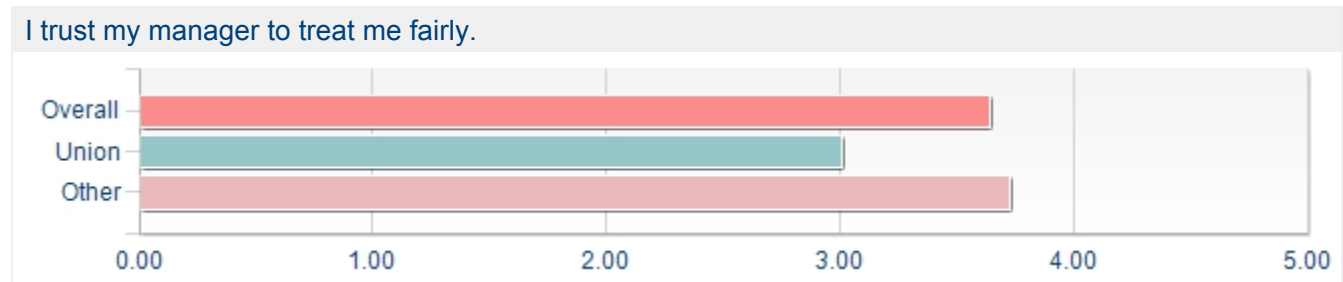


Opinions by union or non union member (continued)

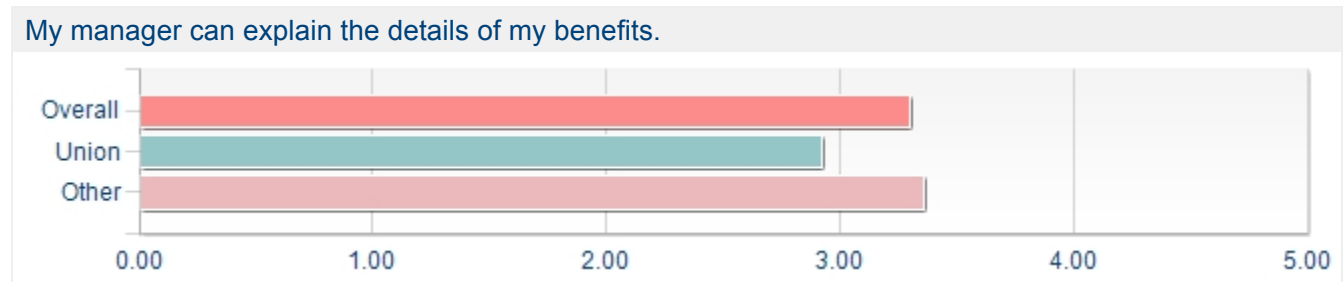
My co-workers and I respect each other.



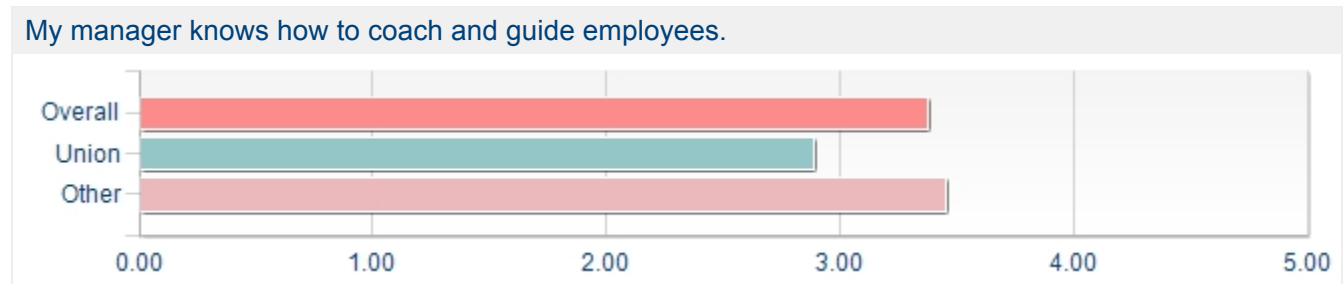
Opinions by union or non union member (continued)



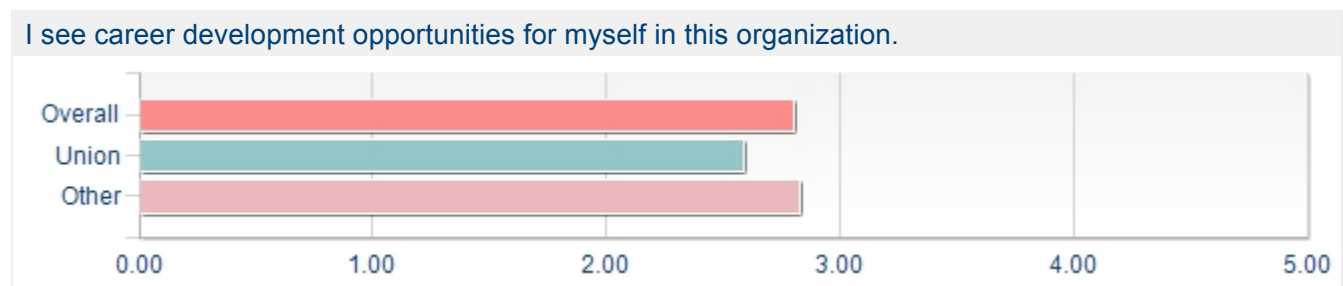
Opinions by union or non union member (continued)



Opinions by union or non union member (continued)

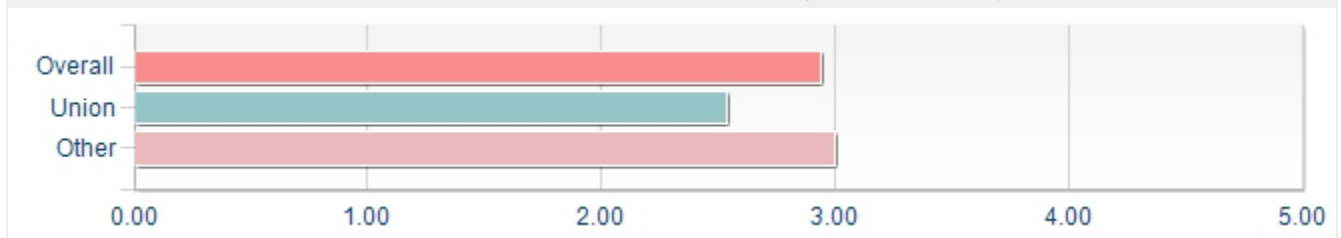


Opinions by union or non union member (continued)

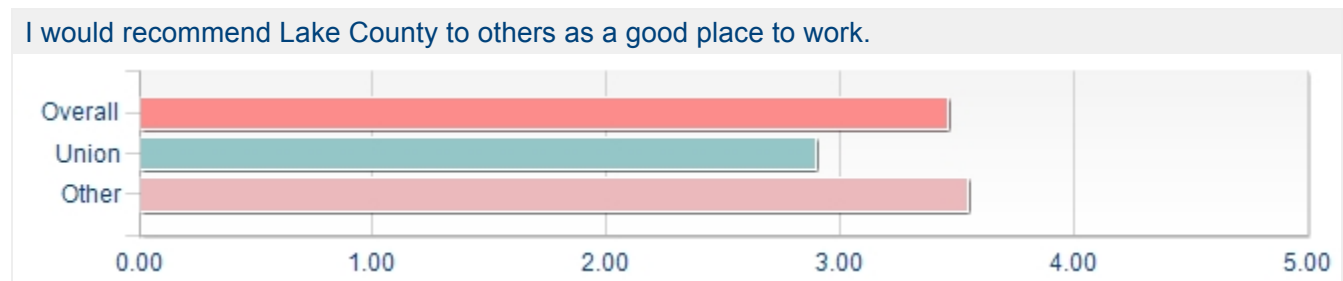


Opinions by union or non union member (continued)

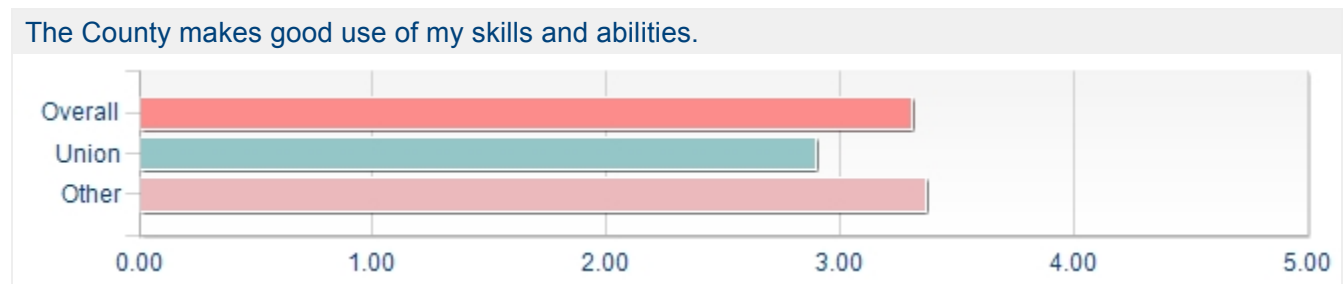
There is open and honest communication here between managers and employees.



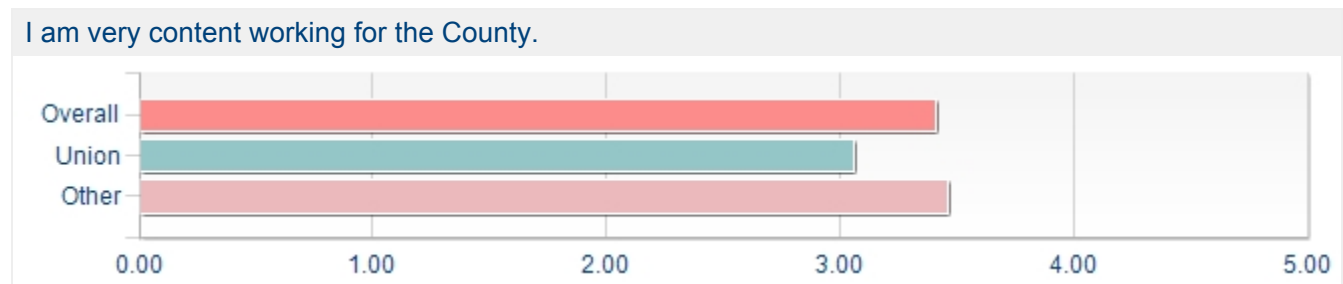
Opinions by union or non union member (continued)



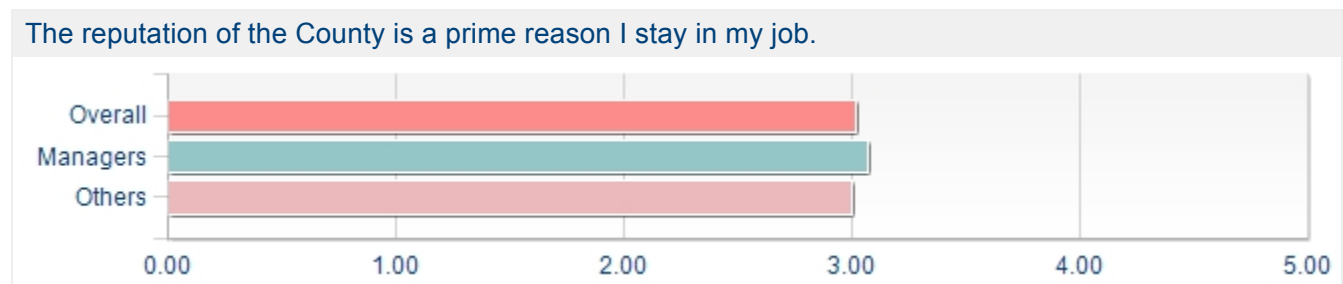
Opinions by union or non union member (continued)



Opinions by union or non union member (continued)

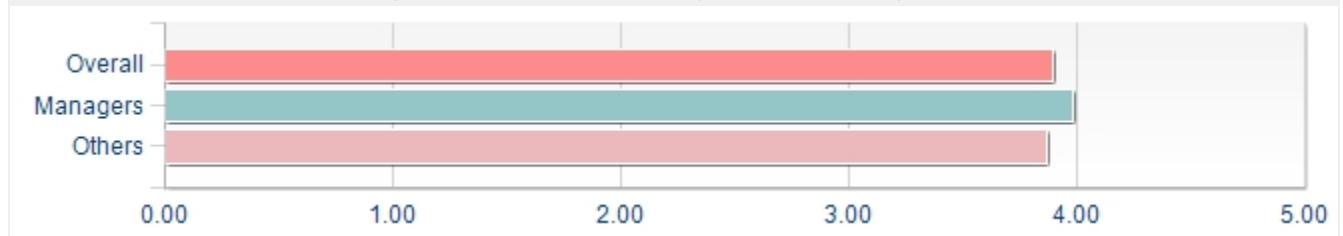


Opinions by whether or not I am a manager

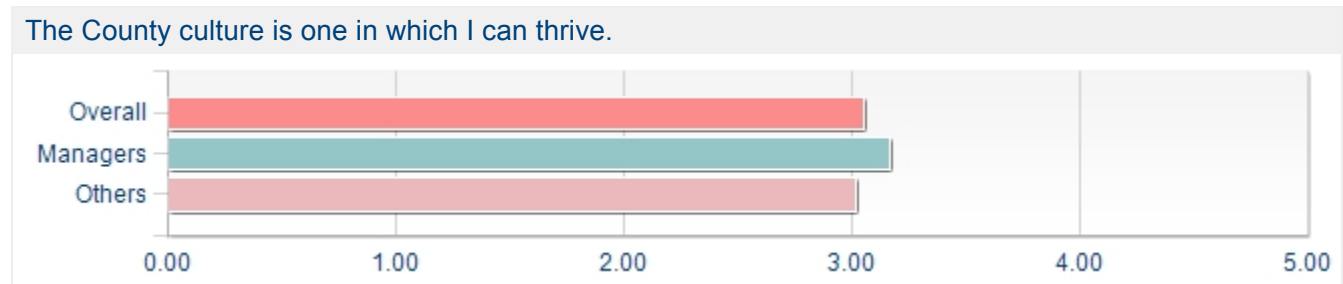


Opinions by whether or not I am a manager (continued)

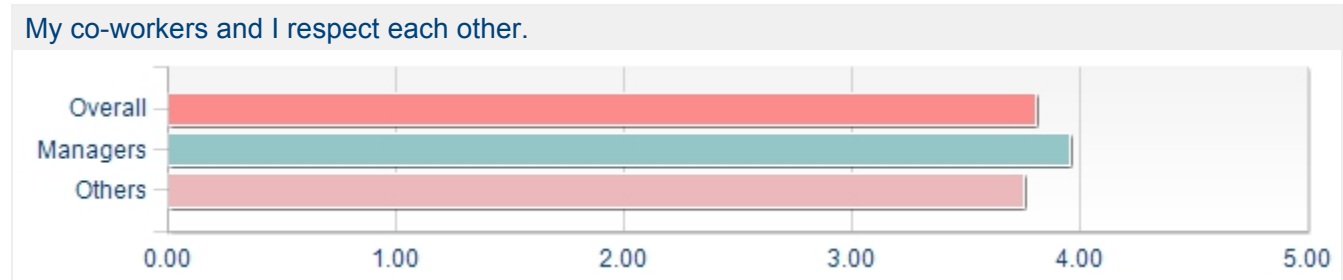
The benefits here are a strong motivator for me to stay at Lake County.



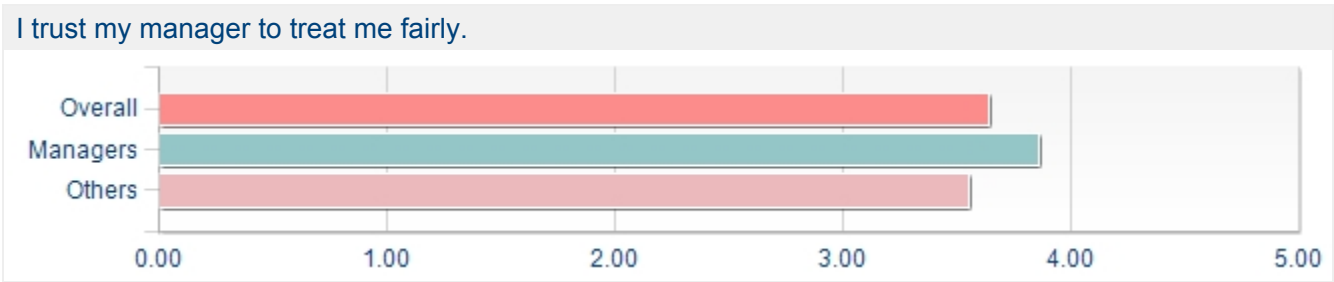
Opinions by whether or not I am a manager (continued)



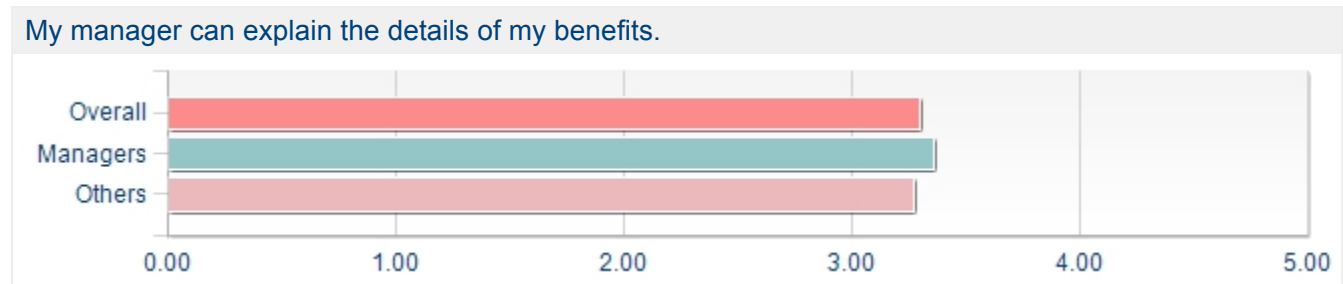
Opinions by whether or not I am a manager (continued)



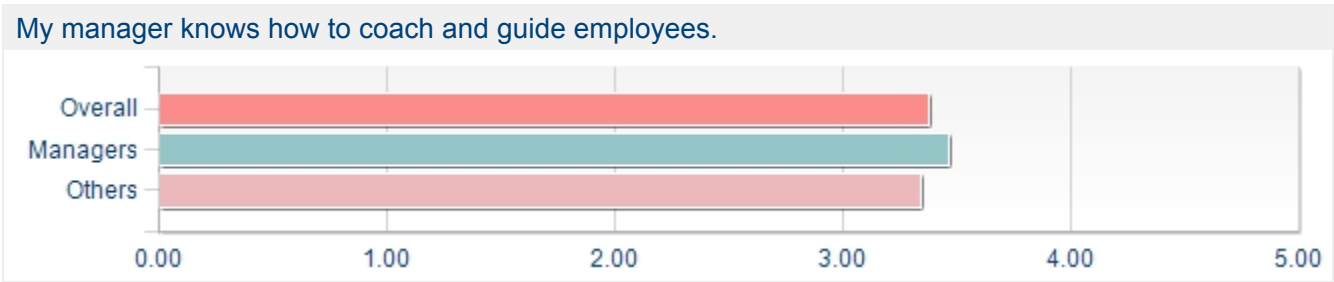
Opinions by whether or not I am a manager (continued)



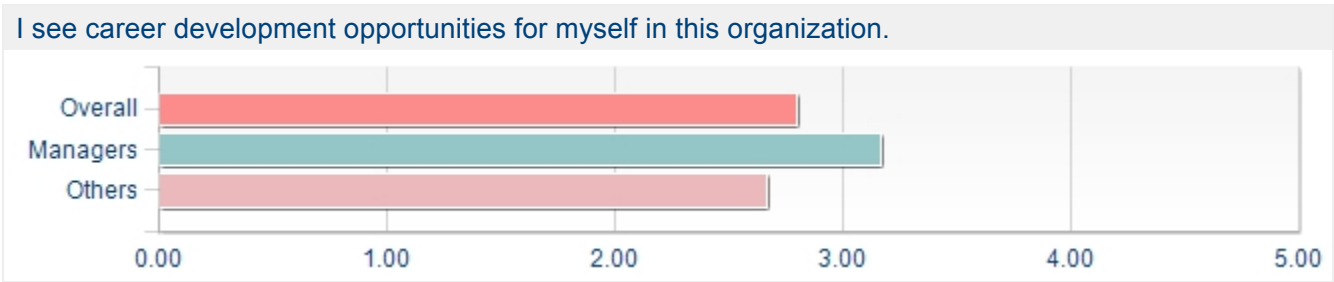
Opinions by whether or not I am a manager (continued)



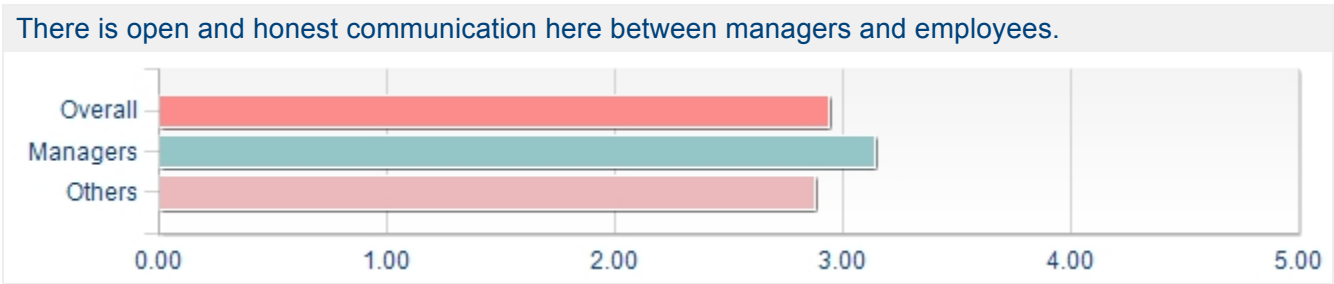
Opinions by whether or not I am a manager (continued)



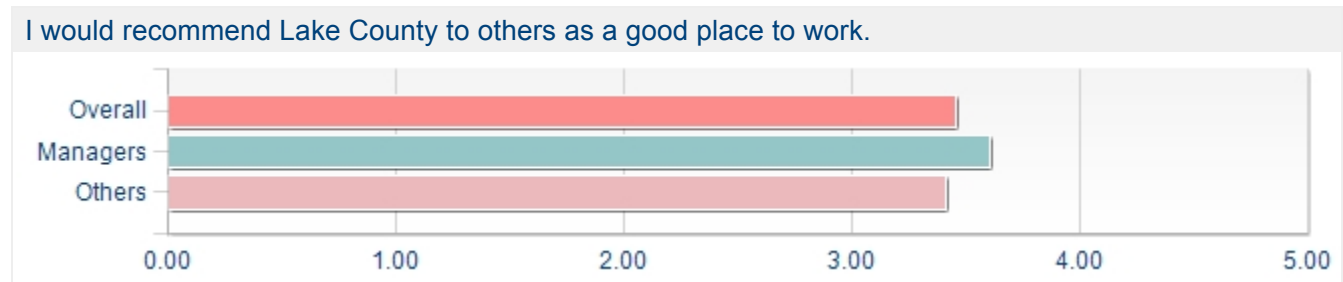
Opinions by whether or not I am a manager (continued)



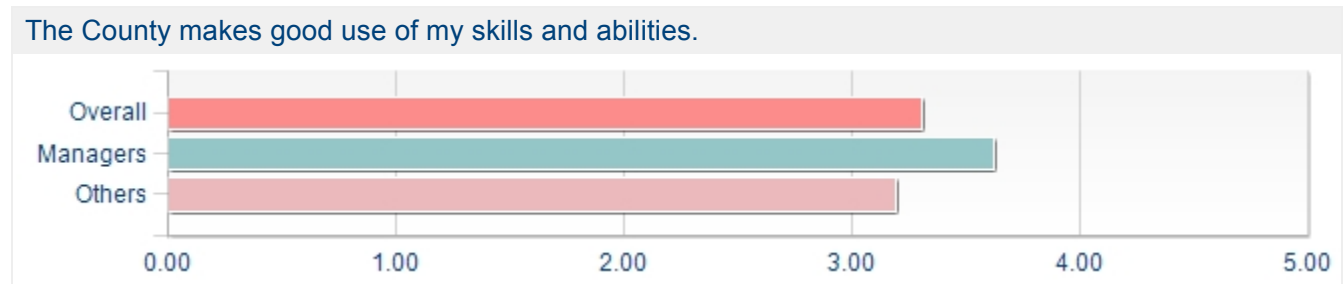
Opinions by whether or not I am a manager (continued)



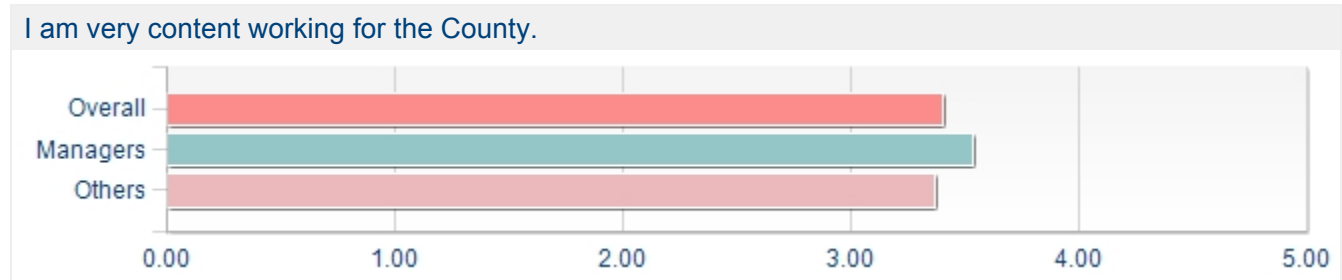
Opinions by whether or not I am a manager (continued)



Opinions by whether or not I am a manager (continued)



Opinions by whether or not I am a manager (continued)



Opinions

Overall

Competency Statistics	Value
Mean	3.34
Median	4.00
Mode	4
Standard Deviation	1.17
Standard Error (base on SD)	0.01
Population Standard Deviation	1.17
Standard Error (base on PSD)	0.01

19th Judicial Circuit

Competency Statistics	Value
Mean	3.18
Median	3.00
Mode	4
Standard Deviation	1.15
Standard Error (base on SD)	0.03
Population Standard Deviation	1.15
Standard Error (base on PSD)	0.03

Opinions (continued)

Chief County Assessment Office

Competency Statistics	Value
Mean	3.19
Median	3.50
Mode	4
Standard Deviation	1.31
Standard Error (base on SD)	0.11
Population Standard Deviation	1.30
Standard Error (base on PSD)	0.11

Clerk of the Circuit Court

Competency Statistics	Value
Mean	3.14
Median	3.00
Mode	3
Standard Deviation	1.06
Standard Error (base on SD)	0.04
Population Standard Deviation	1.06
Standard Error (base on PSD)	0.04

Opinions (continued)

County Administration

Competency Statistics	Value
Mean	3.80
Median	4.00
Mode	4
Standard Deviation	1.03
Standard Error (base on SD)	0.07
Population Standard Deviation	1.03
Standard Error (base on PSD)	0.07

County Clerk

Competency Statistics	Value
Mean	3.28
Median	3.00
Mode	3
Standard Deviation	1.06
Standard Error (base on SD)	0.09
Population Standard Deviation	1.06
Standard Error (base on PSD)	0.08

Opinions (continued)

County Coroner

Competency Statistics	Value
Mean	4.09
Median	4.00
Mode	4
Standard Deviation	0.76
Standard Error (base on SD)	0.08
Population Standard Deviation	0.75
Standard Error (base on PSD)	0.08

Division of Transportation

Competency Statistics	Value
Mean	3.59
Median	4.00
Mode	4
Standard Deviation	1.16
Standard Error (base on SD)	0.05
Population Standard Deviation	1.16
Standard Error (base on PSD)	0.05

Opinions (continued)

Finance and Administrative Services

Competency Statistics	Value
Mean	2.99
Median	3.00
Mode	4
Standard Deviation	1.21
Standard Error (base on SD)	0.06
Population Standard Deviation	1.21
Standard Error (base on PSD)	0.06

Health Department

Competency Statistics	Value
Mean	3.39
Median	4.00
Mode	4
Standard Deviation	1.15
Standard Error (base on SD)	0.02
Population Standard Deviation	1.15
Standard Error (base on PSD)	0.02

Opinions (continued)

Human Resources

Competency Statistics	Value
Mean	3.34
Median	3.00
Mode	4
Standard Deviation	1.08
Standard Error (base on SD)	0.08
Population Standard Deviation	1.08
Standard Error (base on PSD)	0.08

Information & Technology

Competency Statistics	Value
Mean	3.41
Median	4.00
Mode	4
Standard Deviation	1.22
Standard Error (base on SD)	0.07
Population Standard Deviation	1.21
Standard Error (base on PSD)	0.07

Opinions (continued)

Planning & Development

Competency Statistics	Value
Mean	3.65
Median	4.00
Mode	4
Standard Deviation	1.08
Standard Error (base on SD)	0.07
Population Standard Deviation	1.08
Standard Error (base on PSD)	0.07

Public Defender

Competency Statistics	Value
Mean	3.29
Median	4.00
Mode	4
Standard Deviation	1.23
Standard Error (base on SD)	0.11
Population Standard Deviation	1.22
Standard Error (base on PSD)	0.11

Opinions (continued)

Public Works

Competency Statistics	Value
Mean	3.33
Median	3.00
Mode	4
Standard Deviation	1.12
Standard Error (base on SD)	0.06
Population Standard Deviation	1.11
Standard Error (base on PSD)	0.06

Recorder Of Deeds

Competency Statistics	Value
Mean	3.53
Median	4.00
Mode	4
Standard Deviation	1.32
Standard Error (base on SD)	0.22
Population Standard Deviation	1.30
Standard Error (base on PSD)	0.22

Opinions (continued)

Regional Office Of Education

Competency Statistics	Value
Mean	3.05
Median	3.00
Mode	3
Standard Deviation	1.20
Standard Error (base on SD)	0.09
Population Standard Deviation	1.20
Standard Error (base on PSD)	0.09

Sheriff's Office

Competency Statistics	Value
Mean	3.00
Median	3.00
Mode	4
Standard Deviation	1.24
Standard Error (base on SD)	0.04
Population Standard Deviation	1.24
Standard Error (base on PSD)	0.04

Opinions (continued)

State's Attorney's Office

Competency Statistics	Value
Mean	3.68
Median	4.00
Mode	4
Standard Deviation	1.09
Standard Error (base on SD)	0.05
Population Standard Deviation	1.09
Standard Error (base on PSD)	0.05

Stormwater Management

Competency Statistics	Value
Mean	3.69
Median	4.00
Mode	4
Standard Deviation	1.04
Standard Error (base on SD)	0.10
Population Standard Deviation	1.04
Standard Error (base on PSD)	0.09

Opinions (continued)

Swalco

Competency Statistics	Value
Mean	3.54
Median	4.00
Mode	4
Standard Deviation	0.72
Standard Error (base on SD)	0.15
Population Standard Deviation	0.71
Standard Error (base on PSD)	0.14

Treasurer

Competency Statistics	Value
Mean	3.14
Median	3.00
Mode	3
Standard Deviation	1.10
Standard Error (base on SD)	0.11
Population Standard Deviation	1.09
Standard Error (base on PSD)	0.11

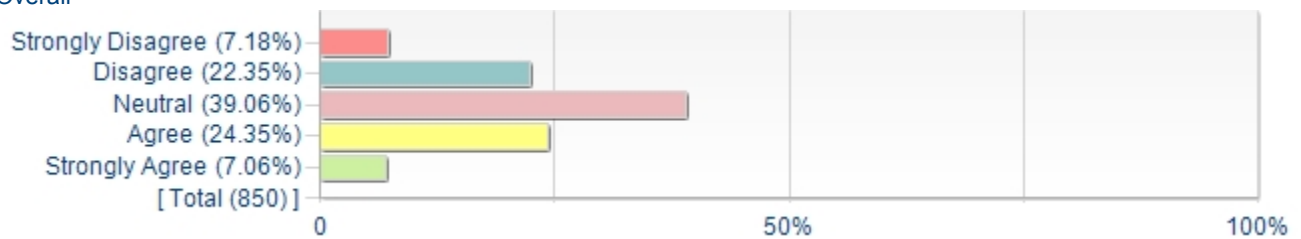
Opinions (continued)

Workforce Development

Competency Statistics	Value
Mean	4.05
Median	4.00
Mode	4
Standard Deviation	0.87
Standard Error (base on SD)	0.08
Population Standard Deviation	0.86
Standard Error (base on PSD)	0.08

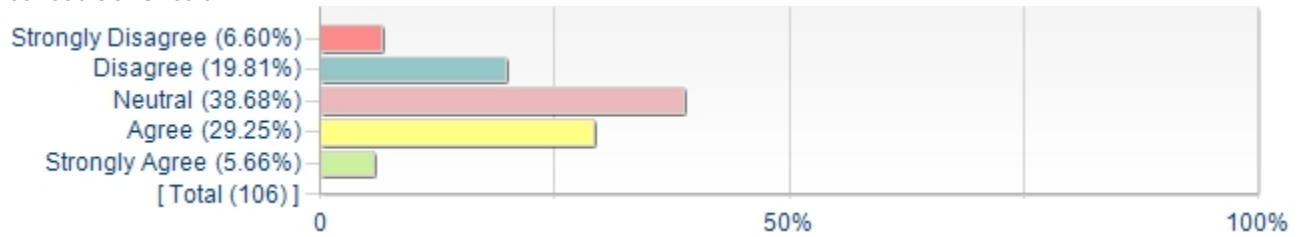
1. The reputation of the County is a prime reason I stay in my job.

Overall



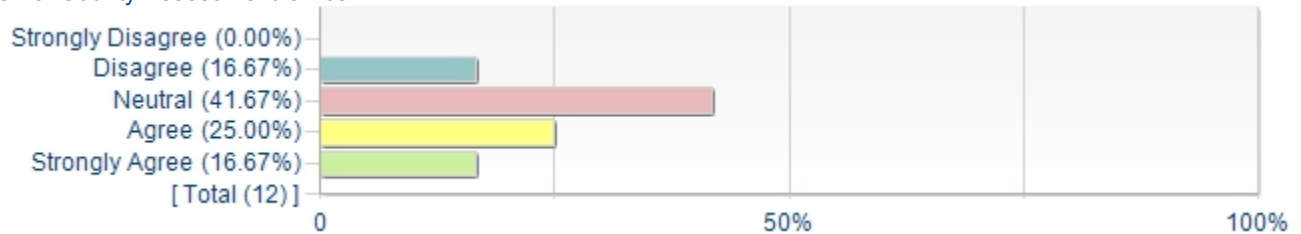
Statistics	Value
Response Count	850
Mean	3.02
Median	3.00
Mode	3
Standard Deviation	1.02
Population Standard Deviation	1.02
Standard Error (base on SD)	0.03
Standard Error (base on PSD)	0.03

19th Judicial Circuit



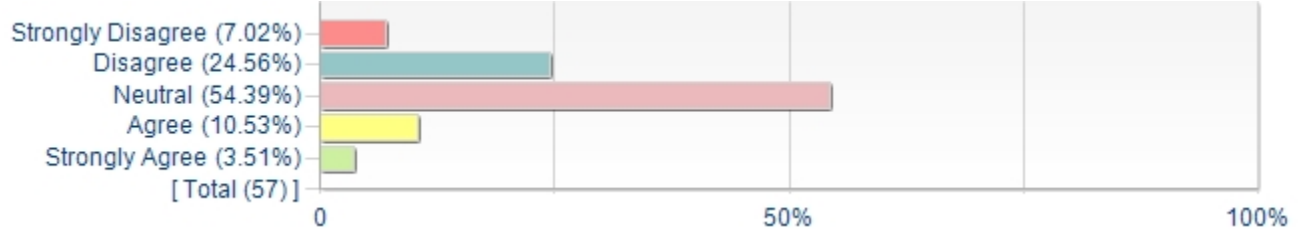
Statistics	Value
Response Count	106
Mean	3.08
Median	3.00
Mode	3
Standard Deviation	0.99
Population Standard Deviation	0.99
Standard Error (base on SD)	0.10
Standard Error (base on PSD)	0.10

Chief County Assessment Office



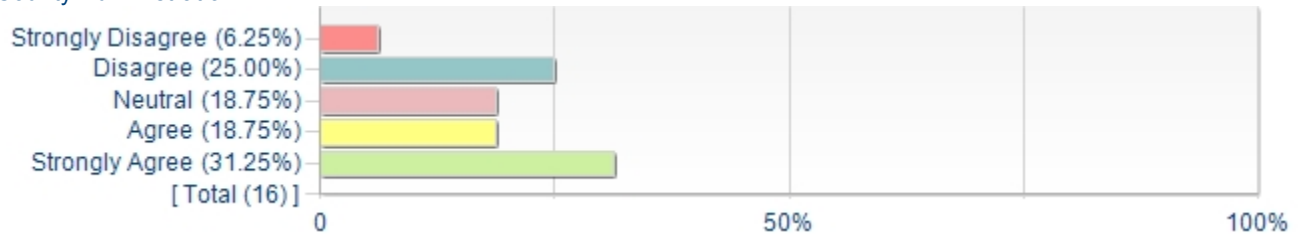
Statistics	Value
Response Count	12
Mean	3.42
Median	3.00
Mode	3
Standard Deviation	1.00
Population Standard Deviation	0.95
Standard Error (base on SD)	0.29
Standard Error (base on PSD)	0.28

Clerk of the Circuit Court



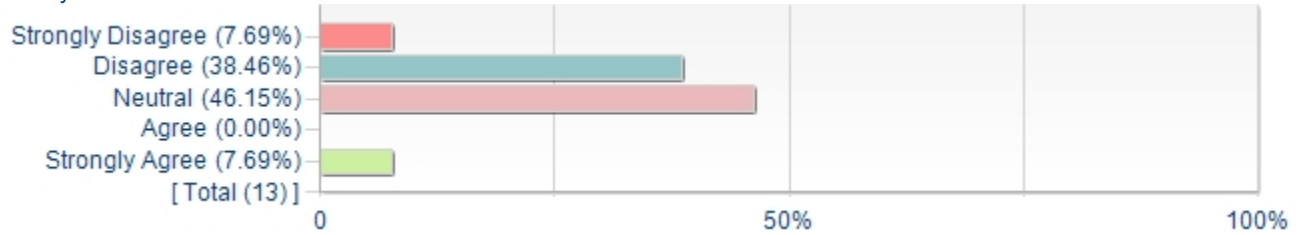
Statistics	Value
Response Count	57
Mean	2.79
Median	3.00
Mode	3
Standard Deviation	0.86
Population Standard Deviation	0.85
Standard Error (base on SD)	0.11
Standard Error (base on PSD)	0.11

County Administration



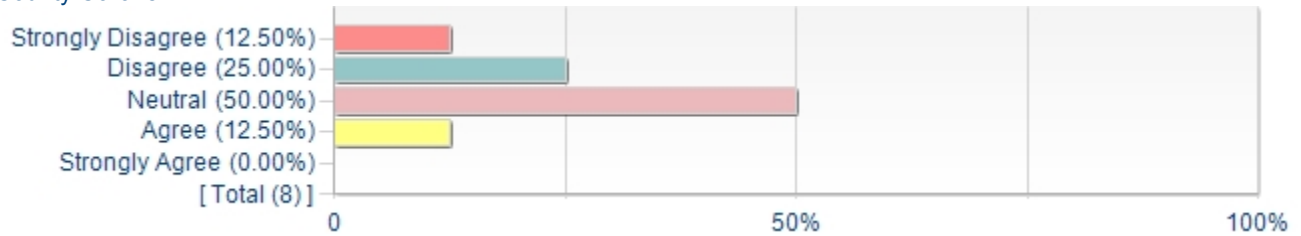
Statistics	Value
Response Count	16
Mean	3.44
Median	3.50
Mode	5
Standard Deviation	1.36
Population Standard Deviation	1.32
Standard Error (base on SD)	0.34
Standard Error (base on PSD)	0.33

County Clerk



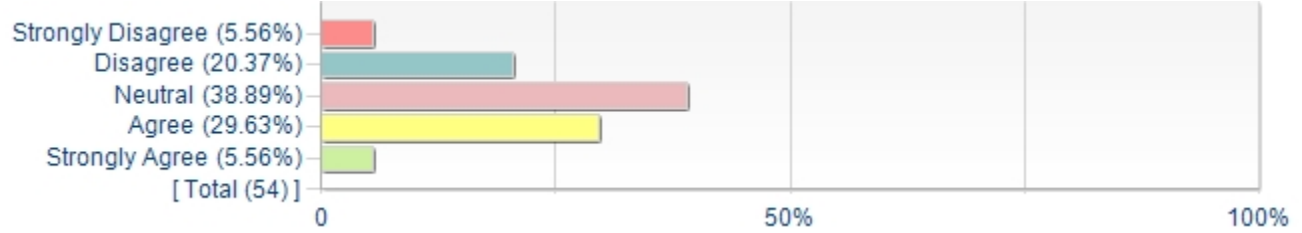
Statistics	Value
Response Count	13
Mean	2.62
Median	3.00
Mode	3
Standard Deviation	0.96
Population Standard Deviation	0.92
Standard Error (base on SD)	0.27
Standard Error (base on PSD)	0.26

County Coroner



Statistics	Value
Response Count	8
Mean	2.63
Median	3.00
Mode	3
Standard Deviation	0.92
Population Standard Deviation	0.86
Standard Error (base on SD)	0.32
Standard Error (base on PSD)	0.30

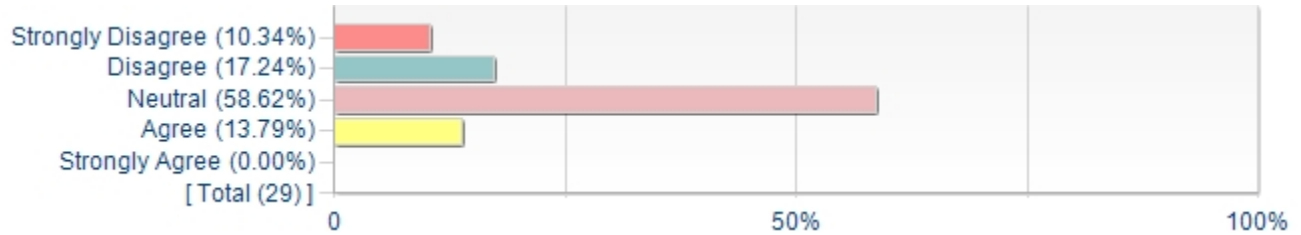
Division of Transportation



Statistics		Value
Response Count		54
Mean		3.09
Median		3.00
Mode		3
Standard Deviation		0.98
Population Standard Deviation		0.97
Standard Error (base on SD)		0.13
Standard Error (base on PSD)		0.13

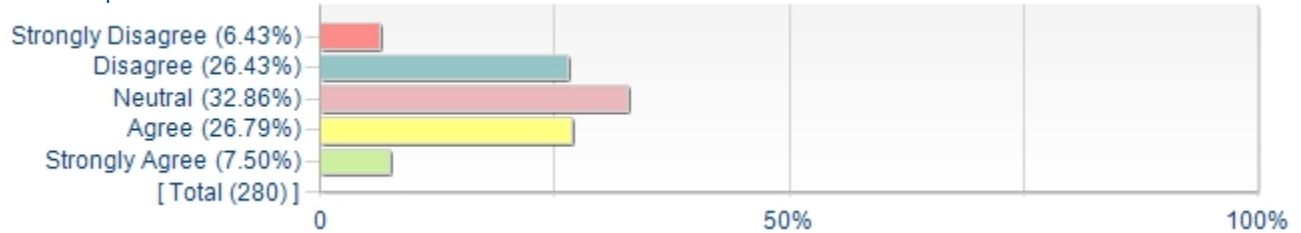
Opinions (continued)

Finance and Administrative Services



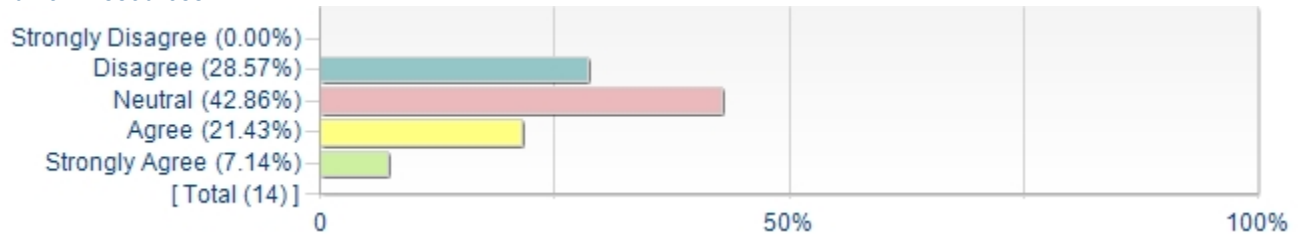
Statistics	Value
Response Count	29
Mean	2.76
Median	3.00
Mode	3
Standard Deviation	0.83
Population Standard Deviation	0.82
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.15

Health Department



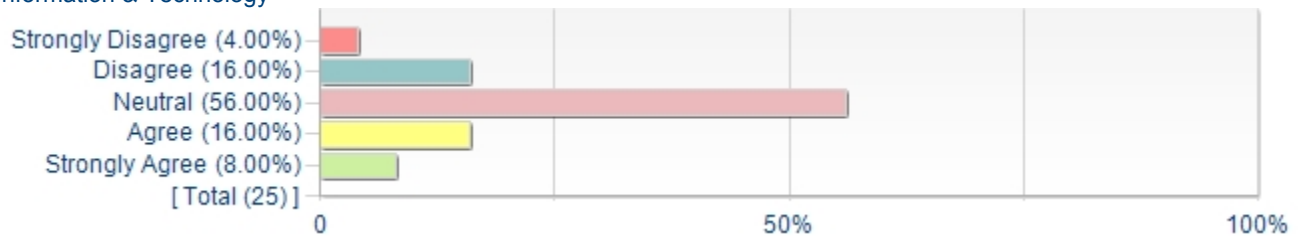
Statistics	Value
Response Count	280
Mean	3.03
Median	3.00
Mode	3
Standard Deviation	1.05
Population Standard Deviation	1.04
Standard Error (base on SD)	0.06
Standard Error (base on PSD)	0.06

Human Resources



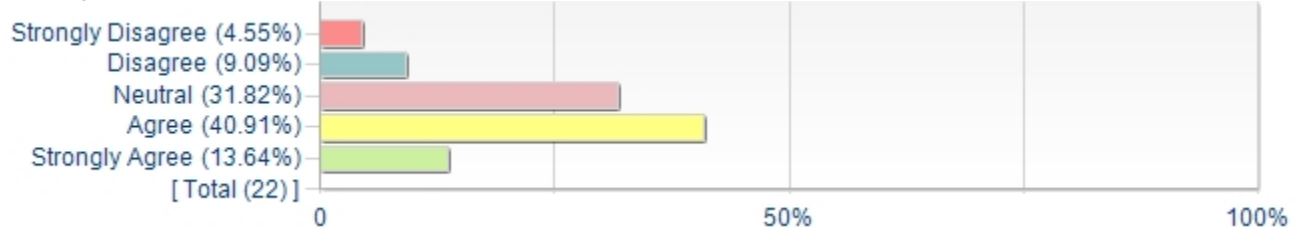
Statistics	Value
Response Count	14
Mean	3.07
Median	3.00
Mode	3
Standard Deviation	0.92
Population Standard Deviation	0.88
Standard Error (base on SD)	0.25
Standard Error (base on PSD)	0.24

Information & Technology



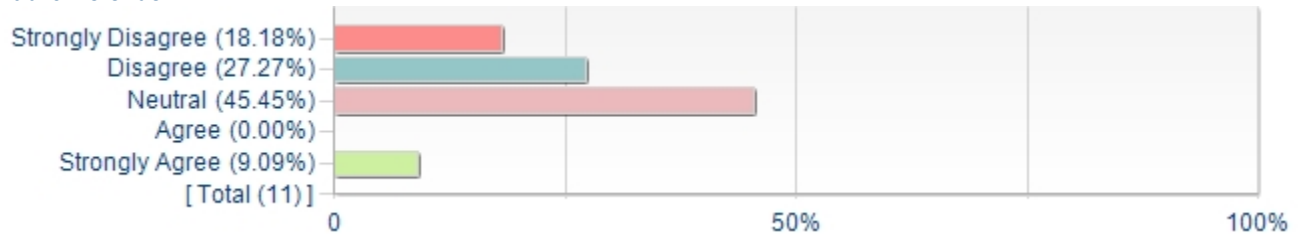
Statistics	Value
Response Count	25
Mean	3.08
Median	3.00
Mode	3
Standard Deviation	0.91
Population Standard Deviation	0.89
Standard Error (base on SD)	0.18
Standard Error (base on PSD)	0.18

Planning & Development



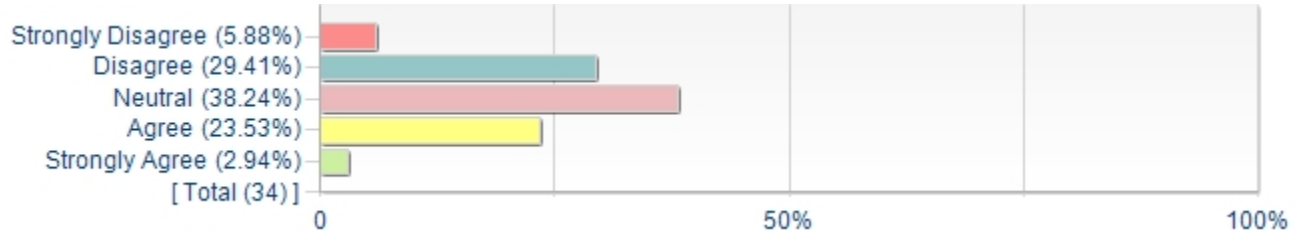
Statistics	Value
Response Count	22
Mean	3.50
Median	4.00
Mode	4
Standard Deviation	1.01
Population Standard Deviation	0.99
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.21

Public Defender



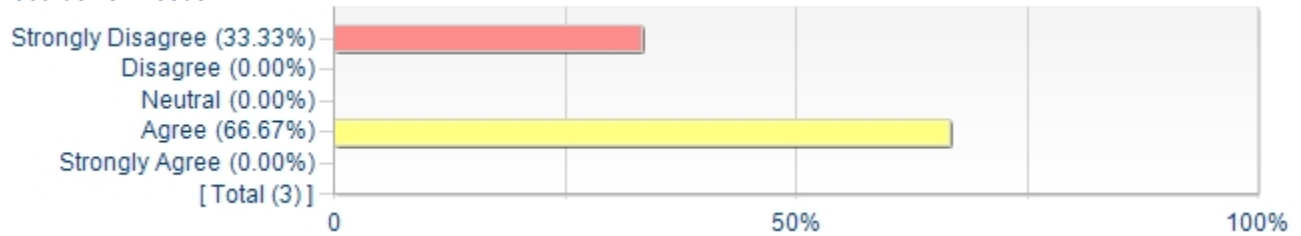
Statistics	Value
Response Count	11
Mean	2.55
Median	3.00
Mode	3
Standard Deviation	1.13
Population Standard Deviation	1.08
Standard Error (base on SD)	0.34
Standard Error (base on PSD)	0.32

Public Works



Statistics	Value
Response Count	34
Mean	2.88
Median	3.00
Mode	3
Standard Deviation	0.95
Population Standard Deviation	0.93
Standard Error (base on SD)	0.16
Standard Error (base on PSD)	0.16

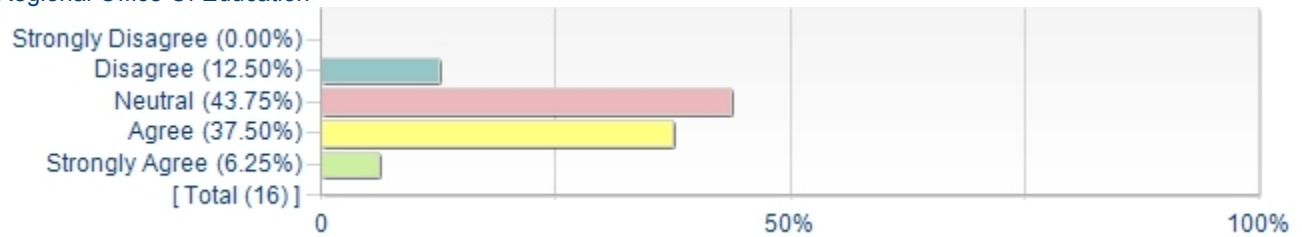
Recorder Of Deeds



Statistics	Value
Response Count	3
Mean	3.00
Median	4.00
Mode	4
Standard Deviation	1.73
Population Standard Deviation	1.41
Standard Error (base on SD)	1.00
Standard Error (base on PSD)	0.82

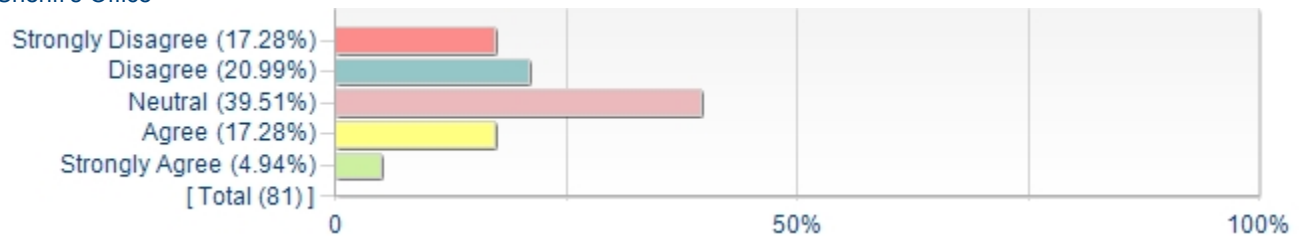
Opinions (continued)

Regional Office Of Education



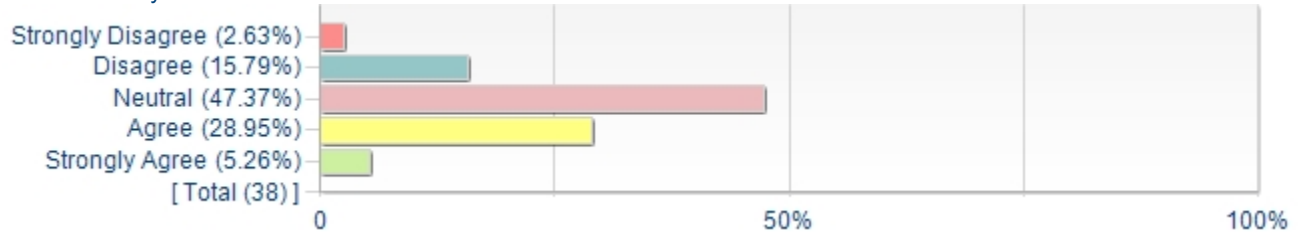
Statistics	Value
Response Count	16
Mean	3.38
Median	3.00
Mode	3
Standard Deviation	0.81
Population Standard Deviation	0.78
Standard Error (base on SD)	0.20
Standard Error (base on PSD)	0.20

Sheriff's Office



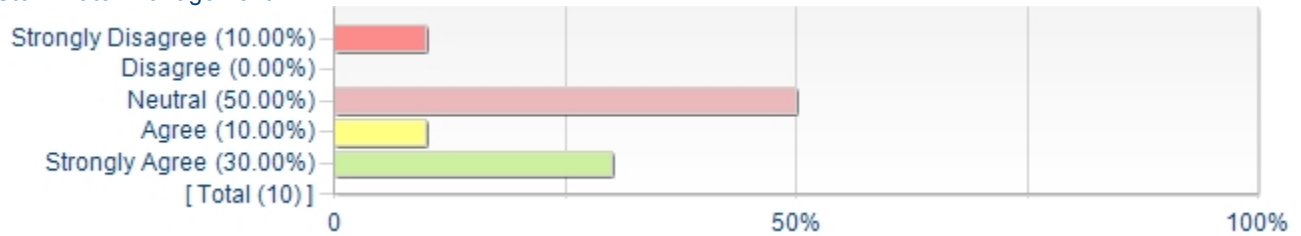
Statistics	Value
Response Count	81
Mean	2.72
Median	3.00
Mode	3
Standard Deviation	1.10
Population Standard Deviation	1.09
Standard Error (base on SD)	0.12
Standard Error (base on PSD)	0.12

State's Attorney's Office



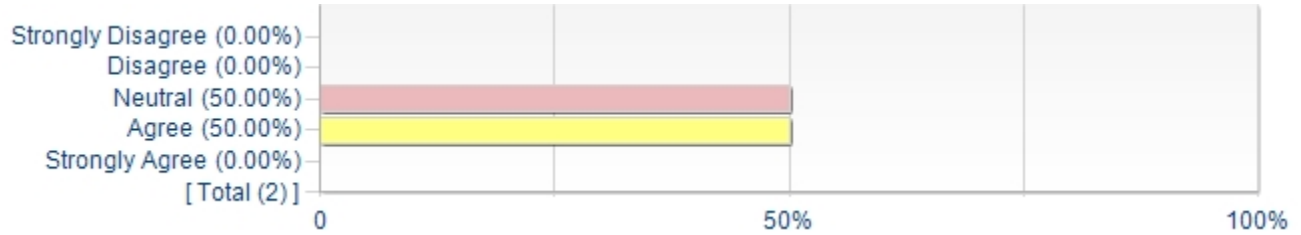
Statistics	Value
Response Count	38
Mean	3.18
Median	3.00
Mode	3
Standard Deviation	0.87
Population Standard Deviation	0.85
Standard Error (base on SD)	0.14
Standard Error (base on PSD)	0.14

Stormwater Management



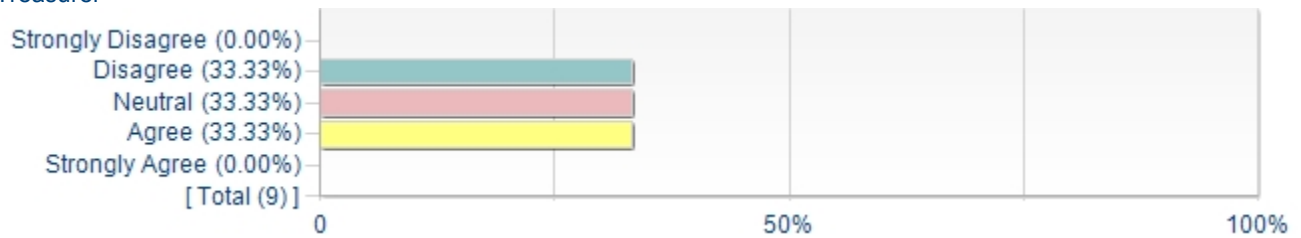
Statistics	Value
Response Count	10
Mean	3.50
Median	3.00
Mode	3
Standard Deviation	1.27
Population Standard Deviation	1.20
Standard Error (base on SD)	0.40
Standard Error (base on PSD)	0.38

Swalco



Statistics	Value
Response Count	2
Mean	3.50
Median	3.50
Mode	3, 4
Standard Deviation	0.71
Population Standard Deviation	0.50
Standard Error (base on SD)	0.50
Standard Error (base on PSD)	0.35

Treasurer



Statistics	Value
Response Count	9
Mean	3.00
Median	3.00
Mode	2, 3, 4
Standard Deviation	0.87
Population Standard Deviation	0.82
Standard Error (base on SD)	0.29
Standard Error (base on PSD)	0.27

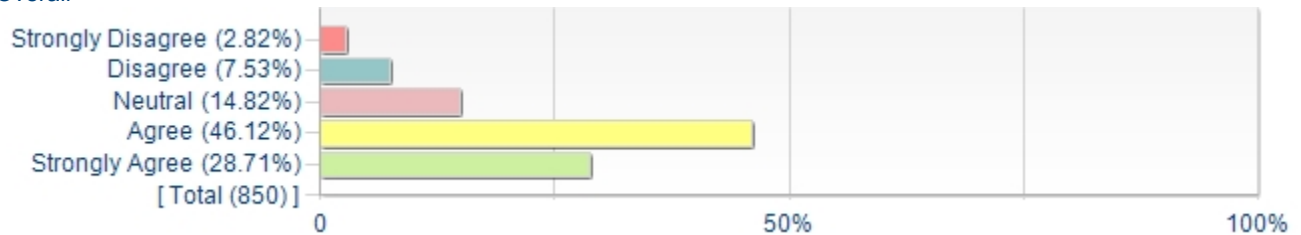
Workforce Development



Statistics	Value
Response Count	10
Mean	3.90
Median	4.00
Mode	4
Standard Deviation	0.88
Population Standard Deviation	0.83
Standard Error (base on SD)	0.28
Standard Error (base on PSD)	0.26

2. The benefits here are a strong motivator for me to stay at Lake County.

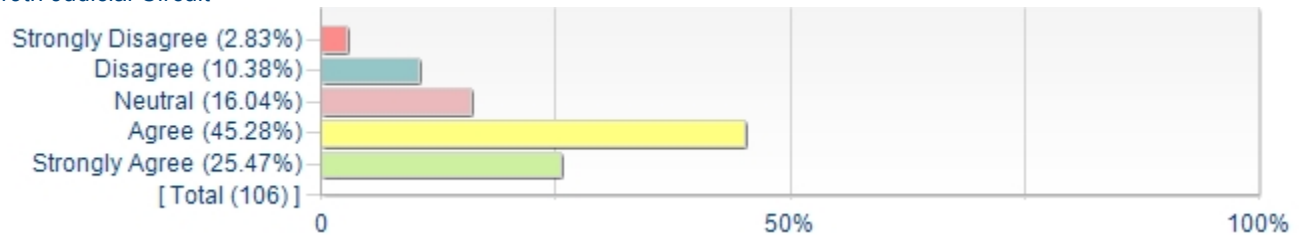
Overall



Statistics	Value
Response Count	850
Mean	3.90
Median	4.00
Mode	4
Standard Deviation	0.99
Population Standard Deviation	0.99
Standard Error (base on SD)	0.03
Standard Error (base on PSD)	0.03

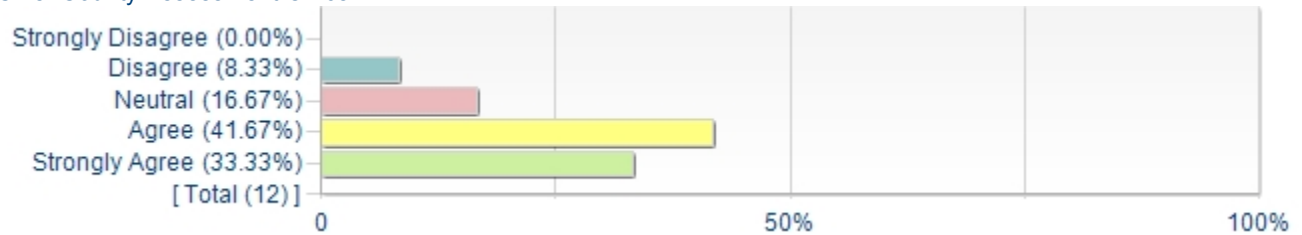
Opinions (continued)

19th Judicial Circuit



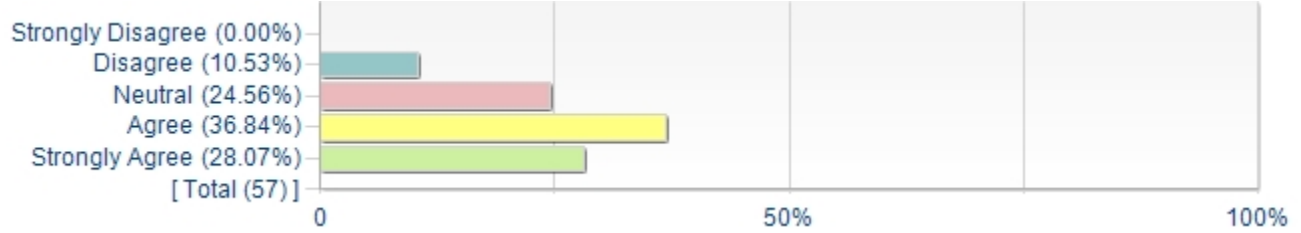
Statistics	Value
Response Count	106
Mean	3.80
Median	4.00
Mode	4
Standard Deviation	1.03
Population Standard Deviation	1.02
Standard Error (base on SD)	0.10
Standard Error (base on PSD)	0.10

Chief County Assessment Office



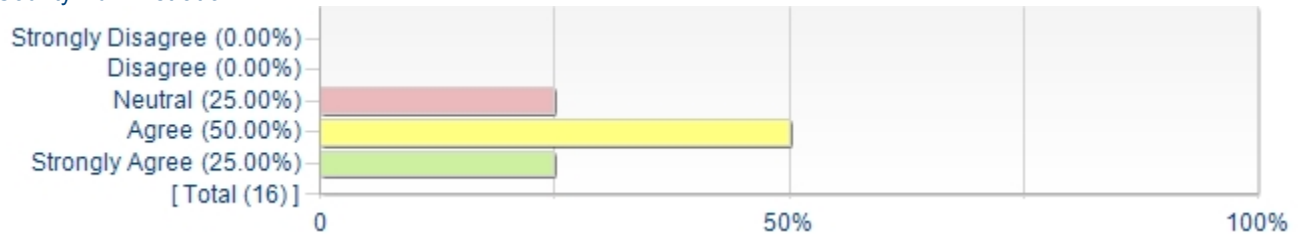
Statistics	Value
Response Count	12
Mean	4.00
Median	4.00
Mode	4
Standard Deviation	0.95
Population Standard Deviation	0.91
Standard Error (base on SD)	0.28
Standard Error (base on PSD)	0.26

Clerk of the Circuit Court



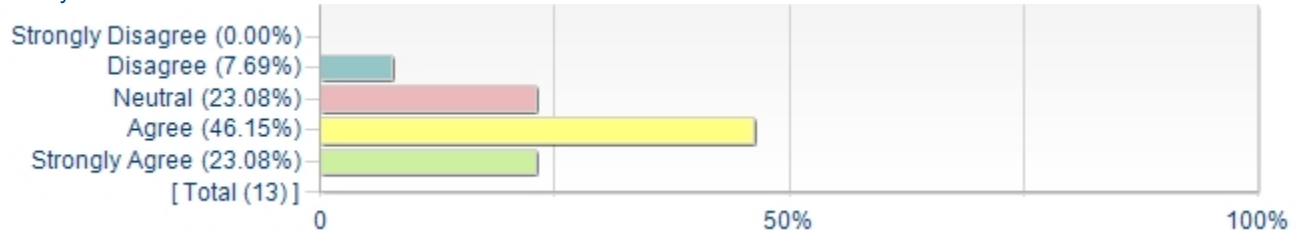
Statistics	Value
Response Count	57
Mean	3.82
Median	4.00
Mode	4
Standard Deviation	0.97
Population Standard Deviation	0.96
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

County Administration



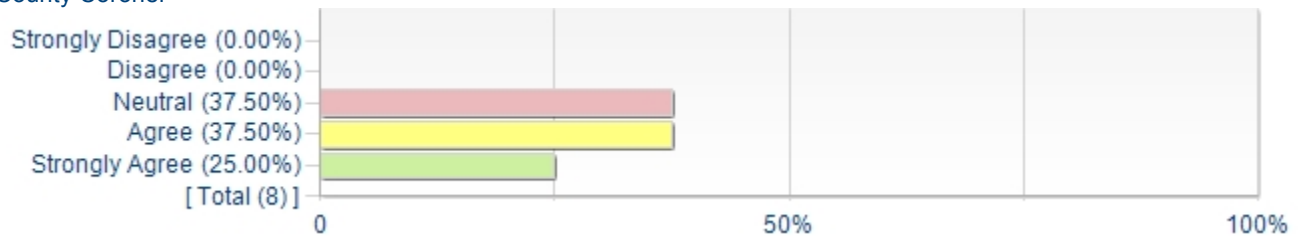
Statistics	Value
Response Count	16
Mean	4.00
Median	4.00
Mode	4
Standard Deviation	0.73
Population Standard Deviation	0.71
Standard Error (base on SD)	0.18
Standard Error (base on PSD)	0.18

County Clerk



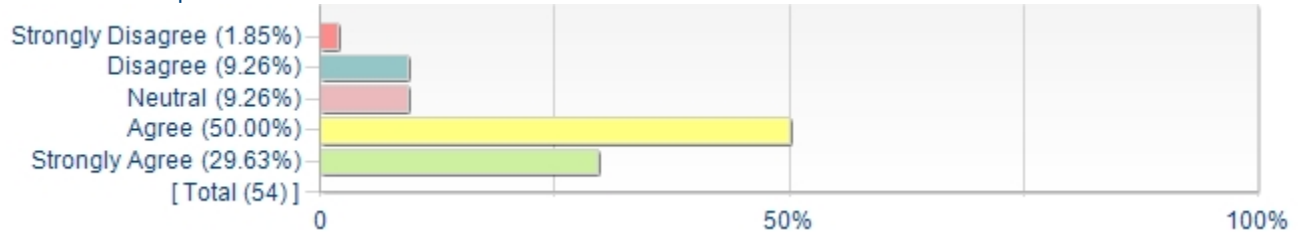
Statistics	Value
Response Count	13
Mean	3.85
Median	4.00
Mode	4
Standard Deviation	0.90
Population Standard Deviation	0.86
Standard Error (base on SD)	0.25
Standard Error (base on PSD)	0.24

County Coroner



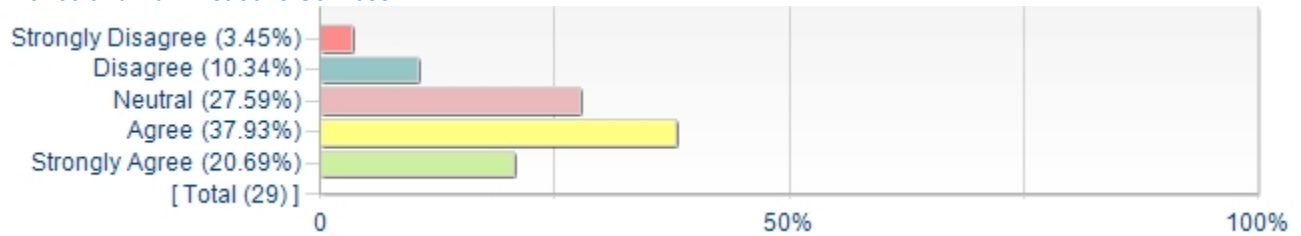
Statistics	Value
Response Count	8
Mean	3.88
Median	4.00
Mode	3, 4
Standard Deviation	0.83
Population Standard Deviation	0.78
Standard Error (base on SD)	0.30
Standard Error (base on PSD)	0.28

Division of Transportation



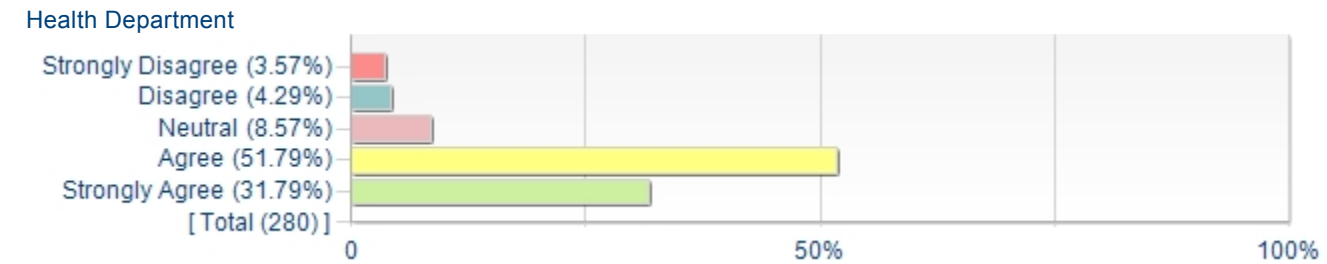
Statistics	Value
Response Count	54
Mean	3.96
Median	4.00
Mode	4
Standard Deviation	0.97
Population Standard Deviation	0.96
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

Finance and Administrative Services

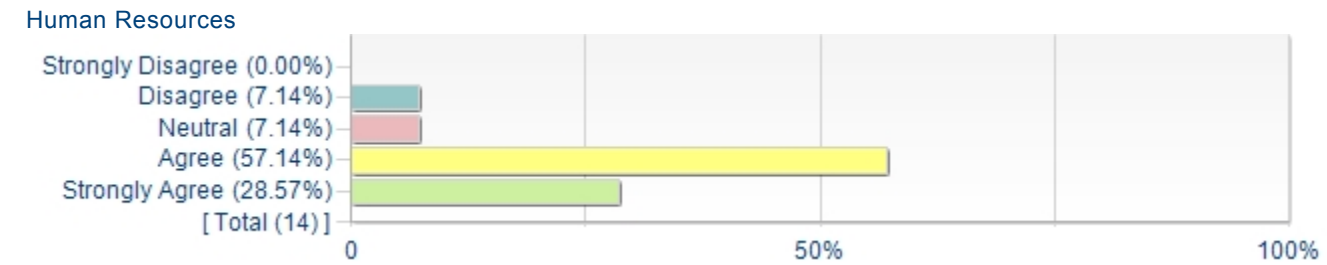


Statistics	Value
Response Count	29
Mean	3.62
Median	4.00
Mode	4
Standard Deviation	1.05
Population Standard Deviation	1.03
Standard Error (base on SD)	0.19
Standard Error (base on PSD)	0.19

Opinions (continued)

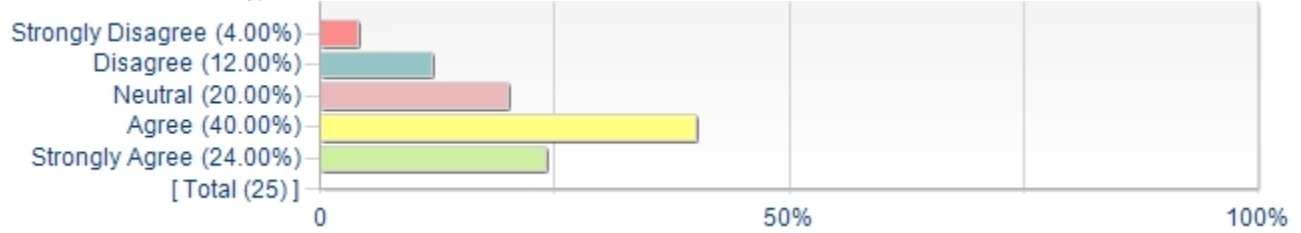


Statistics	Value
Response Count	280
Mean	4.04
Median	4.00
Mode	4
Standard Deviation	0.95
Population Standard Deviation	0.95
Standard Error (base on SD)	0.06
Standard Error (base on PSD)	0.06



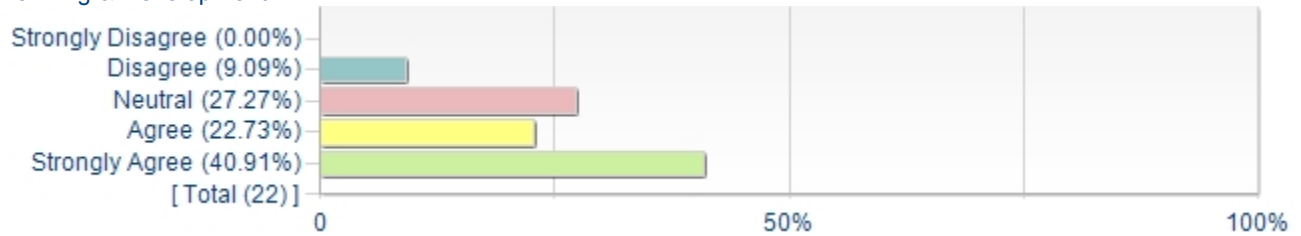
Statistics	Value
Response Count	14
Mean	4.07
Median	4.00
Mode	4
Standard Deviation	0.83
Population Standard Deviation	0.80
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.21

Information & Technology



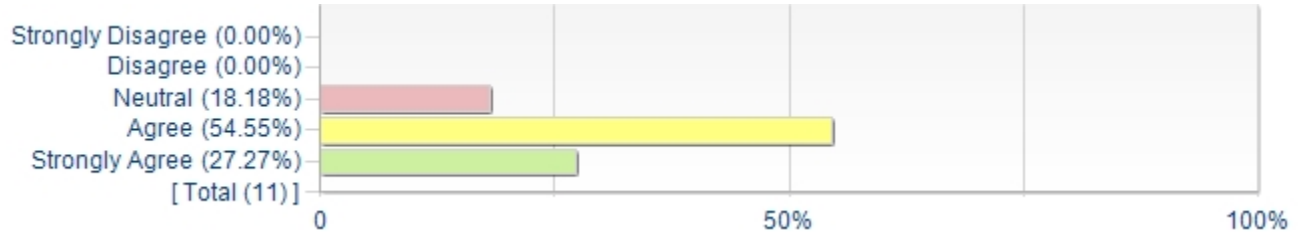
Statistics	Value
Response Count	25
Mean	3.68
Median	4.00
Mode	4
Standard Deviation	1.11
Population Standard Deviation	1.09
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.22

Planning & Development



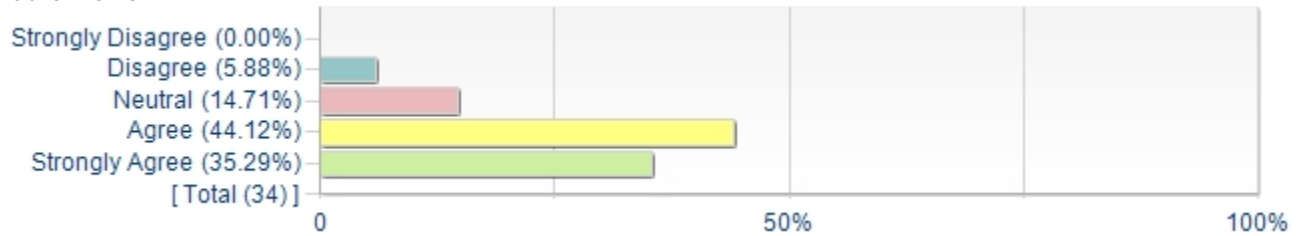
Statistics	Value
Response Count	22
Mean	3.95
Median	4.00
Mode	5
Standard Deviation	1.05
Population Standard Deviation	1.02
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.22

Public Defender



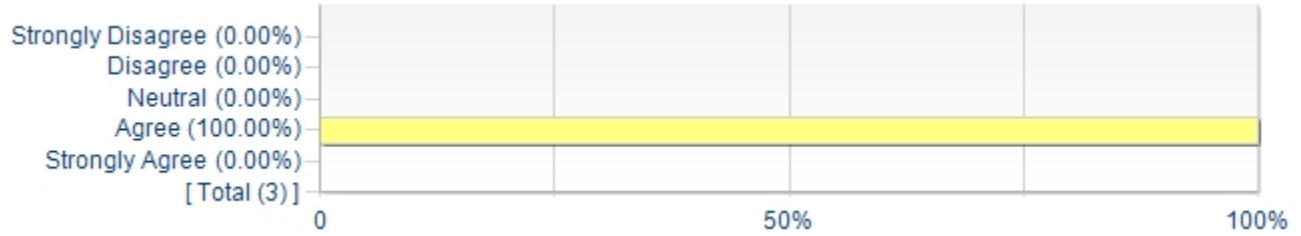
Statistics	Value
Response Count	11
Mean	4.09
Median	4.00
Mode	4
Standard Deviation	0.70
Population Standard Deviation	0.67
Standard Error (base on SD)	0.21
Standard Error (base on PSD)	0.20

Public Works



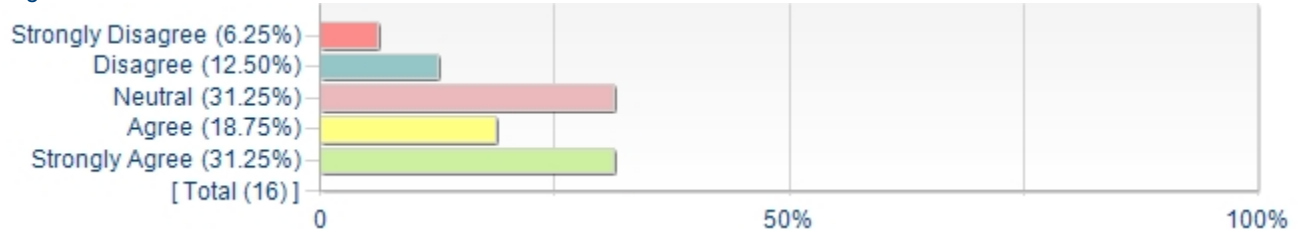
Statistics	Value
Response Count	34
Mean	4.09
Median	4.00
Mode	4
Standard Deviation	0.87
Population Standard Deviation	0.85
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.15

Recorder Of Deeds



Statistics	Value
Response Count	3
Mean	4.00
Median	4.00
Mode	4
Standard Deviation	0.00
Population Standard Deviation	0.00
Standard Error (base on SD)	0.00
Standard Error (base on PSD)	0.00

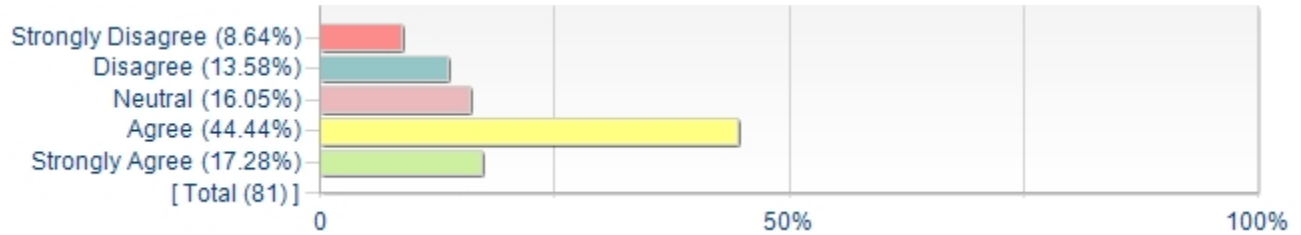
Regional Office Of Education



Statistics	Value
Response Count	16
Mean	3.56
Median	3.50
Mode	3, 5
Standard Deviation	1.26
Population Standard Deviation	1.22
Standard Error (base on SD)	0.32
Standard Error (base on PSD)	0.31

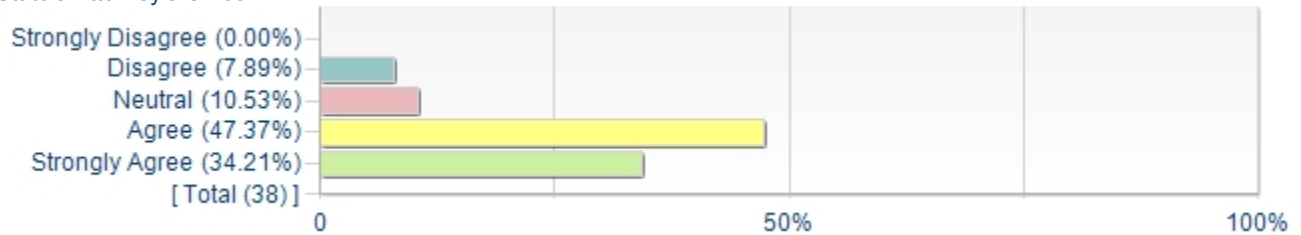
Opinions (continued)

Sheriff's Office



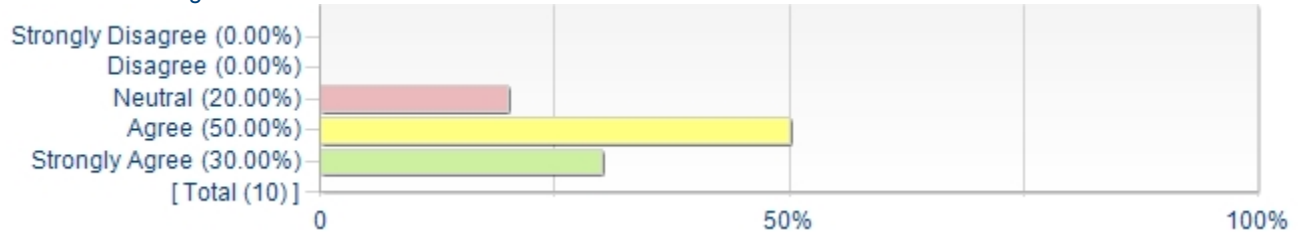
Statistics	Value
Response Count	81
Mean	3.48
Median	4.00
Mode	4
Standard Deviation	1.18
Population Standard Deviation	1.18
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

State's Attorney's Office



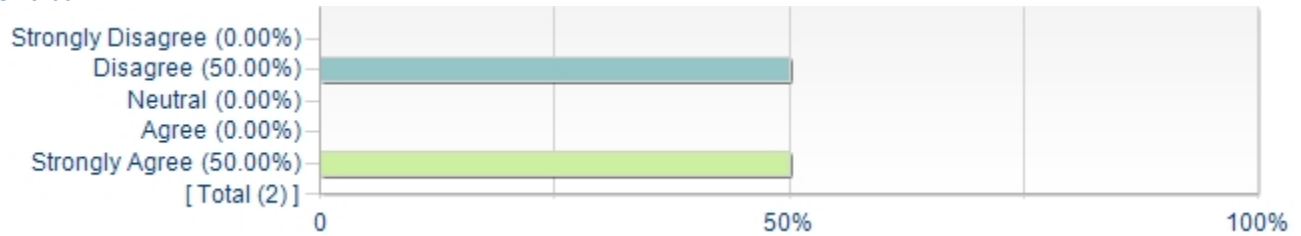
Statistics	Value
Response Count	38
Mean	4.08
Median	4.00
Mode	4
Standard Deviation	0.88
Population Standard Deviation	0.87
Standard Error (base on SD)	0.14
Standard Error (base on PSD)	0.14

Stormwater Management



Statistics	Value
Response Count	10
Mean	4.10
Median	4.00
Mode	4
Standard Deviation	0.74
Population Standard Deviation	0.70
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.22

Swalco



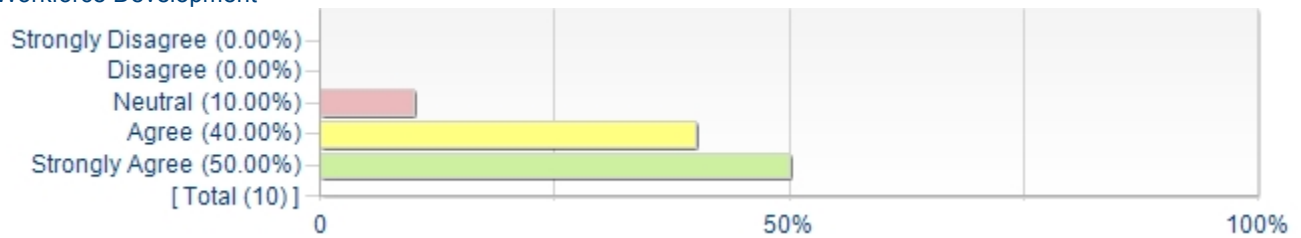
Statistics	Value
Response Count	2
Mean	3.50
Median	3.50
Mode	2, 5
Standard Deviation	2.12
Population Standard Deviation	1.50
Standard Error (base on SD)	1.50
Standard Error (base on PSD)	1.06

Treasurer



Statistics	Value
Response Count	9
Mean	4.00
Median	4.00
Mode	4
Standard Deviation	0.71
Population Standard Deviation	0.67
Standard Error (base on SD)	0.24
Standard Error (base on PSD)	0.22

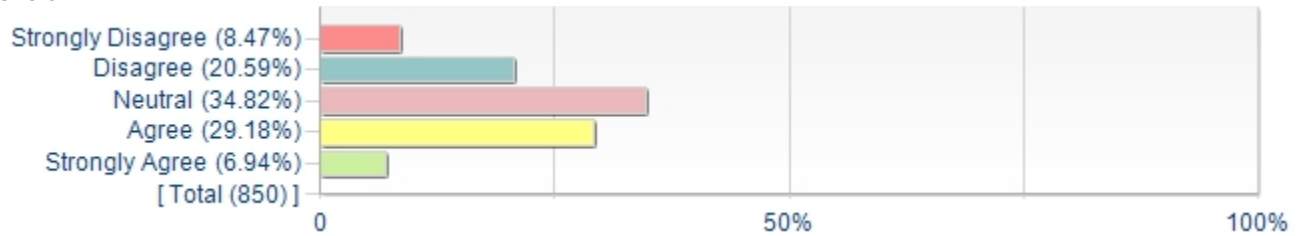
Workforce Development



Statistics	Value
Response Count	10
Mean	4.40
Median	4.50
Mode	5
Standard Deviation	0.70
Population Standard Deviation	0.66
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.21

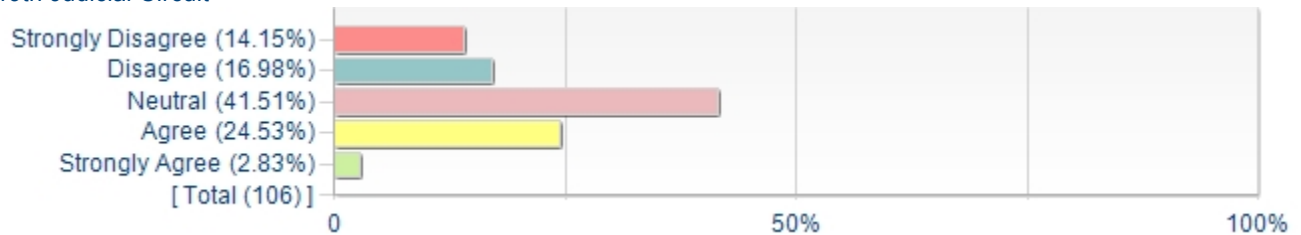
3. The County culture is one in which I can thrive.

Overall



Statistics	Value
Response Count	850
Mean	3.06
Median	3.00
Mode	3
Standard Deviation	1.05
Population Standard Deviation	1.05
Standard Error (base on SD)	0.04
Standard Error (base on PSD)	0.04

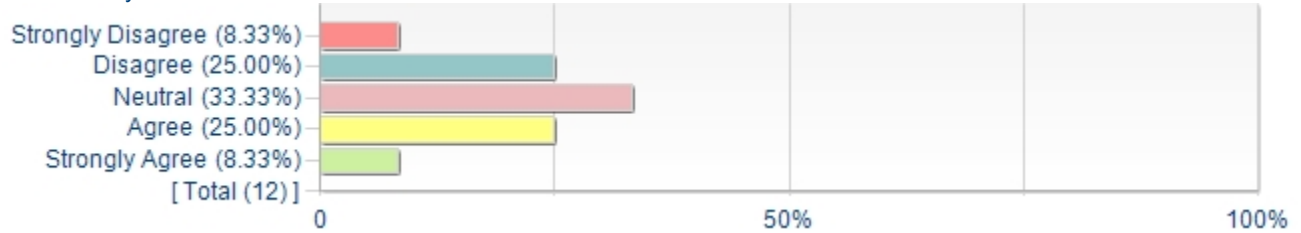
19th Judicial Circuit



Statistics	Value
Response Count	106
Mean	2.85
Median	3.00
Mode	3
Standard Deviation	1.04
Population Standard Deviation	1.04
Standard Error (base on SD)	0.10
Standard Error (base on PSD)	0.10

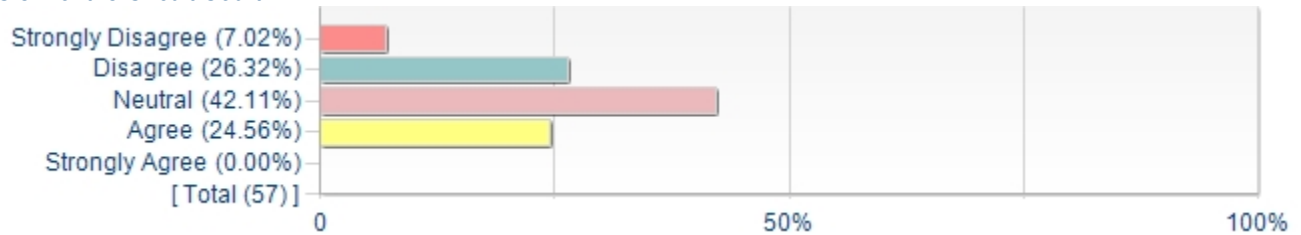
Opinions (continued)

Chief County Assessment Office



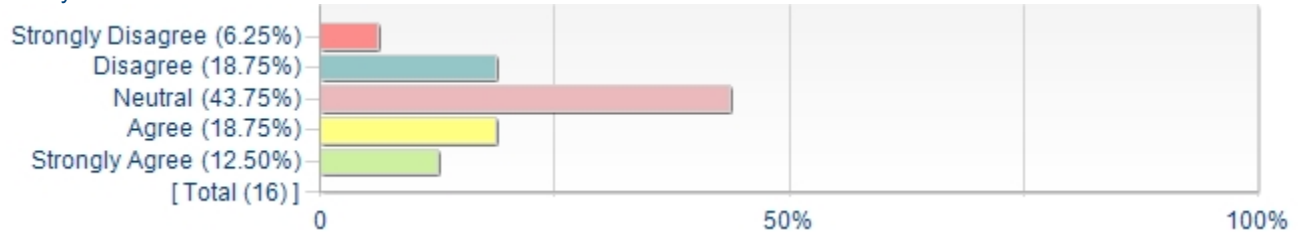
Statistics	Value
Response Count	12
Mean	3.00
Median	3.00
Mode	3
Standard Deviation	1.13
Population Standard Deviation	1.08
Standard Error (base on SD)	0.33
Standard Error (base on PSD)	0.31

Clerk of the Circuit Court



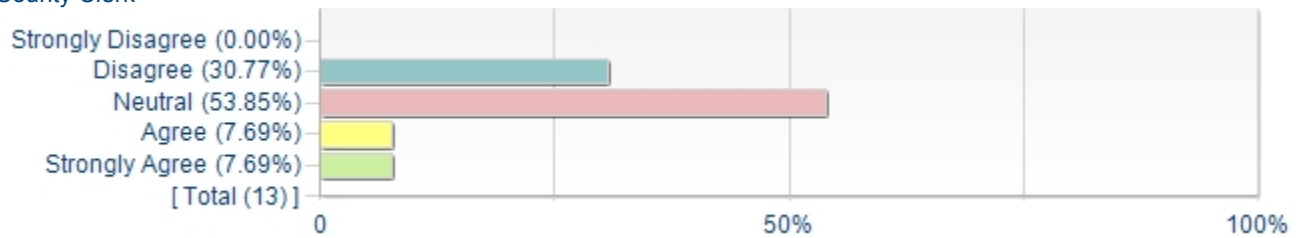
Statistics	Value
Response Count	57
Mean	2.84
Median	3.00
Mode	3
Standard Deviation	0.88
Population Standard Deviation	0.87
Standard Error (base on SD)	0.12
Standard Error (base on PSD)	0.12

County Administration



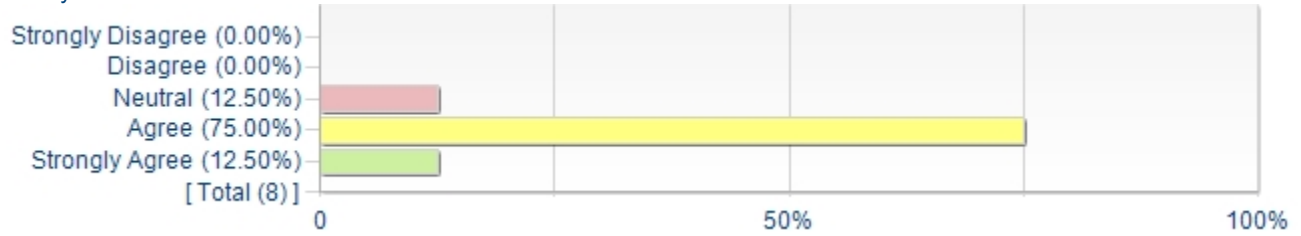
Statistics	Value
Response Count	16
Mean	3.13
Median	3.00
Mode	3
Standard Deviation	1.09
Population Standard Deviation	1.05
Standard Error (base on SD)	0.27
Standard Error (base on PSD)	0.26

County Clerk



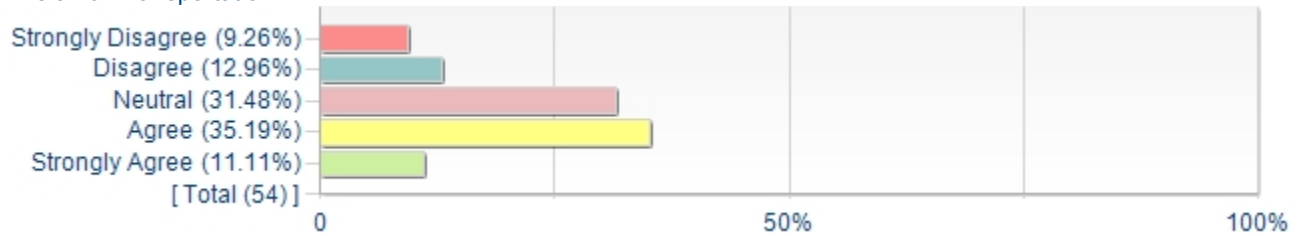
Statistics	Value
Response Count	13
Mean	2.92
Median	3.00
Mode	3
Standard Deviation	0.86
Population Standard Deviation	0.83
Standard Error (base on SD)	0.24
Standard Error (base on PSD)	0.23

County Coroner



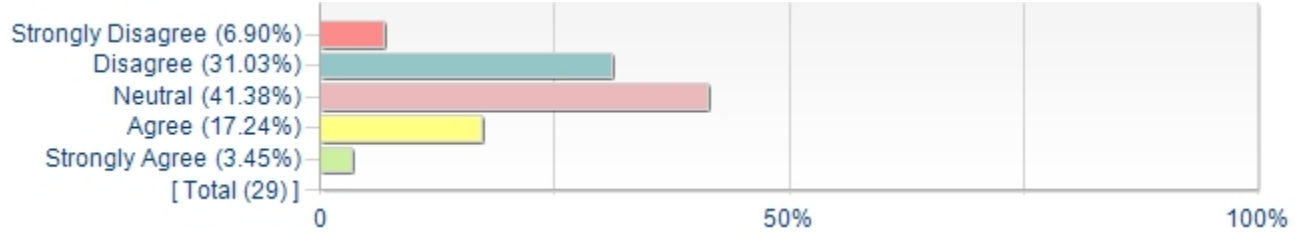
Statistics	Value
Response Count	8
Mean	4.00
Median	4.00
Mode	4
Standard Deviation	0.53
Population Standard Deviation	0.50
Standard Error (base on SD)	0.19
Standard Error (base on PSD)	0.18

Division of Transportation



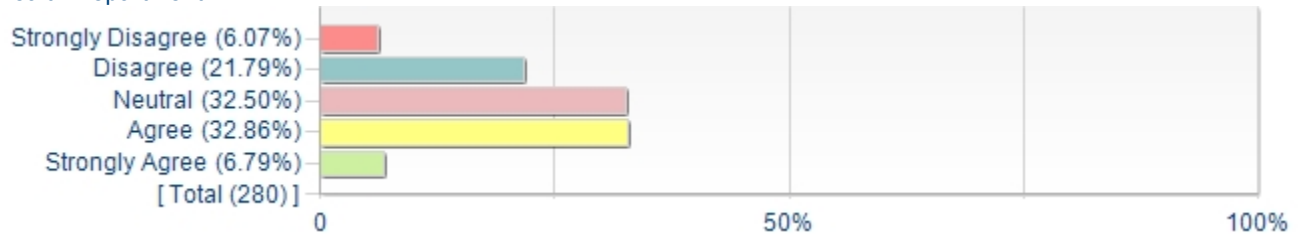
Statistics	Value
Response Count	54
Mean	3.26
Median	3.00
Mode	4
Standard Deviation	1.12
Population Standard Deviation	1.11
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.15

Finance and Administrative Services



Statistics	Value
Response Count	29
Mean	2.79
Median	3.00
Mode	3
Standard Deviation	0.94
Population Standard Deviation	0.92
Standard Error (base on SD)	0.17
Standard Error (base on PSD)	0.17

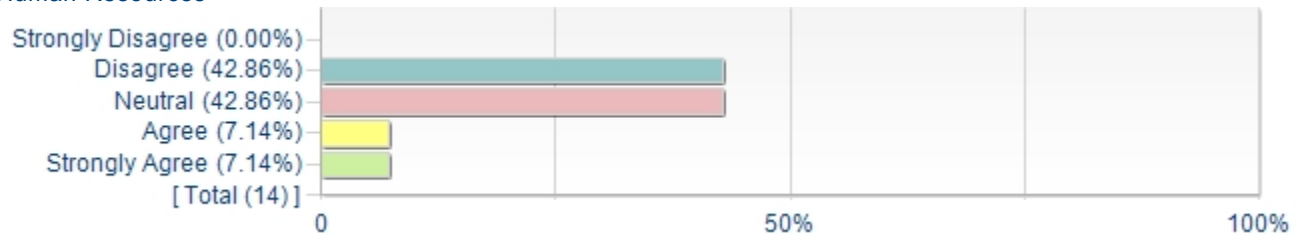
Health Department



Statistics	Value
Response Count	280
Mean	3.13
Median	3.00
Mode	4
Standard Deviation	1.02
Population Standard Deviation	1.02
Standard Error (base on SD)	0.06
Standard Error (base on PSD)	0.06

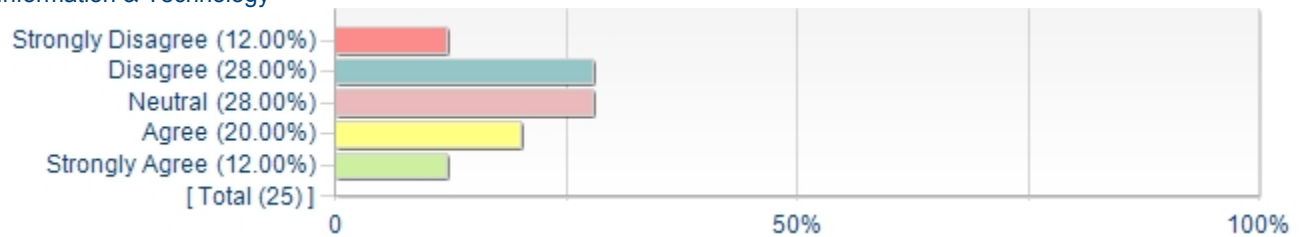
Opinions (continued)

Human Resources



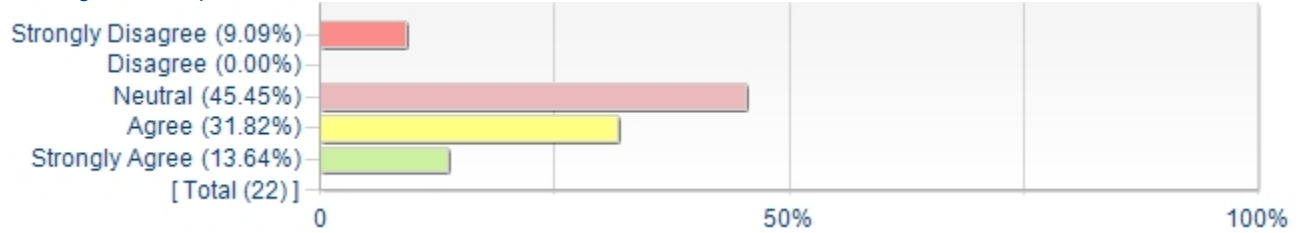
Statistics	Value
Response Count	14
Mean	2.79
Median	3.00
Mode	2, 3
Standard Deviation	0.89
Population Standard Deviation	0.86
Standard Error (base on SD)	0.24
Standard Error (base on PSD)	0.23

Information & Technology



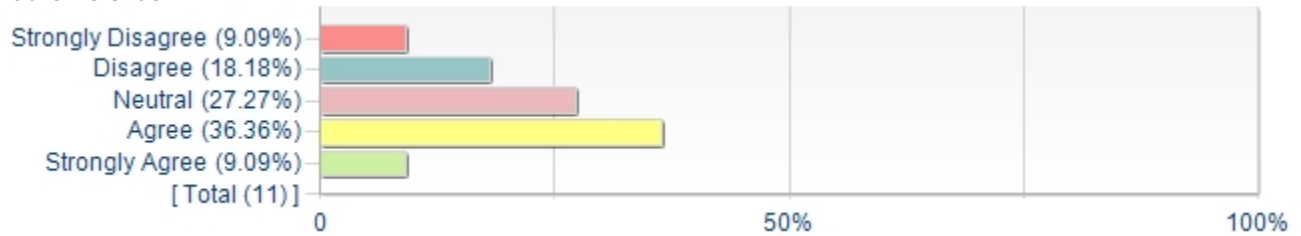
Statistics	Value
Response Count	25
Mean	2.92
Median	3.00
Mode	2, 3
Standard Deviation	1.22
Population Standard Deviation	1.20
Standard Error (base on SD)	0.24
Standard Error (base on PSD)	0.24

Planning & Development



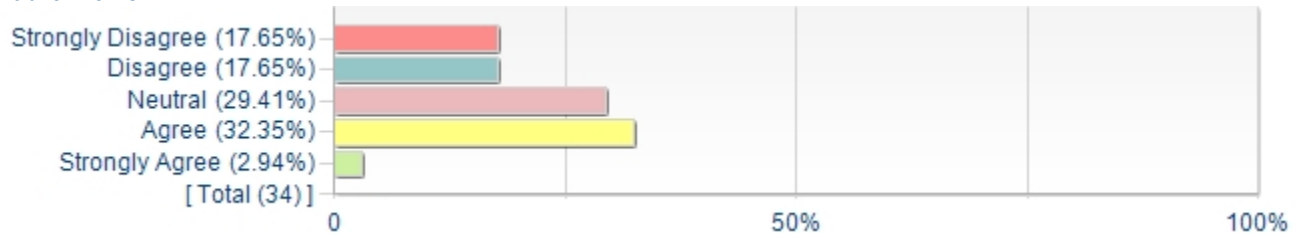
Statistics	Value
Response Count	22
Mean	3.41
Median	3.00
Mode	3
Standard Deviation	1.05
Population Standard Deviation	1.03
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.22

Public Defender



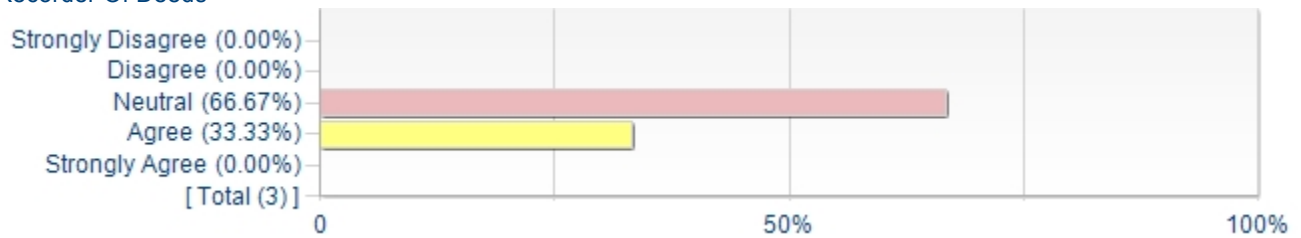
Statistics	Value
Response Count	11
Mean	3.18
Median	3.00
Mode	4
Standard Deviation	1.17
Population Standard Deviation	1.11
Standard Error (base on SD)	0.35
Standard Error (base on PSD)	0.34

Public Works



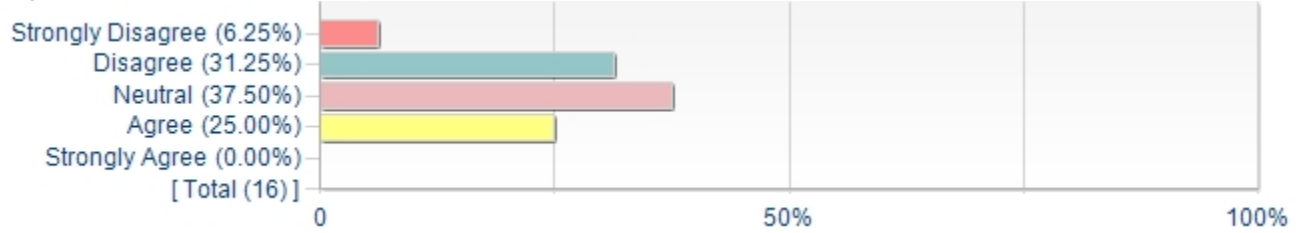
Statistics	Value
Response Count	34
Mean	2.85
Median	3.00
Mode	4
Standard Deviation	1.16
Population Standard Deviation	1.14
Standard Error (base on SD)	0.20
Standard Error (base on PSD)	0.20

Recorder Of Deeds



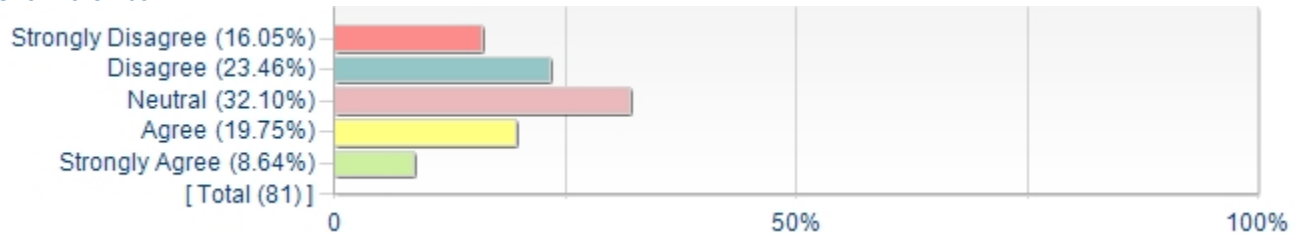
Statistics	Value
Response Count	3
Mean	3.33
Median	3.00
Mode	3
Standard Deviation	0.58
Population Standard Deviation	0.47
Standard Error (base on SD)	0.33
Standard Error (base on PSD)	0.27

Regional Office Of Education



Statistics	Value
Response Count	16
Mean	2.81
Median	3.00
Mode	3
Standard Deviation	0.91
Population Standard Deviation	0.88
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.22

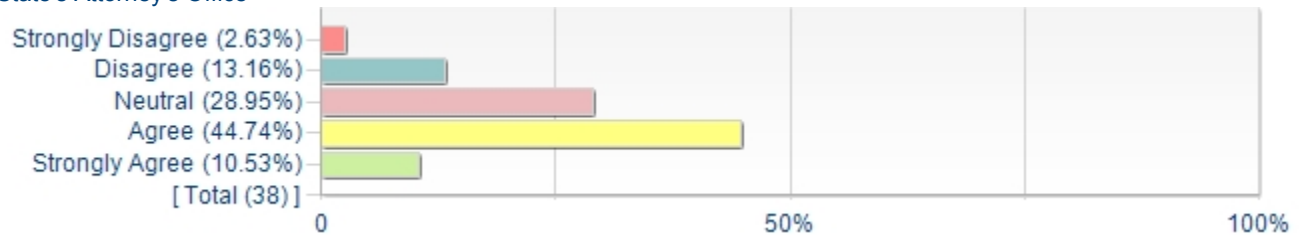
Sheriff's Office



Statistics	Value
Response Count	81
Mean	2.81
Median	3.00
Mode	3
Standard Deviation	1.18
Population Standard Deviation	1.18
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

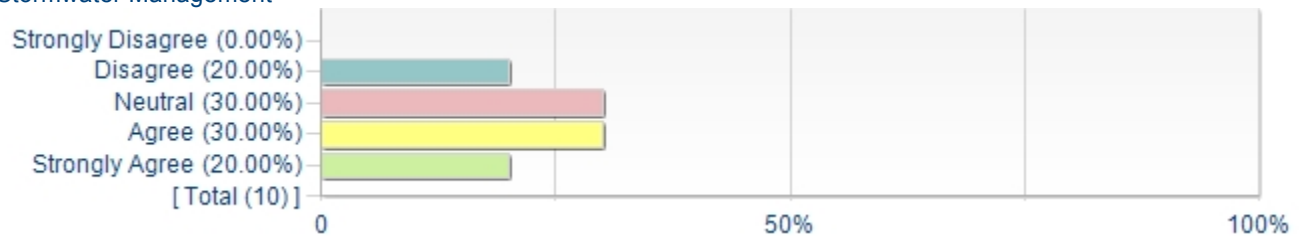
Opinions (continued)

State's Attorney's Office



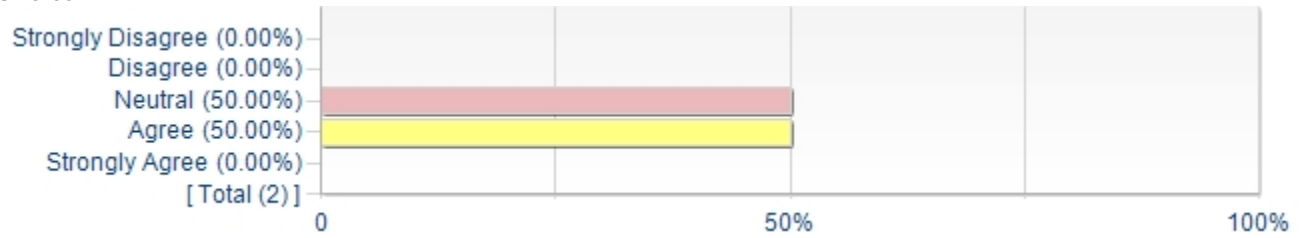
Statistics	Value
Response Count	38
Mean	3.47
Median	4.00
Mode	4
Standard Deviation	0.95
Population Standard Deviation	0.94
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.15

Stormwater Management



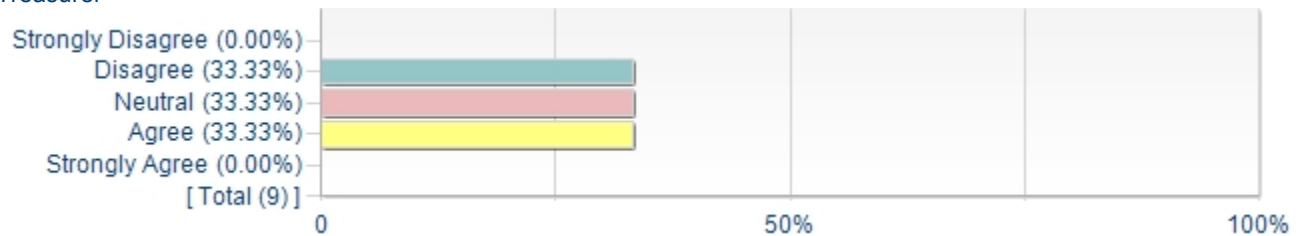
Statistics	Value
Response Count	10
Mean	3.50
Median	3.50
Mode	3, 4
Standard Deviation	1.08
Population Standard Deviation	1.02
Standard Error (base on SD)	0.34
Standard Error (base on PSD)	0.32

Swalco



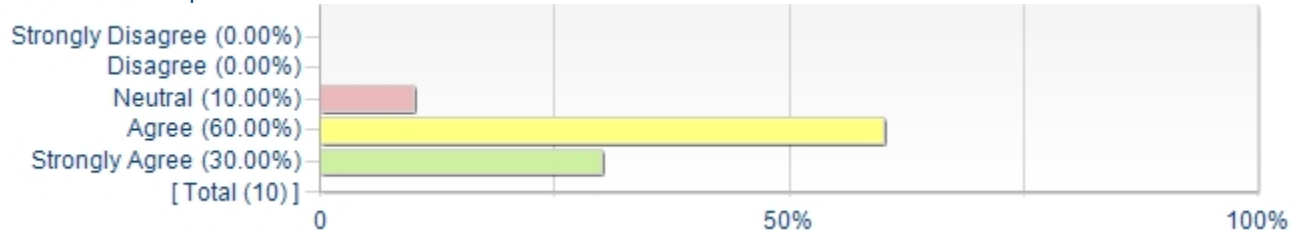
Statistics	Value
Response Count	2
Mean	3.50
Median	3.50
Mode	3, 4
Standard Deviation	0.71
Population Standard Deviation	0.50
Standard Error (base on SD)	0.50
Standard Error (base on PSD)	0.35

Treasurer



Statistics	Value
Response Count	9
Mean	3.00
Median	3.00
Mode	2, 3, 4
Standard Deviation	0.87
Population Standard Deviation	0.82
Standard Error (base on SD)	0.29
Standard Error (base on PSD)	0.27

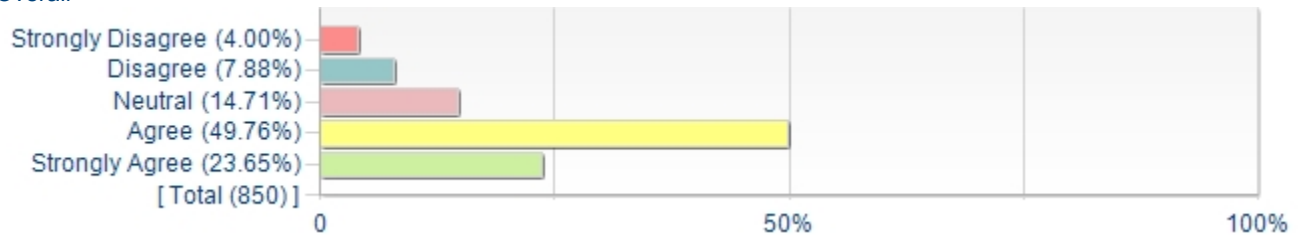
Workforce Development



Statistics	Value
Response Count	10
Mean	4.20
Median	4.00
Mode	4
Standard Deviation	0.63
Population Standard Deviation	0.60
Standard Error (base on SD)	0.20
Standard Error (base on PSD)	0.19

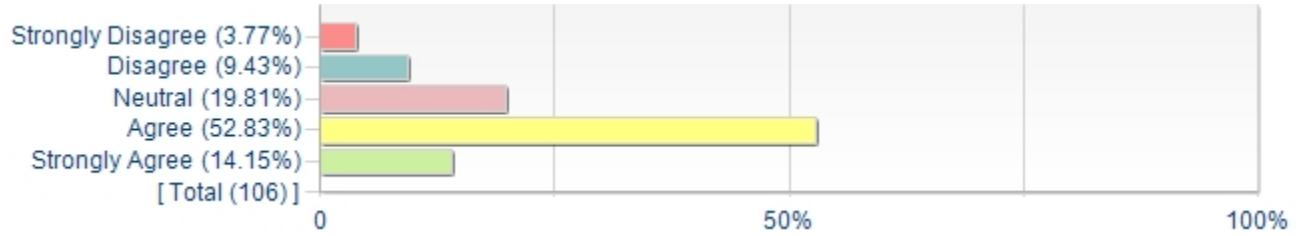
4. My co-workers and I respect each other.

Overall



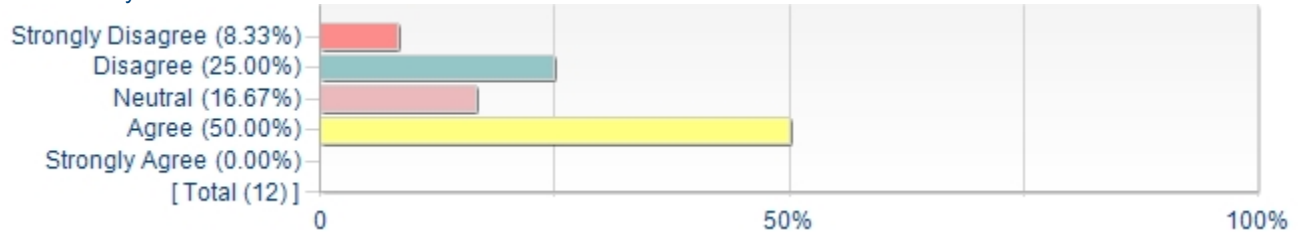
Statistics	Value
Response Count	850
Mean	3.81
Median	4.00
Mode	4
Standard Deviation	1.01
Population Standard Deviation	1.01
Standard Error (base on SD)	0.03
Standard Error (base on PSD)	0.03

19th Judicial Circuit



Statistics	Value
Response Count	106
Mean	3.64
Median	4.00
Mode	4
Standard Deviation	0.97
Population Standard Deviation	0.96
Standard Error (base on SD)	0.09
Standard Error (base on PSD)	0.09

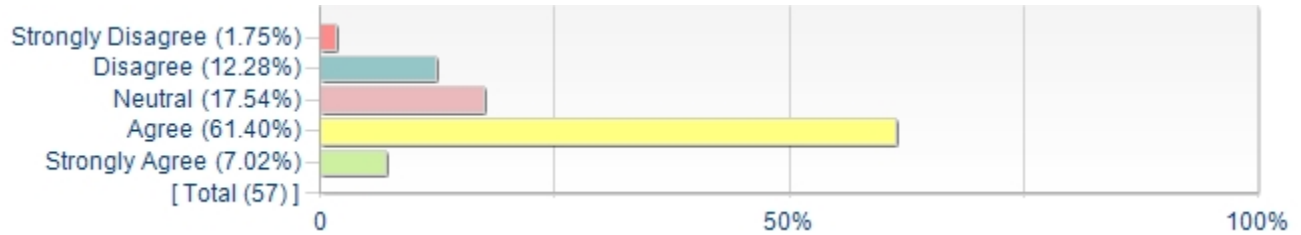
Chief County Assessment Office



Statistics	Value
Response Count	12
Mean	3.08
Median	3.50
Mode	4
Standard Deviation	1.08
Population Standard Deviation	1.04
Standard Error (base on SD)	0.31
Standard Error (base on PSD)	0.30

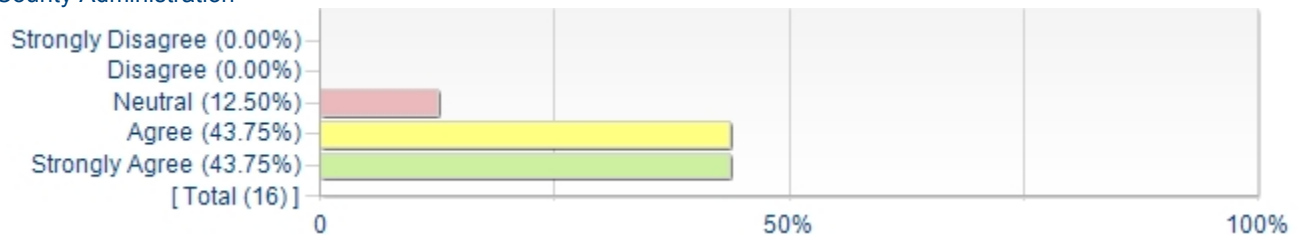
Opinions (continued)

Clerk of the Circuit Court



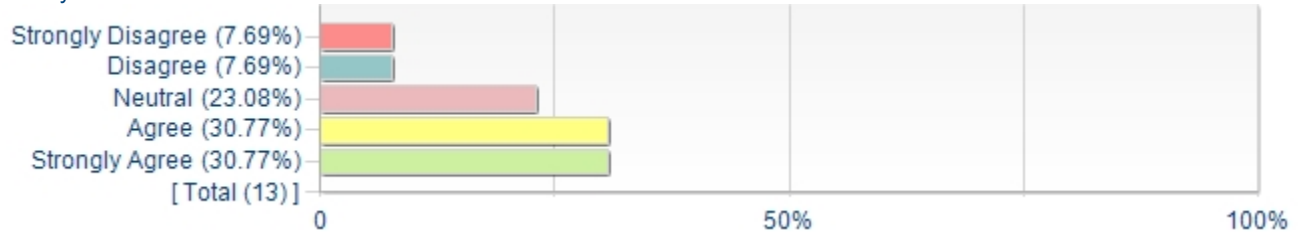
Statistics	Value
Response Count	57
Mean	3.60
Median	4.00
Mode	4
Standard Deviation	0.86
Population Standard Deviation	0.86
Standard Error (base on SD)	0.11
Standard Error (base on PSD)	0.11

County Administration



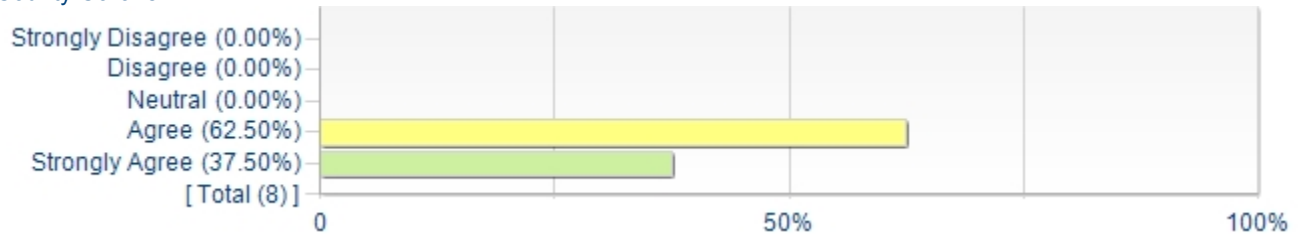
Statistics	Value
Response Count	16
Mean	4.31
Median	4.00
Mode	4, 5
Standard Deviation	0.70
Population Standard Deviation	0.68
Standard Error (base on SD)	0.18
Standard Error (base on PSD)	0.17

County Clerk



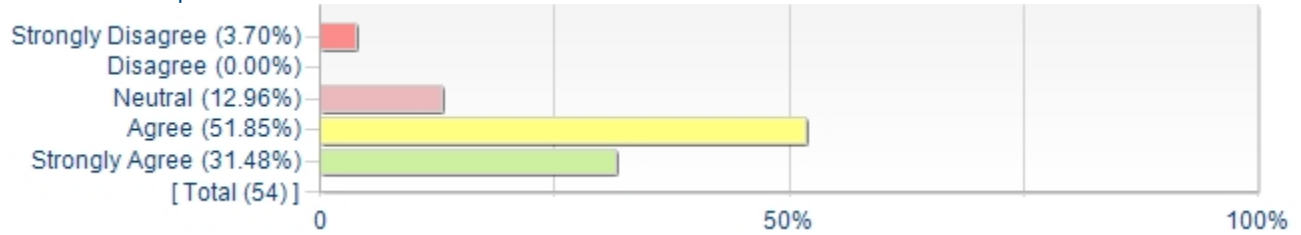
Statistics	Value
Response Count	13
Mean	3.69
Median	4.00
Mode	4, 5
Standard Deviation	1.25
Population Standard Deviation	1.20
Standard Error (base on SD)	0.35
Standard Error (base on PSD)	0.33

County Coroner



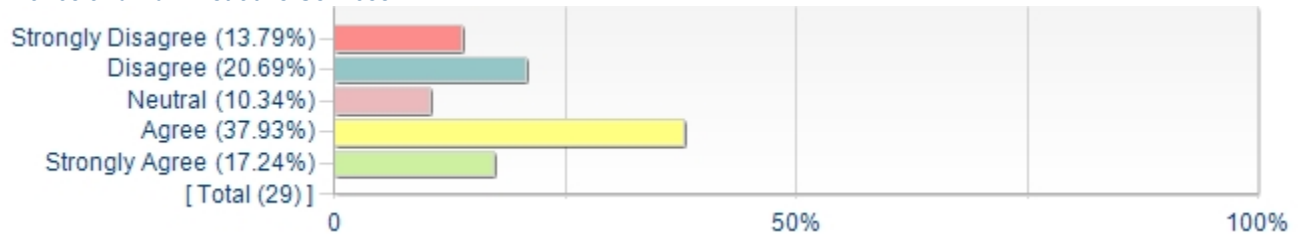
Statistics	Value
Response Count	8
Mean	4.38
Median	4.00
Mode	4
Standard Deviation	0.52
Population Standard Deviation	0.48
Standard Error (base on SD)	0.18
Standard Error (base on PSD)	0.17

Division of Transportation



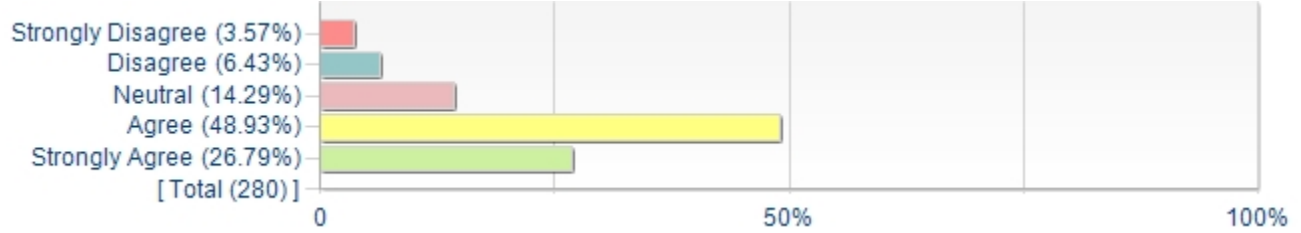
Statistics	Value
Response Count	54
Mean	4.07
Median	4.00
Mode	4
Standard Deviation	0.89
Population Standard Deviation	0.88
Standard Error (base on SD)	0.12
Standard Error (base on PSD)	0.12

Finance and Administrative Services



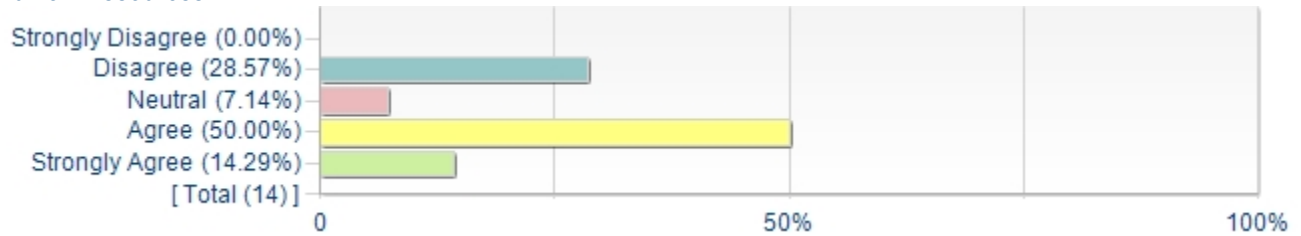
Statistics	Value
Response Count	29
Mean	3.24
Median	4.00
Mode	4
Standard Deviation	1.35
Population Standard Deviation	1.33
Standard Error (base on SD)	0.25
Standard Error (base on PSD)	0.25

Health Department



Statistics	Value
Response Count	280
Mean	3.89
Median	4.00
Mode	4
Standard Deviation	0.99
Population Standard Deviation	0.99
Standard Error (base on SD)	0.06
Standard Error (base on PSD)	0.06

Human Resources

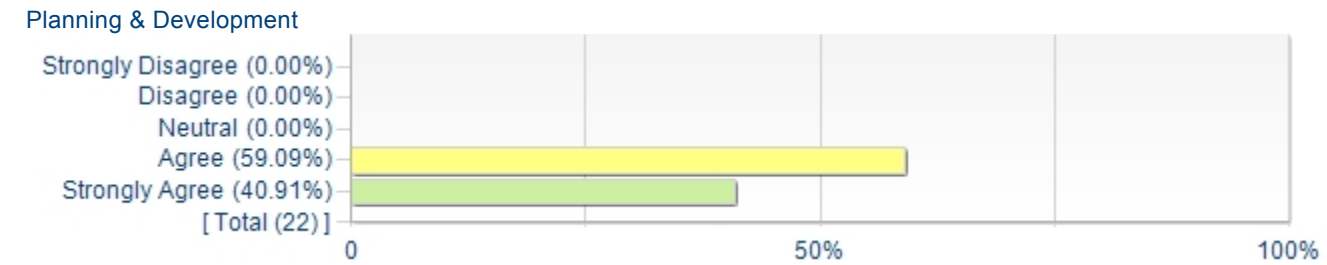


Statistics	Value
Response Count	14
Mean	3.50
Median	4.00
Mode	4
Standard Deviation	1.09
Population Standard Deviation	1.05
Standard Error (base on SD)	0.29
Standard Error (base on PSD)	0.28

Opinions (continued)

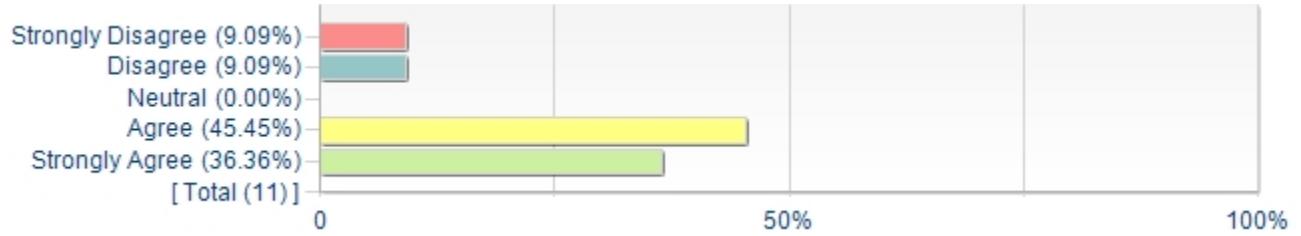


Statistics	Value
Response Count	25
Mean	4.04
Median	4.00
Mode	4
Standard Deviation	0.84
Population Standard Deviation	0.82
Standard Error (base on SD)	0.17
Standard Error (base on PSD)	0.16



Statistics	Value
Response Count	22
Mean	4.41
Median	4.00
Mode	4
Standard Deviation	0.50
Population Standard Deviation	0.49
Standard Error (base on SD)	0.11
Standard Error (base on PSD)	0.10

Public Defender



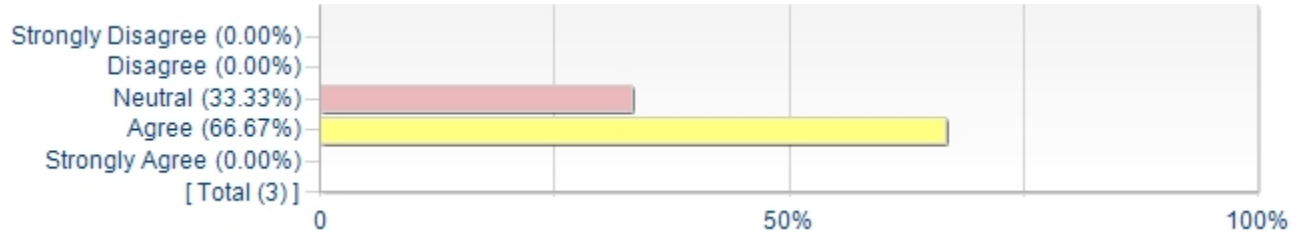
Statistics	Value
Response Count	11
Mean	3.91
Median	4.00
Mode	4
Standard Deviation	1.30
Population Standard Deviation	1.24
Standard Error (base on SD)	0.39
Standard Error (base on PSD)	0.37

Public Works



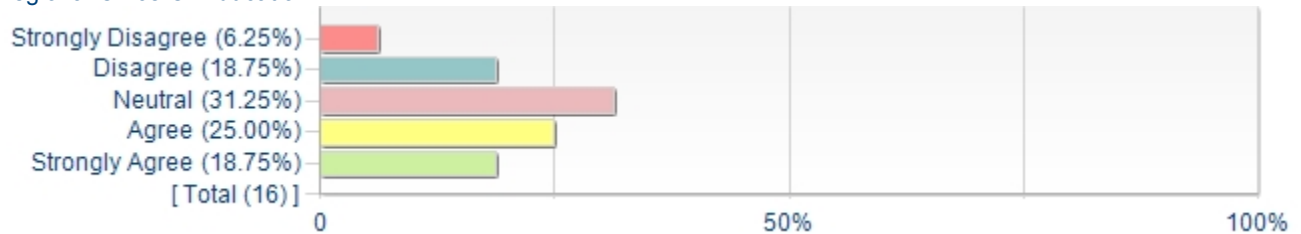
Statistics	Value
Response Count	34
Mean	4.12
Median	4.00
Mode	4
Standard Deviation	0.59
Population Standard Deviation	0.58
Standard Error (base on SD)	0.10
Standard Error (base on PSD)	0.10

Recorder Of Deeds



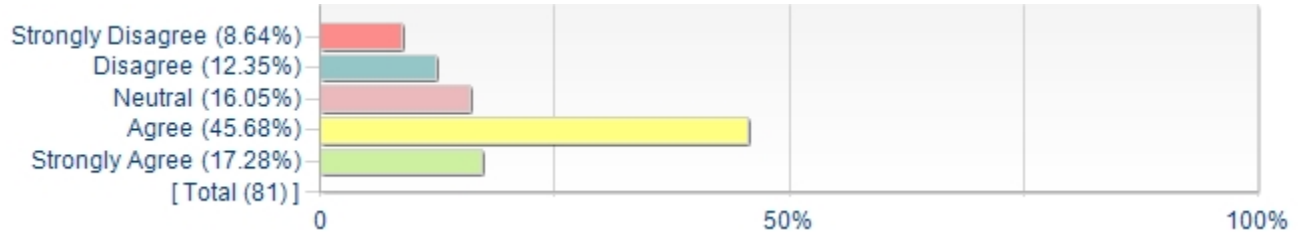
Statistics	Value
Response Count	3
Mean	3.67
Median	4.00
Mode	4
Standard Deviation	0.58
Population Standard Deviation	0.47
Standard Error (base on SD)	0.33
Standard Error (base on PSD)	0.27

Regional Office Of Education



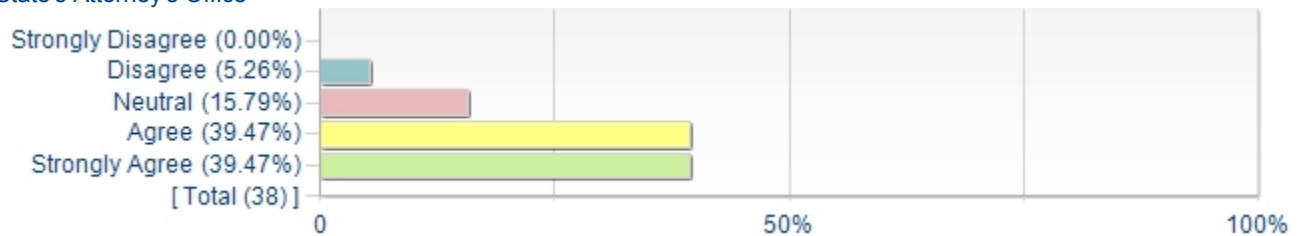
Statistics	Value
Response Count	16
Mean	3.31
Median	3.00
Mode	3
Standard Deviation	1.20
Population Standard Deviation	1.16
Standard Error (base on SD)	0.30
Standard Error (base on PSD)	0.29

Sheriff's Office



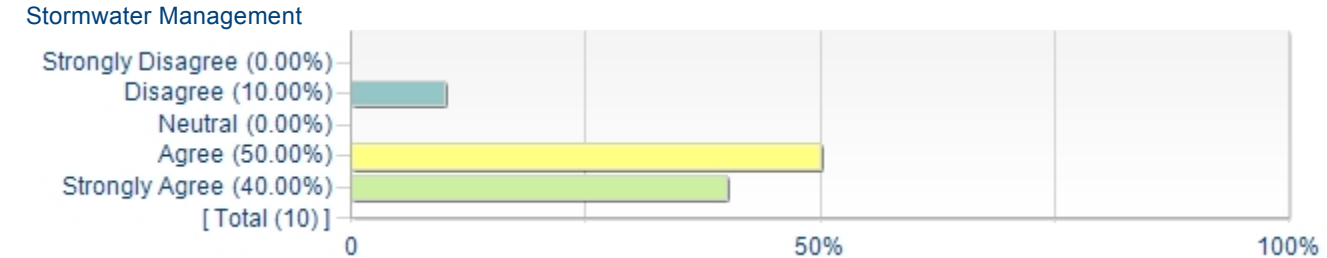
Statistics	Value
Response Count	81
Mean	3.51
Median	4.00
Mode	4
Standard Deviation	1.17
Population Standard Deviation	1.17
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

State's Attorney's Office

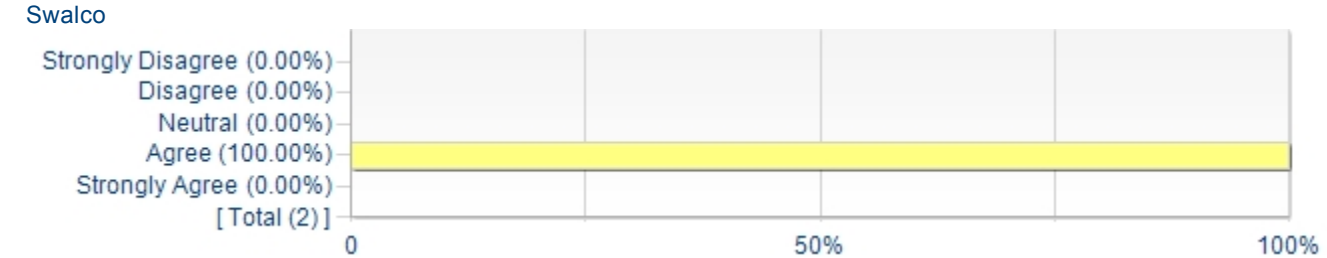


Statistics	Value
Response Count	38
Mean	4.13
Median	4.00
Mode	4, 5
Standard Deviation	0.88
Population Standard Deviation	0.86
Standard Error (base on SD)	0.14
Standard Error (base on PSD)	0.14

Opinions (continued)

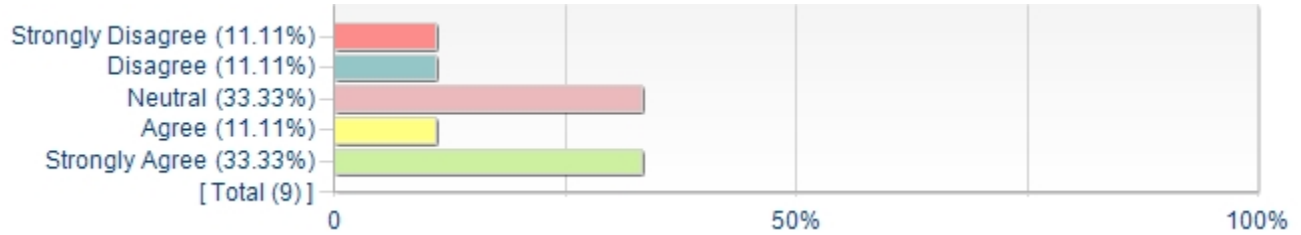


Statistics	Value
Response Count	10
Mean	4.20
Median	4.00
Mode	4
Standard Deviation	0.92
Population Standard Deviation	0.87
Standard Error (base on SD)	0.29
Standard Error (base on PSD)	0.28



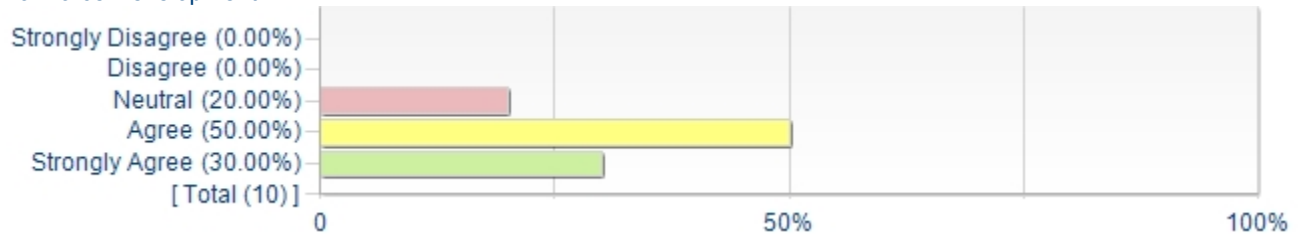
Statistics	Value
Response Count	2
Mean	4.00
Median	4.00
Mode	4
Standard Deviation	0.00
Population Standard Deviation	0.00
Standard Error (base on SD)	0.00
Standard Error (base on PSD)	0.00

Treasurer



Statistics	Value
Response Count	9
Mean	3.44
Median	3.00
Mode	3, 5
Standard Deviation	1.42
Population Standard Deviation	1.34
Standard Error (base on SD)	0.47
Standard Error (base on PSD)	0.45

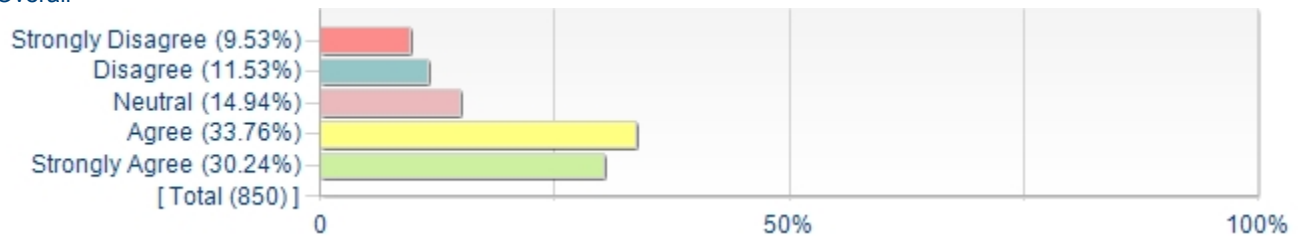
Workforce Development



Statistics	Value
Response Count	10
Mean	4.10
Median	4.00
Mode	4
Standard Deviation	0.74
Population Standard Deviation	0.70
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.22

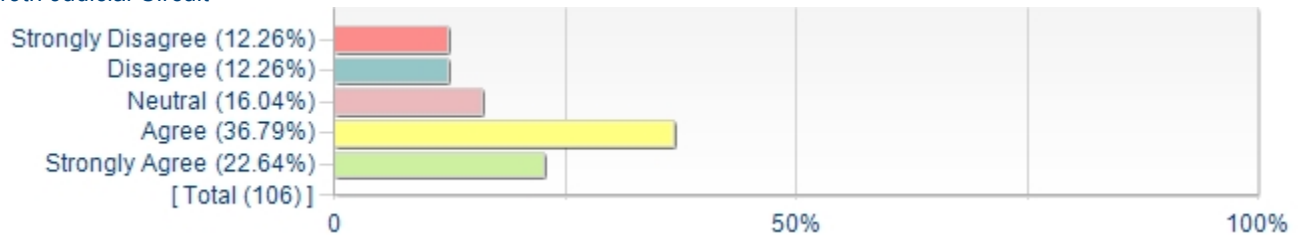
5. I trust my manager to treat me fairly.

Overall



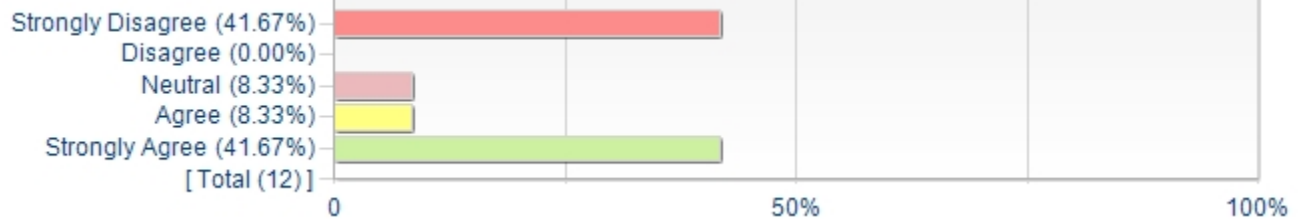
Statistics	Value
Response Count	850
Mean	3.64
Median	4.00
Mode	4
Standard Deviation	1.28
Population Standard Deviation	1.28
Standard Error (base on SD)	0.04
Standard Error (base on PSD)	0.04

19th Judicial Circuit



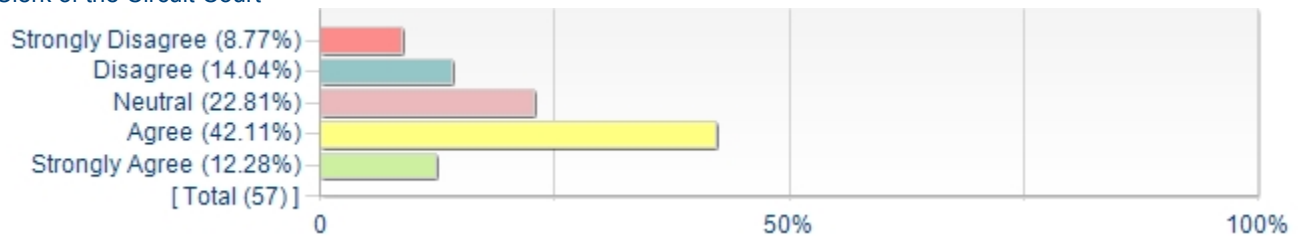
Statistics	Value
Response Count	106
Mean	3.45
Median	4.00
Mode	4
Standard Deviation	1.30
Population Standard Deviation	1.30
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

Chief County Assessment Office



Statistics	Value
Response Count	12
Mean	3.08
Median	3.50
Mode	1, 5
Standard Deviation	1.93
Population Standard Deviation	1.85
Standard Error (base on SD)	0.56
Standard Error (base on PSD)	0.53

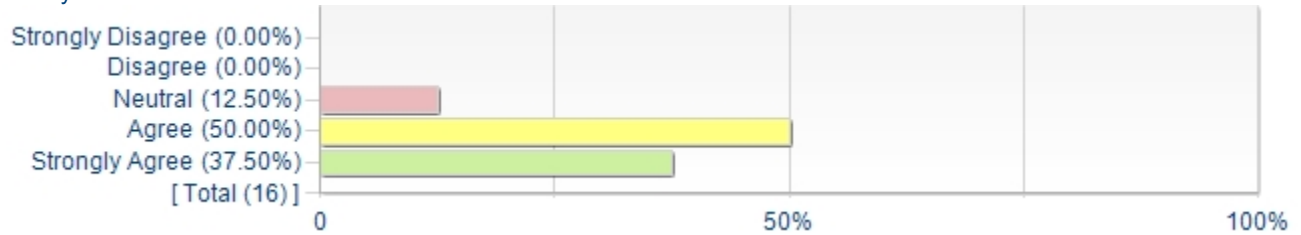
Clerk of the Circuit Court



Statistics	Value
Response Count	57
Mean	3.35
Median	4.00
Mode	4
Standard Deviation	1.14
Population Standard Deviation	1.13
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.15

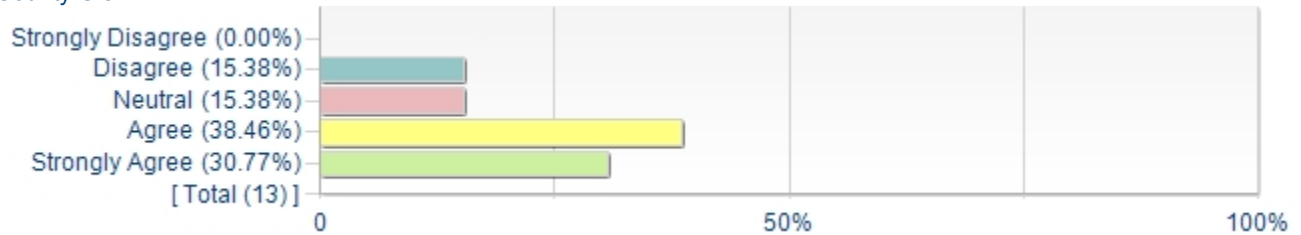
Opinions (continued)

County Administration



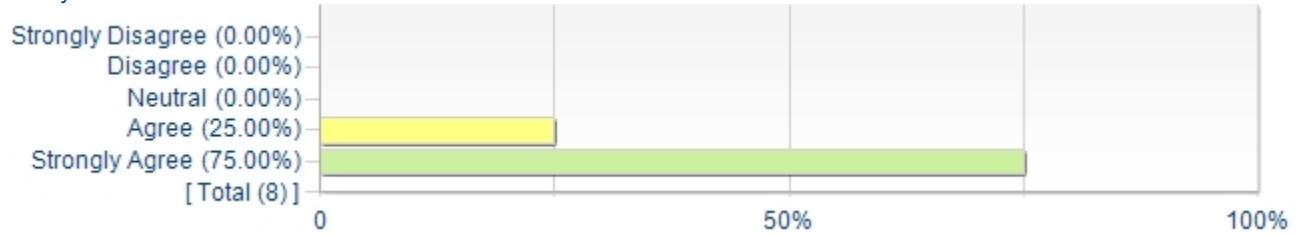
Statistics	Value
Response Count	16
Mean	4.25
Median	4.00
Mode	4
Standard Deviation	0.68
Population Standard Deviation	0.66
Standard Error (base on SD)	0.17
Standard Error (base on PSD)	0.17

County Clerk



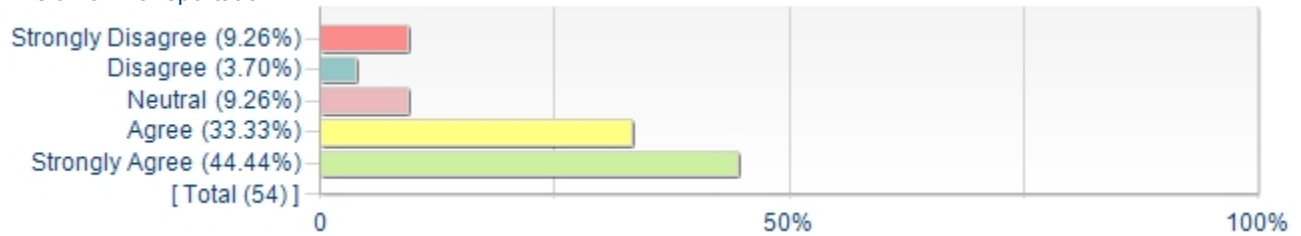
Statistics	Value
Response Count	13
Mean	3.85
Median	4.00
Mode	4
Standard Deviation	1.07
Population Standard Deviation	1.03
Standard Error (base on SD)	0.30
Standard Error (base on PSD)	0.28

County Coroner



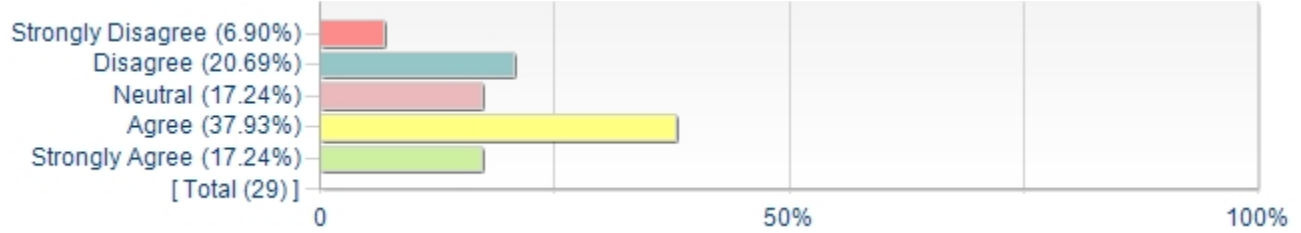
Statistics	Value
Response Count	8
Mean	4.75
Median	5.00
Mode	5
Standard Deviation	0.46
Population Standard Deviation	0.43
Standard Error (base on SD)	0.16
Standard Error (base on PSD)	0.15

Division of Transportation



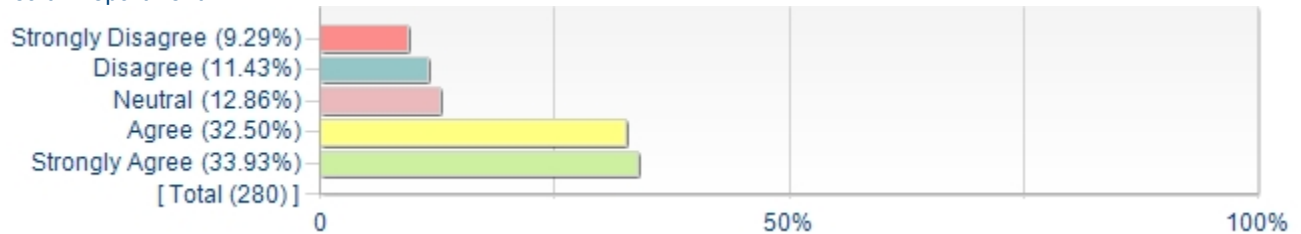
Statistics	Value
Response Count	54
Mean	4.00
Median	4.00
Mode	5
Standard Deviation	1.24
Population Standard Deviation	1.23
Standard Error (base on SD)	0.17
Standard Error (base on PSD)	0.17

Finance and Administrative Services



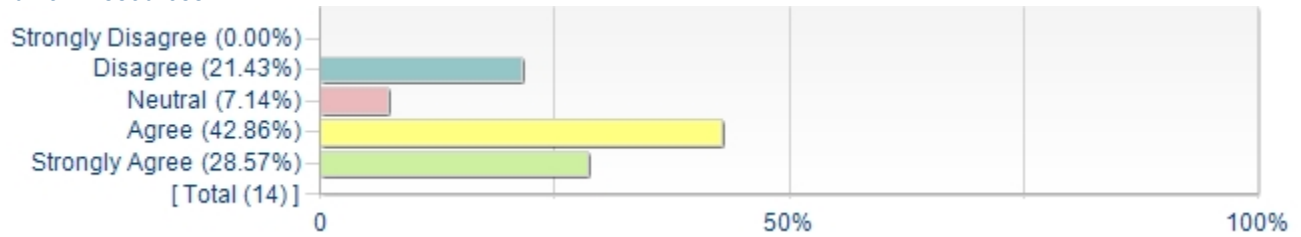
Statistics	Value
Response Count	29
Mean	3.38
Median	4.00
Mode	4
Standard Deviation	1.21
Population Standard Deviation	1.19
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.22

Health Department



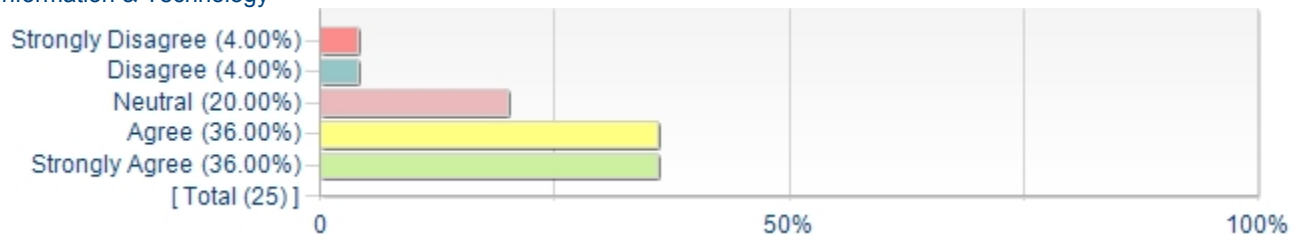
Statistics	Value
Response Count	280
Mean	3.70
Median	4.00
Mode	5
Standard Deviation	1.30
Population Standard Deviation	1.29
Standard Error (base on SD)	0.08
Standard Error (base on PSD)	0.08

Human Resources



Statistics	Value
Response Count	14
Mean	3.79
Median	4.00
Mode	4
Standard Deviation	1.12
Population Standard Deviation	1.08
Standard Error (base on SD)	0.30
Standard Error (base on PSD)	0.29

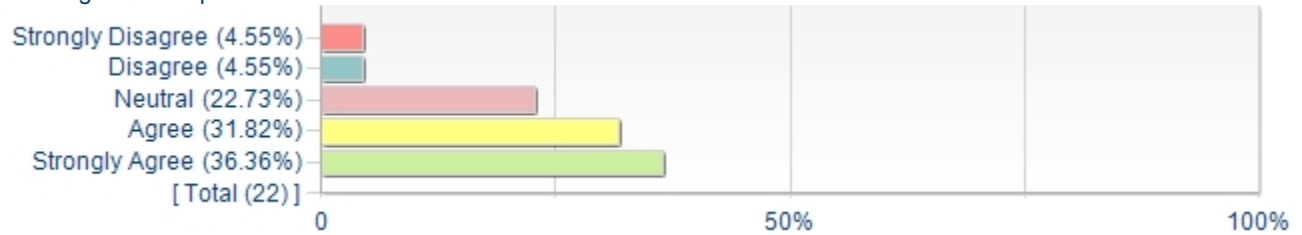
Information & Technology



Statistics	Value
Response Count	25
Mean	3.96
Median	4.00
Mode	4, 5
Standard Deviation	1.06
Population Standard Deviation	1.04
Standard Error (base on SD)	0.21
Standard Error (base on PSD)	0.21

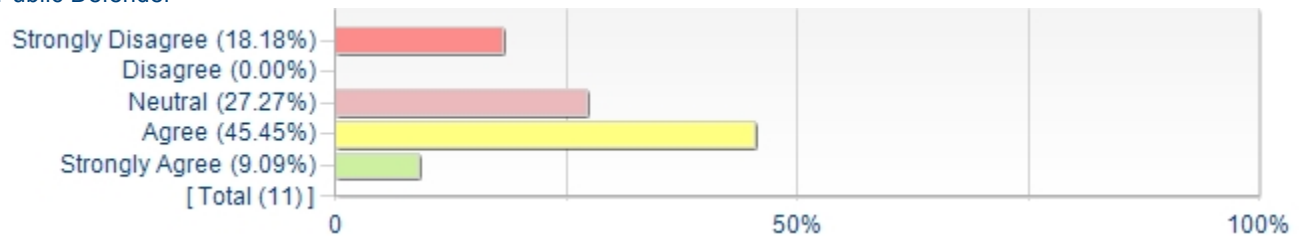
Opinions (continued)

Planning & Development



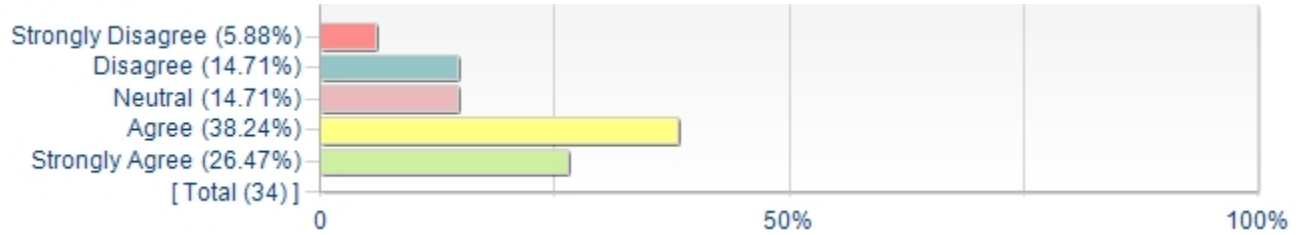
Statistics	Value
Response Count	22
Mean	3.91
Median	4.00
Mode	5
Standard Deviation	1.11
Population Standard Deviation	1.08
Standard Error (base on SD)	0.24
Standard Error (base on PSD)	0.23

Public Defender



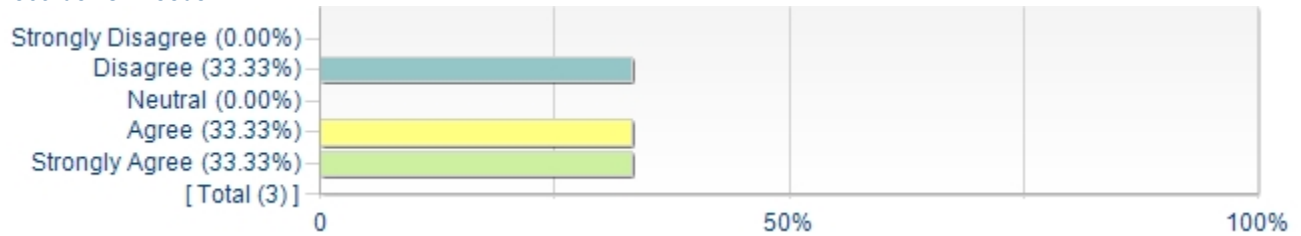
Statistics	Value
Response Count	11
Mean	3.27
Median	4.00
Mode	4
Standard Deviation	1.27
Population Standard Deviation	1.21
Standard Error (base on SD)	0.38
Standard Error (base on PSD)	0.37

Public Works



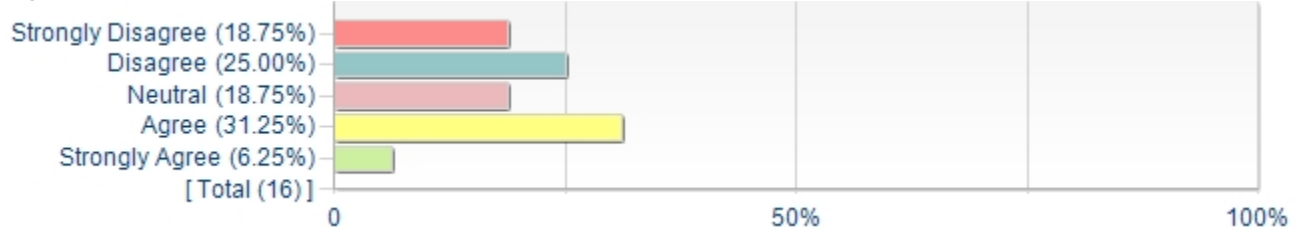
Statistics	Value
Response Count	34
Mean	3.65
Median	4.00
Mode	4
Standard Deviation	1.20
Population Standard Deviation	1.19
Standard Error (base on SD)	0.21
Standard Error (base on PSD)	0.20

Recorder Of Deeds



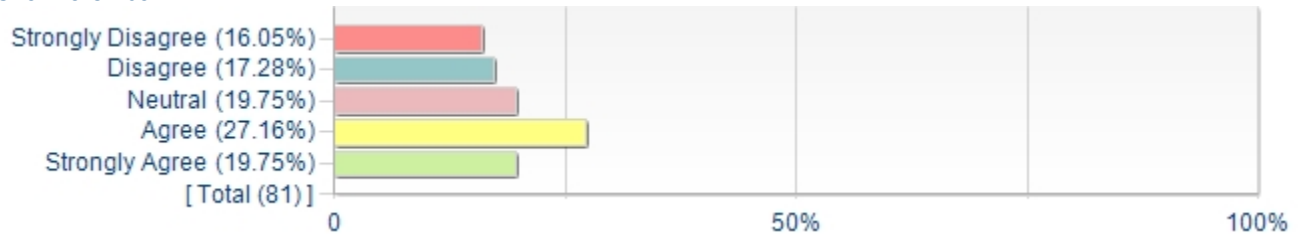
Statistics	Value
Response Count	3
Mean	3.67
Median	4.00
Mode	2, 4, 5
Standard Deviation	1.53
Population Standard Deviation	1.25
Standard Error (base on SD)	0.88
Standard Error (base on PSD)	0.72

Regional Office Of Education



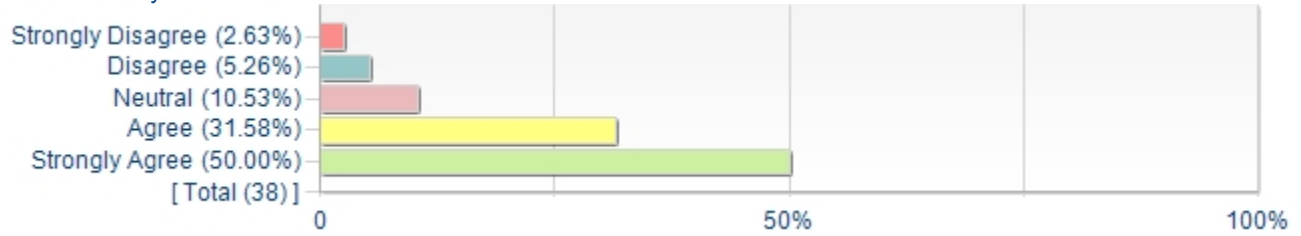
Statistics	Value
Response Count	16
Mean	2.81
Median	3.00
Mode	4
Standard Deviation	1.28
Population Standard Deviation	1.24
Standard Error (base on SD)	0.32
Standard Error (base on PSD)	0.31

Sheriff's Office



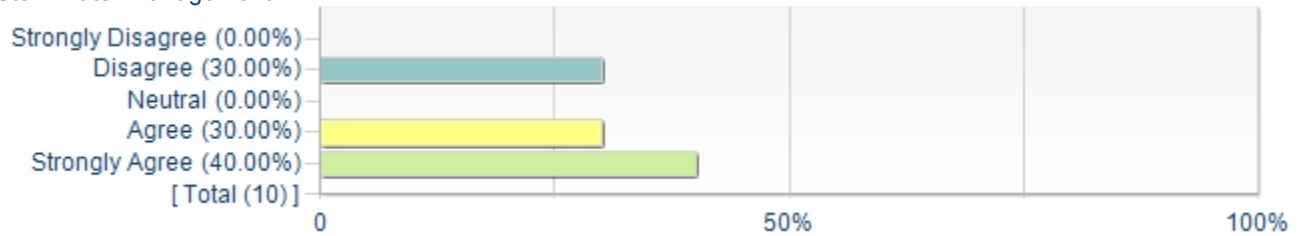
Statistics	Value
Response Count	81
Mean	3.17
Median	3.00
Mode	4
Standard Deviation	1.37
Population Standard Deviation	1.36
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.15

State's Attorney's Office



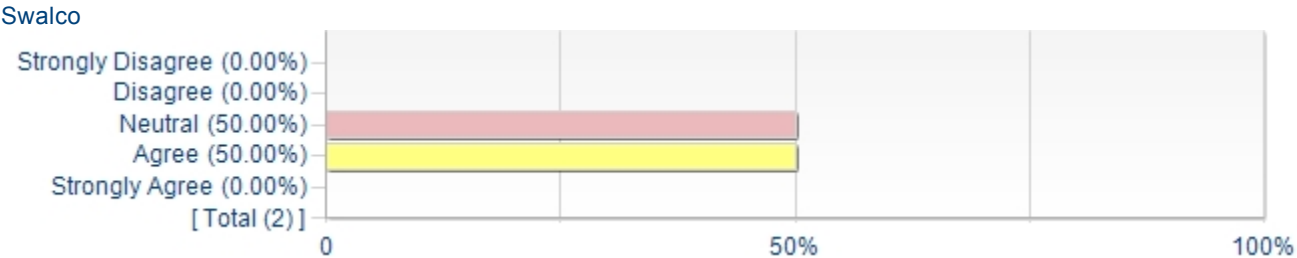
Statistics	Value
Response Count	38
Mean	4.21
Median	4.50
Mode	5
Standard Deviation	1.02
Population Standard Deviation	1.00
Standard Error (base on SD)	0.17
Standard Error (base on PSD)	0.16

Stormwater Management

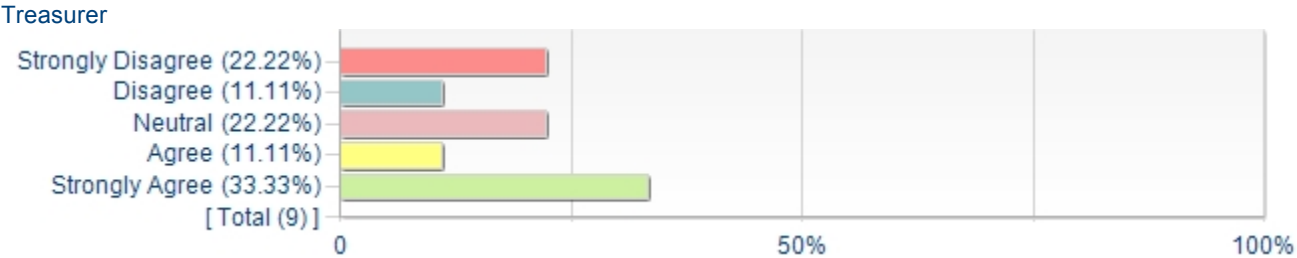


Statistics	Value
Response Count	10
Mean	3.80
Median	4.00
Mode	5
Standard Deviation	1.32
Population Standard Deviation	1.25
Standard Error (base on SD)	0.42
Standard Error (base on PSD)	0.39

Opinions (continued)

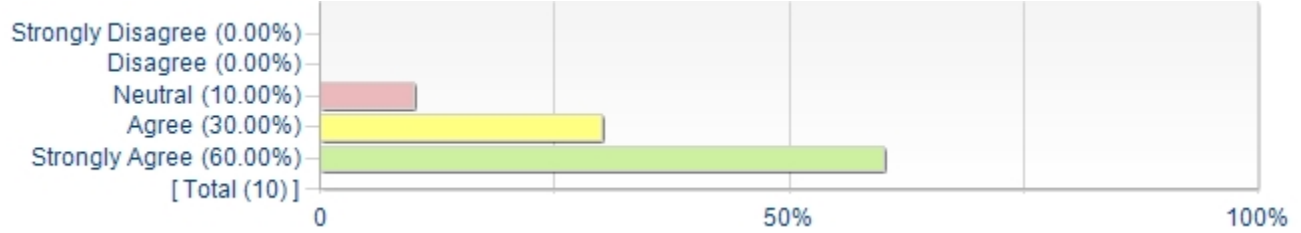


Statistics	Value
Response Count	2
Mean	3.50
Median	3.50
Mode	3, 4
Standard Deviation	0.71
Population Standard Deviation	0.50
Standard Error (base on SD)	0.50
Standard Error (base on PSD)	0.35



Statistics	Value
Response Count	9
Mean	3.22
Median	3.00
Mode	5
Standard Deviation	1.64
Population Standard Deviation	1.55
Standard Error (base on SD)	0.55
Standard Error (base on PSD)	0.52

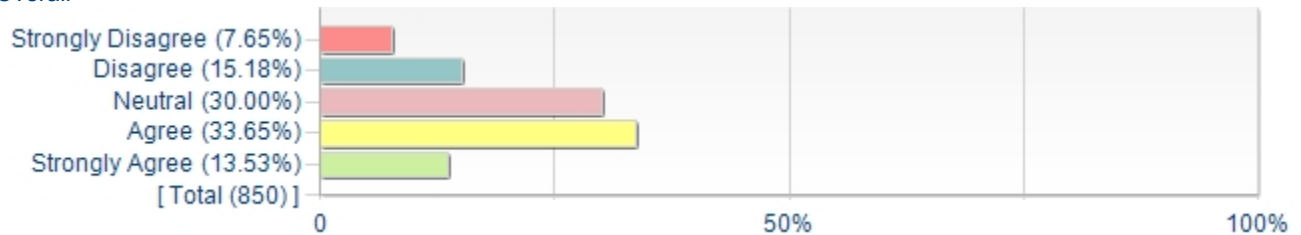
Workforce Development



Statistics	Value
Response Count	10
Mean	4.50
Median	5.00
Mode	5
Standard Deviation	0.71
Population Standard Deviation	0.67
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.21

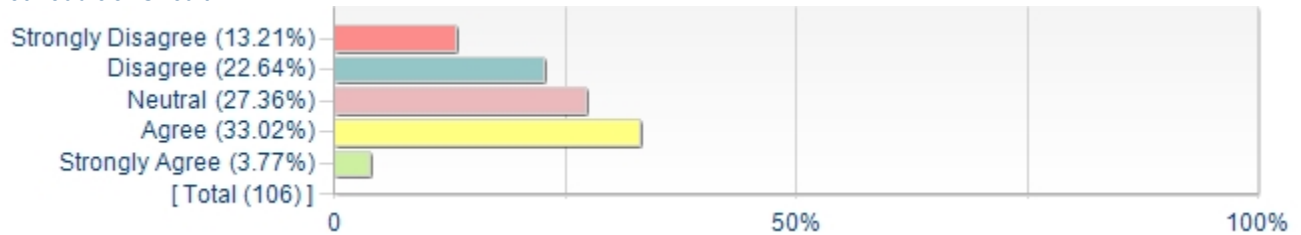
6. My manager can explain the details of my benefits.

Overall



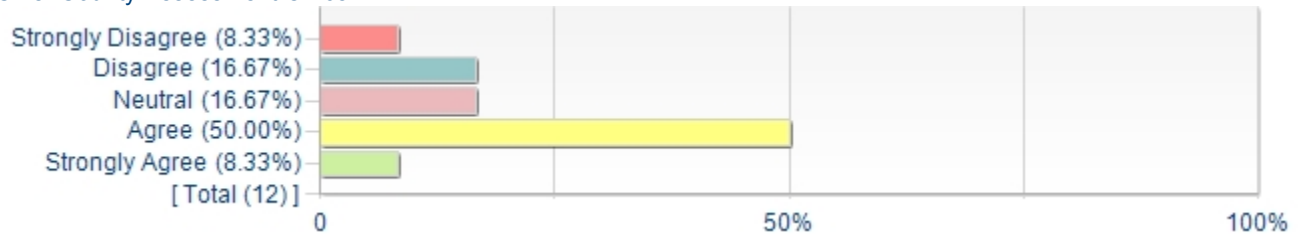
Statistics	Value
Response Count	850
Mean	3.30
Median	3.00
Mode	4
Standard Deviation	1.12
Population Standard Deviation	1.12
Standard Error (base on SD)	0.04
Standard Error (base on PSD)	0.04

19th Judicial Circuit



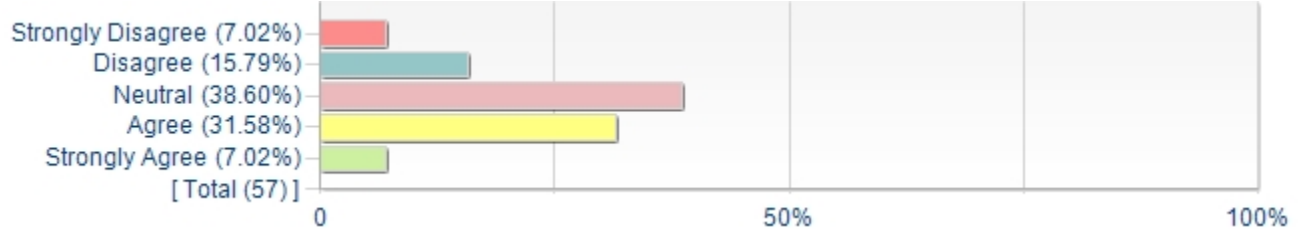
Statistics	Value
Response Count	106
Mean	2.92
Median	3.00
Mode	4
Standard Deviation	1.11
Population Standard Deviation	1.11
Standard Error (base on SD)	0.11
Standard Error (base on PSD)	0.11

Chief County Assessment Office



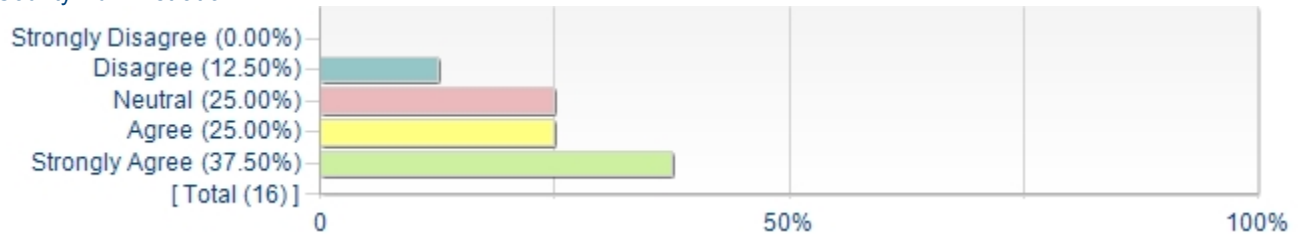
Statistics	Value
Response Count	12
Mean	3.33
Median	4.00
Mode	4
Standard Deviation	1.15
Population Standard Deviation	1.11
Standard Error (base on SD)	0.33
Standard Error (base on PSD)	0.32

Clerk of the Circuit Court



Statistics	Value
Response Count	57
Mean	3.16
Median	3.00
Mode	3
Standard Deviation	1.01
Population Standard Deviation	1.01
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

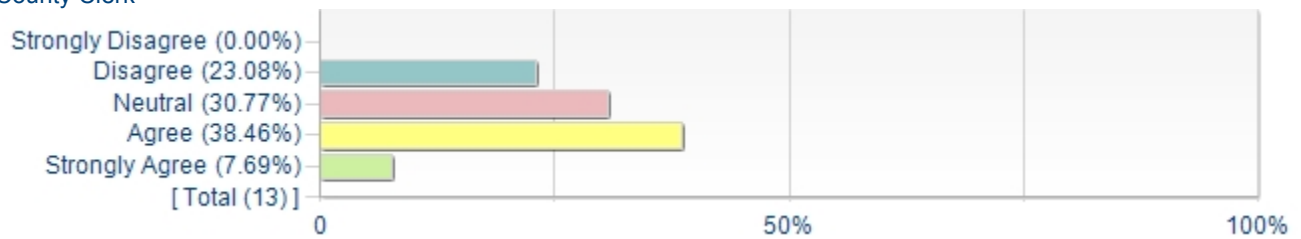
County Administration



Statistics	Value
Response Count	16
Mean	3.88
Median	4.00
Mode	5
Standard Deviation	1.09
Population Standard Deviation	1.05
Standard Error (base on SD)	0.27
Standard Error (base on PSD)	0.26

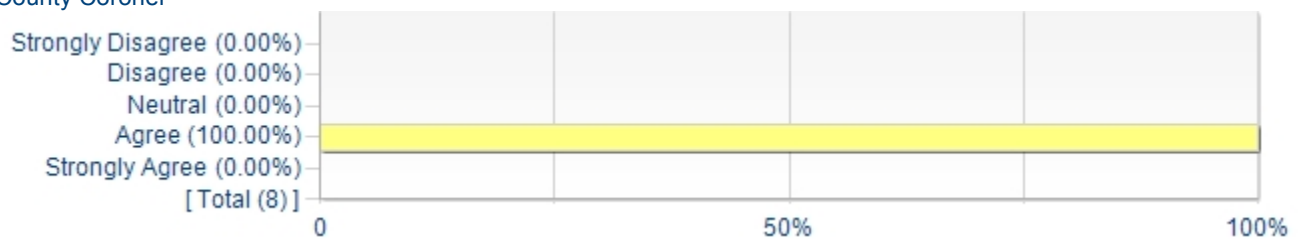
Opinions (continued)

County Clerk



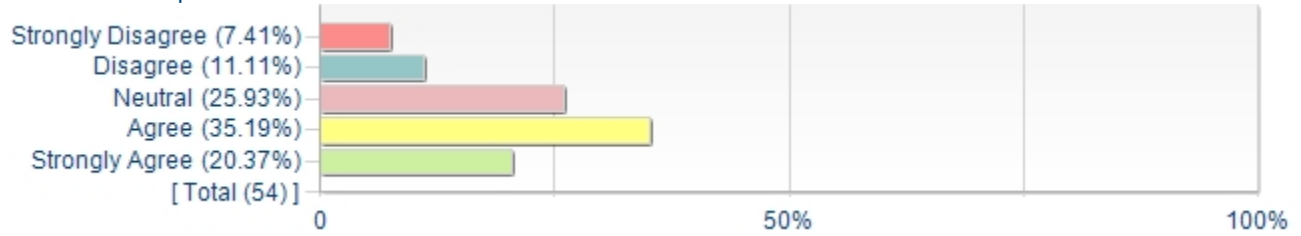
Statistics	Value
Response Count	13
Mean	3.31
Median	3.00
Mode	4
Standard Deviation	0.95
Population Standard Deviation	0.91
Standard Error (base on SD)	0.26
Standard Error (base on PSD)	0.25

County Coroner



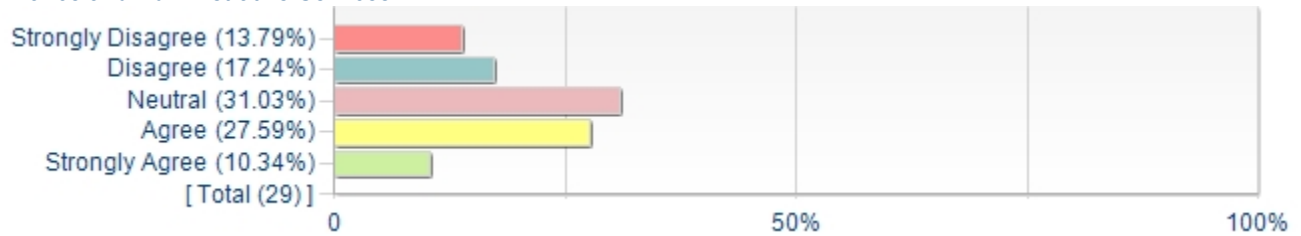
Statistics	Value
Response Count	8
Mean	4.00
Median	4.00
Mode	4
Standard Deviation	0.00
Population Standard Deviation	0.00
Standard Error (base on SD)	0.00
Standard Error (base on PSD)	0.00

Division of Transportation



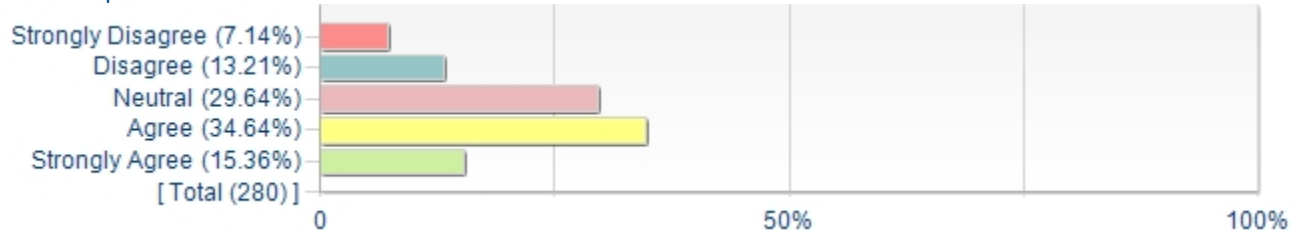
Statistics	Value
Response Count	54
Mean	3.50
Median	4.00
Mode	4
Standard Deviation	1.16
Population Standard Deviation	1.15
Standard Error (base on SD)	0.16
Standard Error (base on PSD)	0.16

Finance and Administrative Services



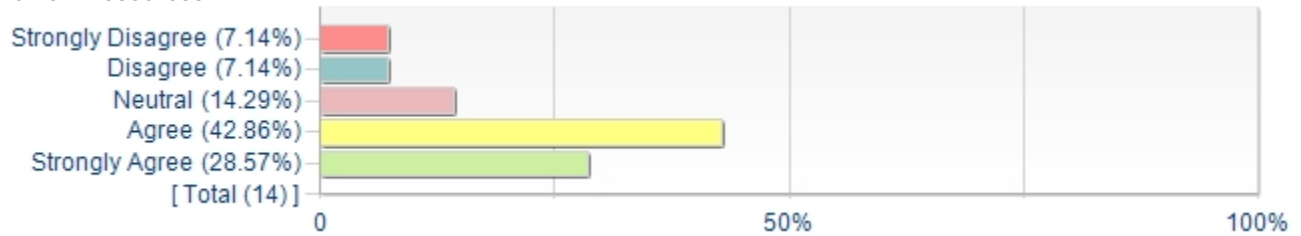
Statistics	Value
Response Count	29
Mean	3.03
Median	3.00
Mode	3
Standard Deviation	1.21
Population Standard Deviation	1.19
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.22

Health Department



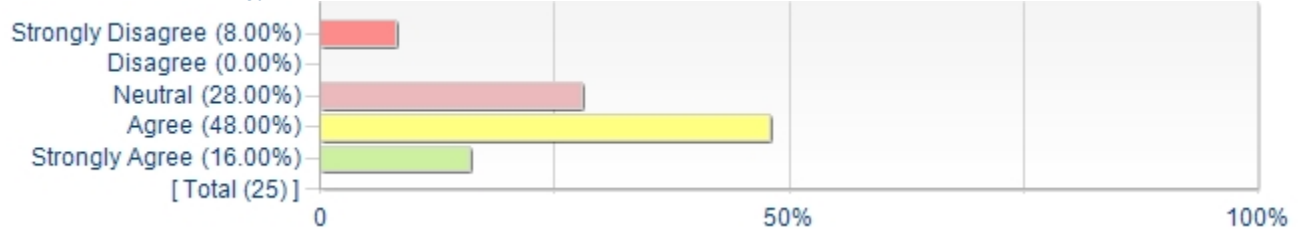
Statistics	Value
Response Count	280
Mean	3.38
Median	3.50
Mode	4
Standard Deviation	1.11
Population Standard Deviation	1.11
Standard Error (base on SD)	0.07
Standard Error (base on PSD)	0.07

Human Resources



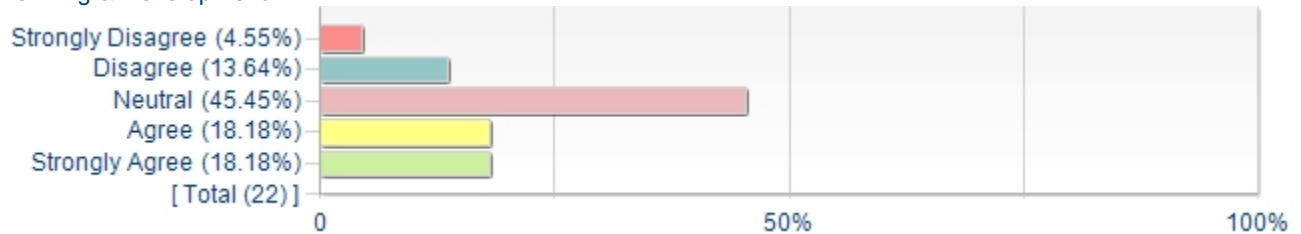
Statistics	Value
Response Count	14
Mean	3.79
Median	4.00
Mode	4
Standard Deviation	1.19
Population Standard Deviation	1.15
Standard Error (base on SD)	0.32
Standard Error (base on PSD)	0.31

Information & Technology



Statistics	Value
Response Count	25
Mean	3.64
Median	4.00
Mode	4
Standard Deviation	1.04
Population Standard Deviation	1.02
Standard Error (base on SD)	0.21
Standard Error (base on PSD)	0.20

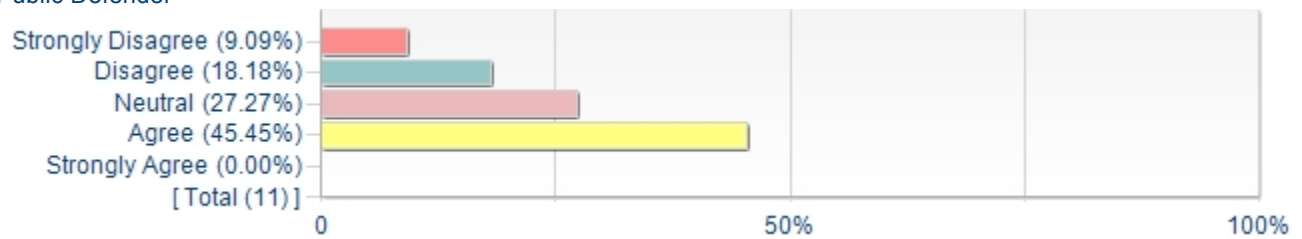
Planning & Development



Statistics	Value
Response Count	22
Mean	3.32
Median	3.00
Mode	3
Standard Deviation	1.09
Population Standard Deviation	1.06
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.23

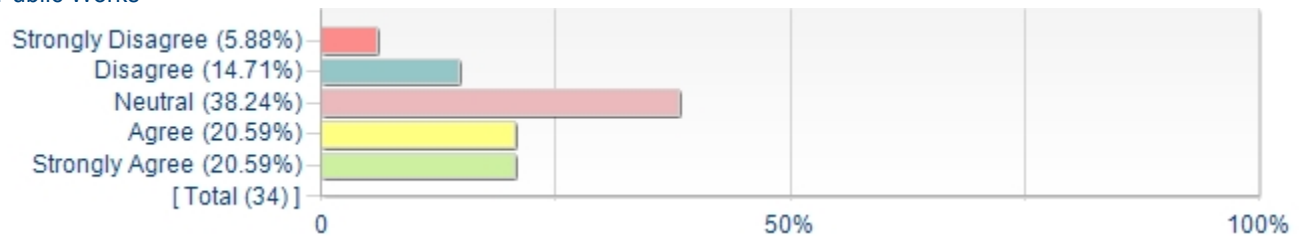
Opinions (continued)

Public Defender



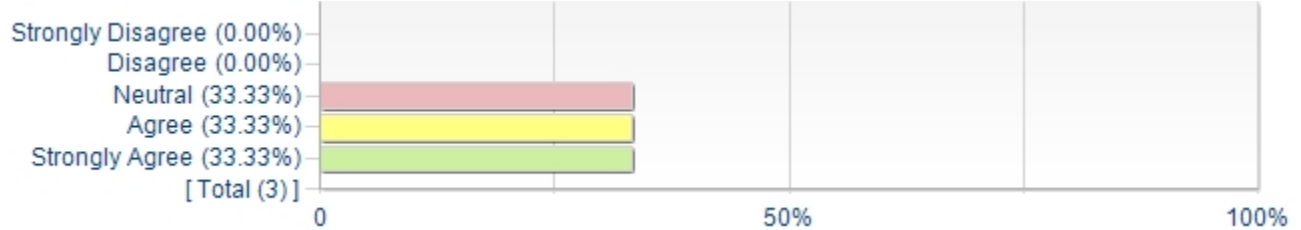
Statistics	Value
Response Count	11
Mean	3.09
Median	3.00
Mode	4
Standard Deviation	1.04
Population Standard Deviation	1.00
Standard Error (base on SD)	0.31
Standard Error (base on PSD)	0.30

Public Works



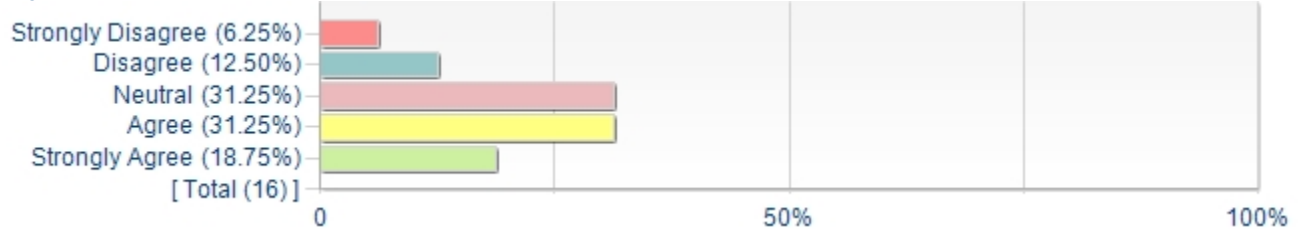
Statistics	Value
Response Count	34
Mean	3.35
Median	3.00
Mode	3
Standard Deviation	1.15
Population Standard Deviation	1.13
Standard Error (base on SD)	0.20
Standard Error (base on PSD)	0.19

Recorder Of Deeds



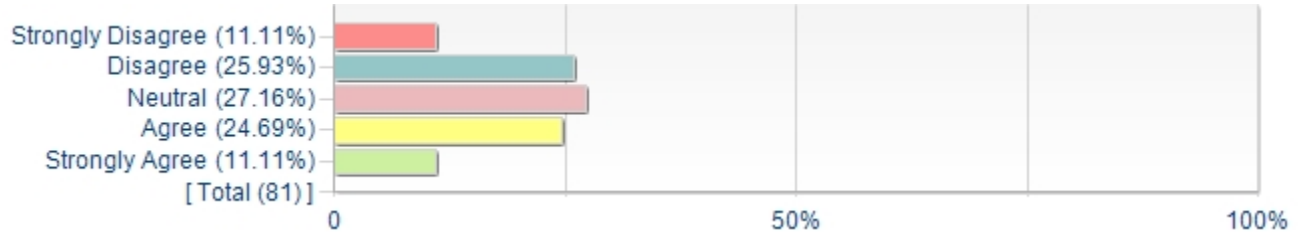
Statistics	Value
Response Count	3
Mean	4.00
Median	4.00
Mode	3, 4, 5
Standard Deviation	1.00
Population Standard Deviation	0.82
Standard Error (base on SD)	0.58
Standard Error (base on PSD)	0.47

Regional Office Of Education



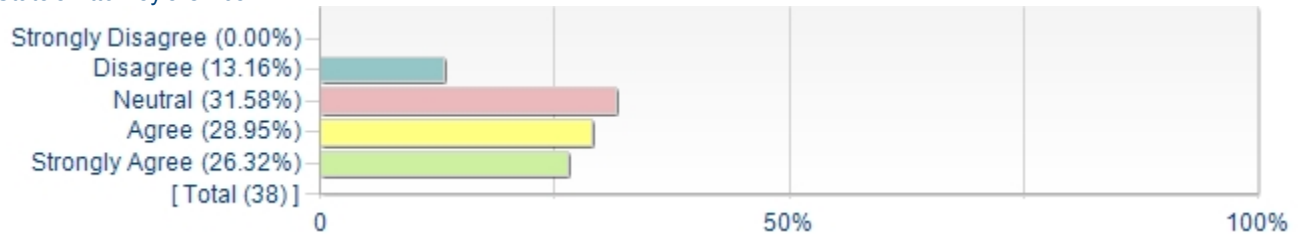
Statistics	Value
Response Count	16
Mean	3.44
Median	3.50
Mode	3, 4
Standard Deviation	1.15
Population Standard Deviation	1.12
Standard Error (base on SD)	0.29
Standard Error (base on PSD)	0.28

Sheriff's Office



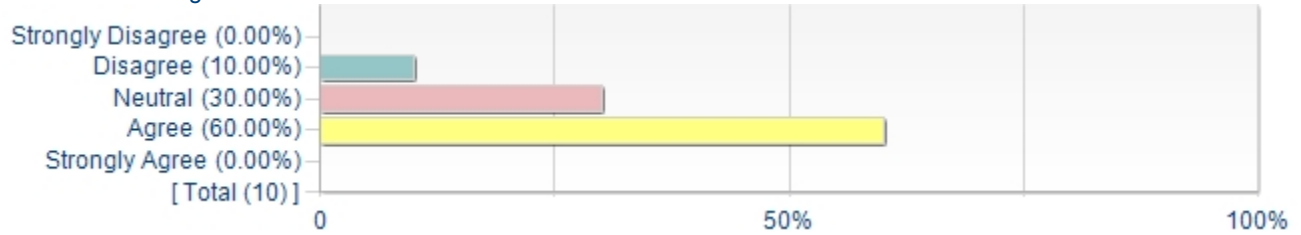
Statistics	Value
Response Count	81
Mean	2.99
Median	3.00
Mode	3
Standard Deviation	1.19
Population Standard Deviation	1.18
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

State's Attorney's Office



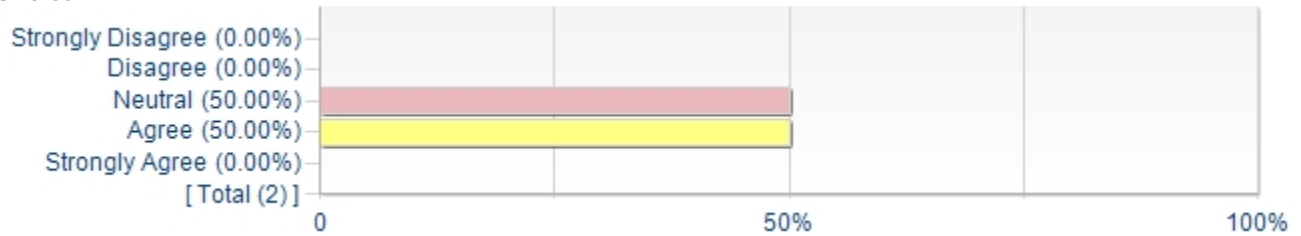
Statistics	Value
Response Count	38
Mean	3.68
Median	4.00
Mode	3
Standard Deviation	1.02
Population Standard Deviation	1.00
Standard Error (base on SD)	0.16
Standard Error (base on PSD)	0.16

Stormwater Management



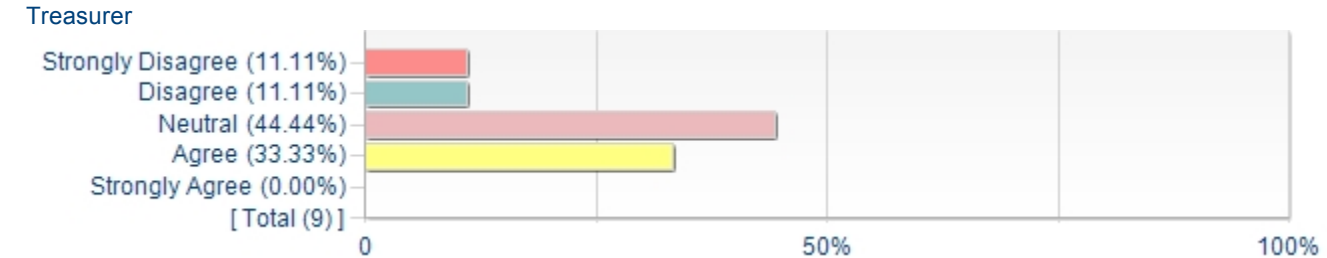
Statistics	Value
Response Count	10
Mean	3.50
Median	4.00
Mode	4
Standard Deviation	0.71
Population Standard Deviation	0.67
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.21

Swalco

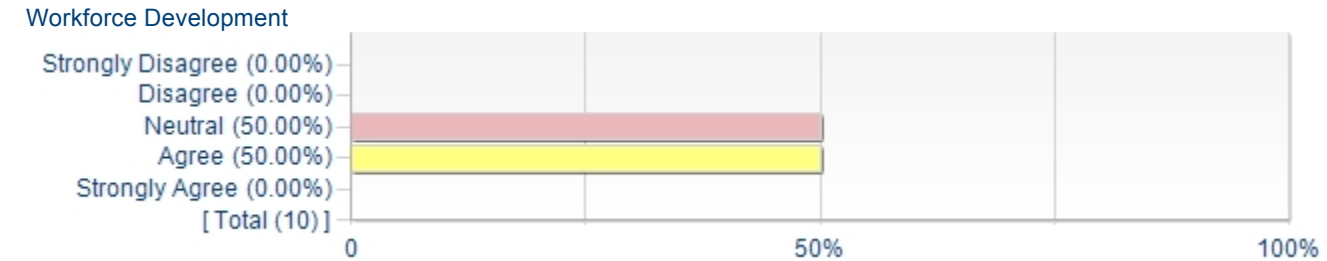


Statistics	Value
Response Count	2
Mean	3.50
Median	3.50
Mode	3, 4
Standard Deviation	0.71
Population Standard Deviation	0.50
Standard Error (base on SD)	0.50
Standard Error (base on PSD)	0.35

Opinions (continued)



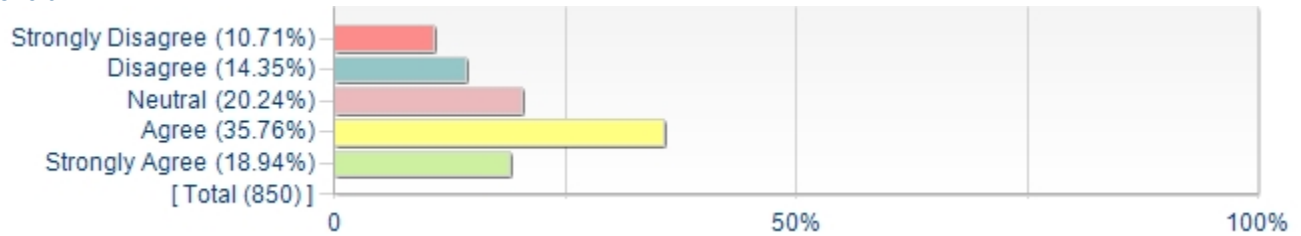
Statistics	Value
Response Count	9
Mean	3.00
Median	3.00
Mode	3
Standard Deviation	1.00
Population Standard Deviation	0.94
Standard Error (base on SD)	0.33
Standard Error (base on PSD)	0.31



Statistics	Value
Response Count	10
Mean	3.50
Median	3.50
Mode	3, 4
Standard Deviation	0.53
Population Standard Deviation	0.50
Standard Error (base on SD)	0.17
Standard Error (base on PSD)	0.16

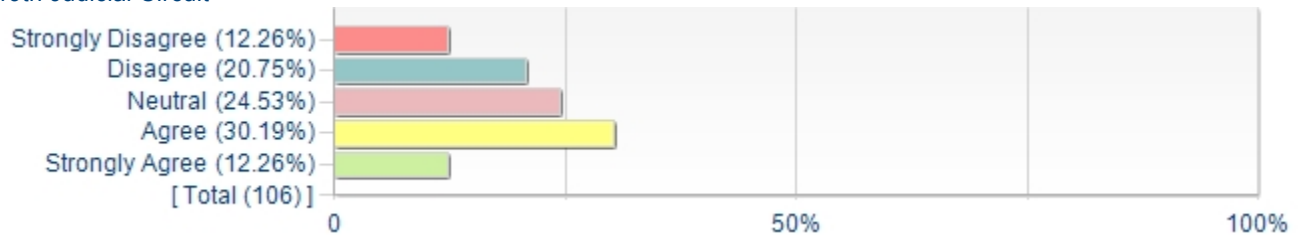
7. My manager knows how to coach and guide employees.

Overall



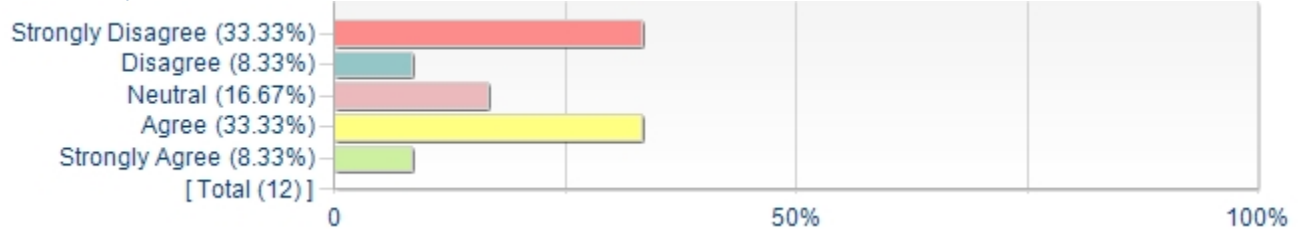
Statistics	Value
Response Count	850
Mean	3.38
Median	4.00
Mode	4
Standard Deviation	1.24
Population Standard Deviation	1.24
Standard Error (base on SD)	0.04
Standard Error (base on PSD)	0.04

19th Judicial Circuit



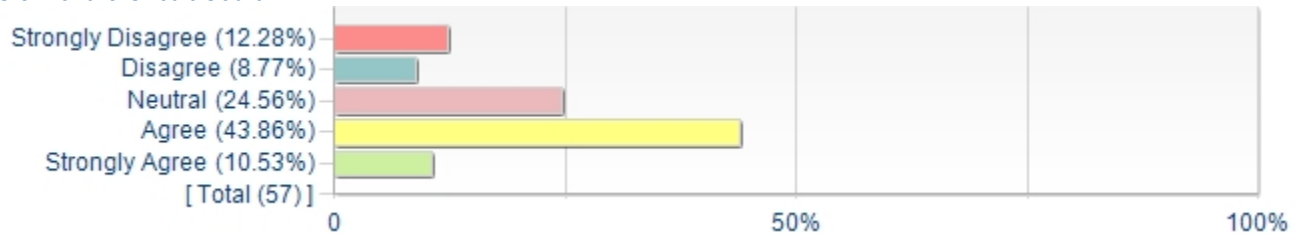
Statistics	Value
Response Count	106
Mean	3.09
Median	3.00
Mode	4
Standard Deviation	1.22
Population Standard Deviation	1.22
Standard Error (base on SD)	0.12
Standard Error (base on PSD)	0.12

Chief County Assessment Office



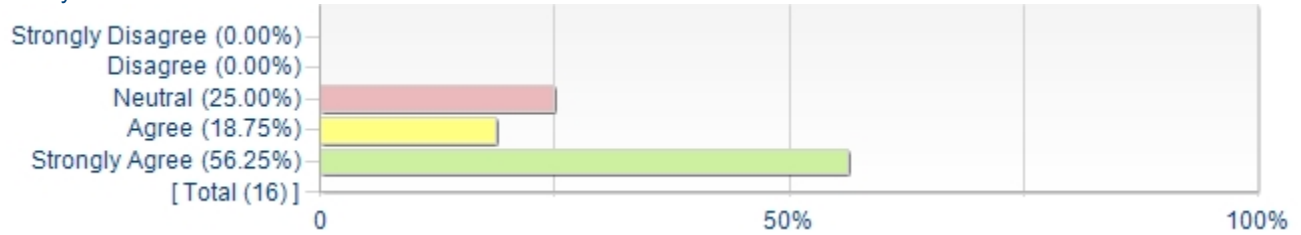
Statistics	Value
Response Count	12
Mean	2.75
Median	3.00
Mode	1, 4
Standard Deviation	1.48
Population Standard Deviation	1.42
Standard Error (base on SD)	0.43
Standard Error (base on PSD)	0.41

Clerk of the Circuit Court



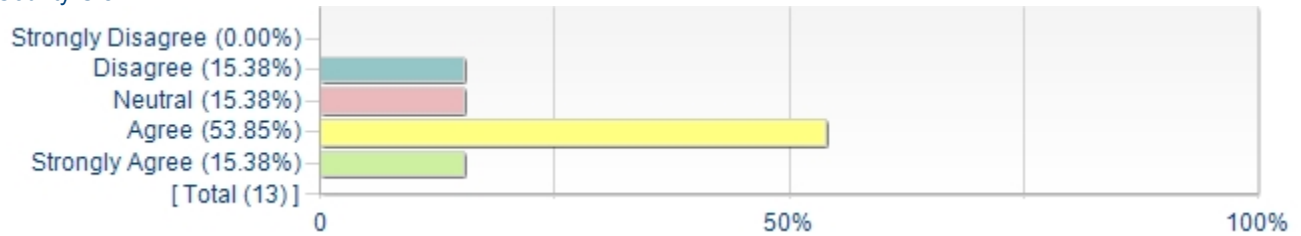
Statistics	Value
Response Count	57
Mean	3.32
Median	4.00
Mode	4
Standard Deviation	1.17
Population Standard Deviation	1.16
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.15

County Administration



Statistics	Value
Response Count	16
Mean	4.31
Median	5.00
Mode	5
Standard Deviation	0.87
Population Standard Deviation	0.85
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.21

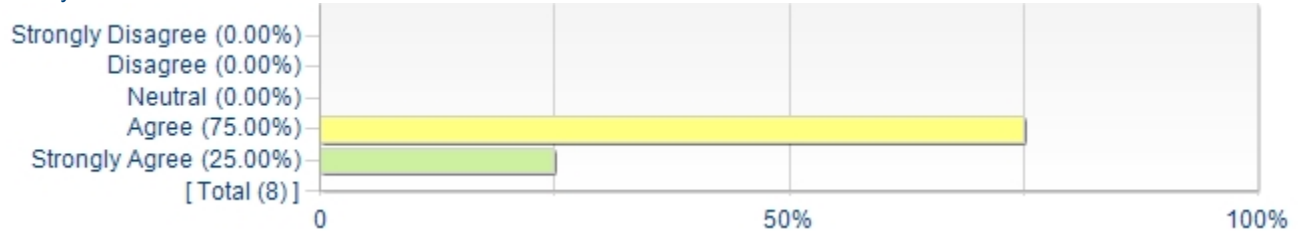
County Clerk



Statistics	Value
Response Count	13
Mean	3.69
Median	4.00
Mode	4
Standard Deviation	0.95
Population Standard Deviation	0.91
Standard Error (base on SD)	0.26
Standard Error (base on PSD)	0.25

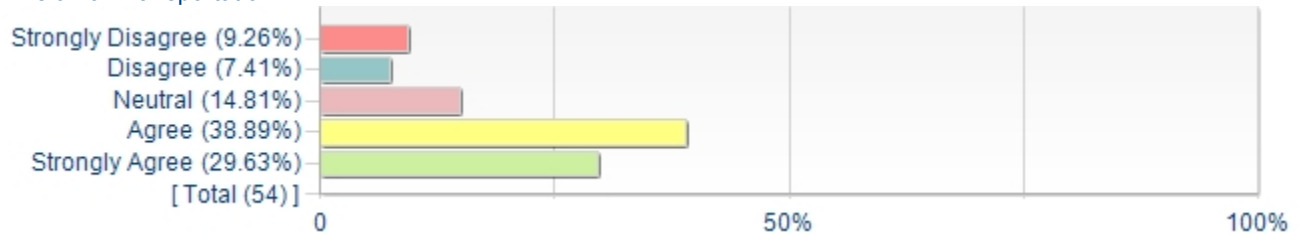
Opinions (continued)

County Coroner



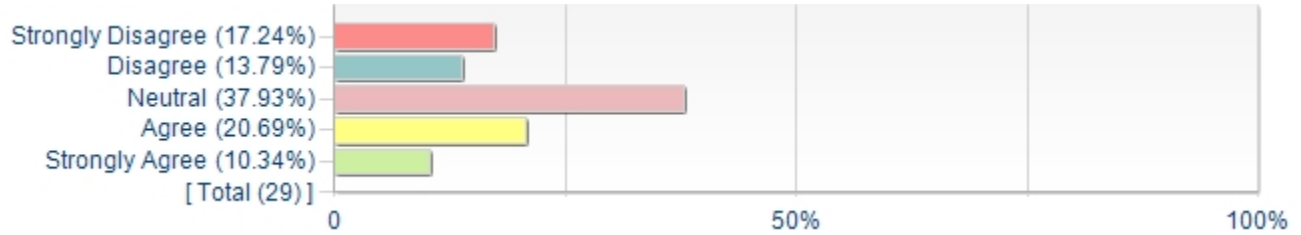
Statistics	Value
Response Count	8
Mean	4.25
Median	4.00
Mode	4
Standard Deviation	0.46
Population Standard Deviation	0.43
Standard Error (base on SD)	0.16
Standard Error (base on PSD)	0.15

Division of Transportation



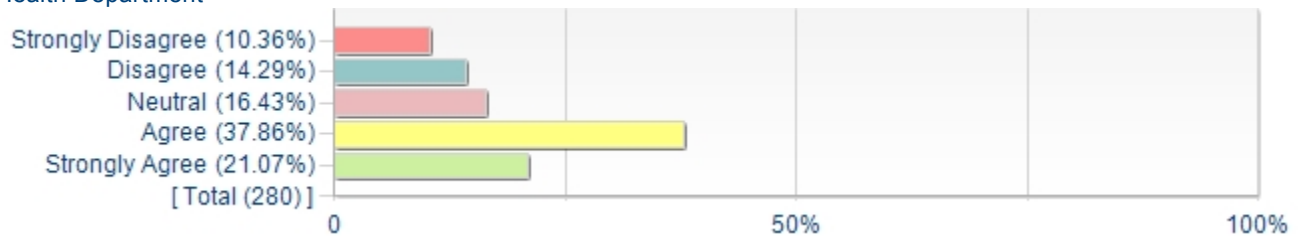
Statistics	Value
Response Count	54
Mean	3.72
Median	4.00
Mode	4
Standard Deviation	1.23
Population Standard Deviation	1.22
Standard Error (base on SD)	0.17
Standard Error (base on PSD)	0.17

Finance and Administrative Services



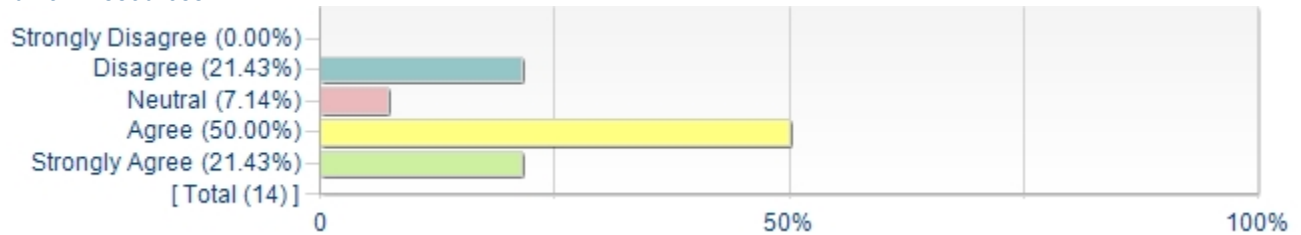
Statistics	Value
Response Count	29
Mean	2.93
Median	3.00
Mode	3
Standard Deviation	1.22
Population Standard Deviation	1.20
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.22

Health Department



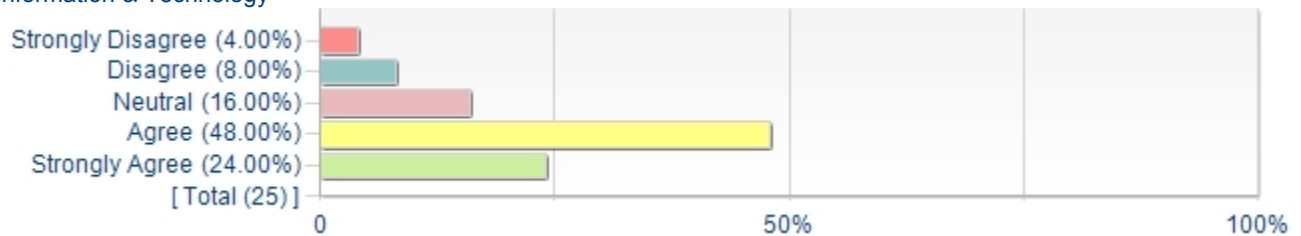
Statistics	Value
Response Count	280
Mean	3.45
Median	4.00
Mode	4
Standard Deviation	1.26
Population Standard Deviation	1.26
Standard Error (base on SD)	0.08
Standard Error (base on PSD)	0.08

Human Resources



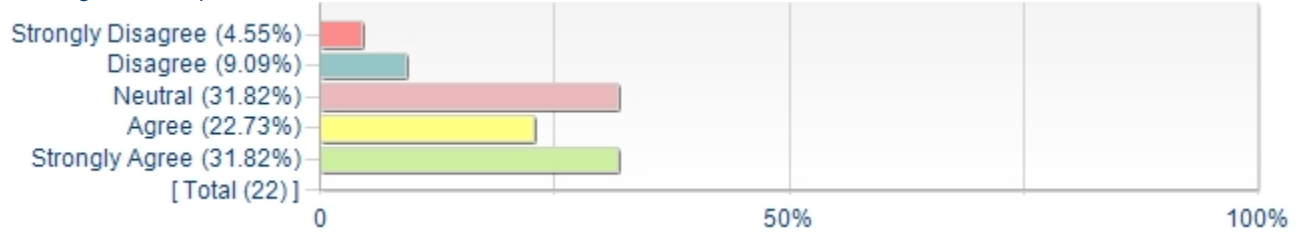
Statistics	Value
Response Count	14
Mean	3.71
Median	4.00
Mode	4
Standard Deviation	1.07
Population Standard Deviation	1.03
Standard Error (base on SD)	0.29
Standard Error (base on PSD)	0.28

Information & Technology



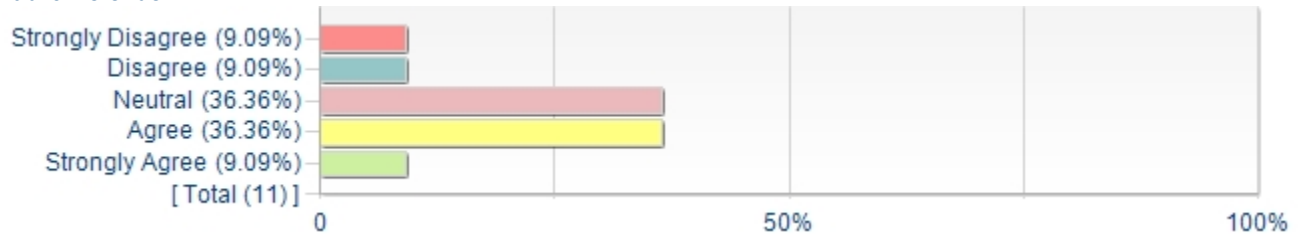
Statistics	Value
Response Count	25
Mean	3.80
Median	4.00
Mode	4
Standard Deviation	1.04
Population Standard Deviation	1.02
Standard Error (base on SD)	0.21
Standard Error (base on PSD)	0.20

Planning & Development



Statistics	Value
Response Count	22
Mean	3.68
Median	4.00
Mode	3, 5
Standard Deviation	1.17
Population Standard Deviation	1.14
Standard Error (base on SD)	0.25
Standard Error (base on PSD)	0.24

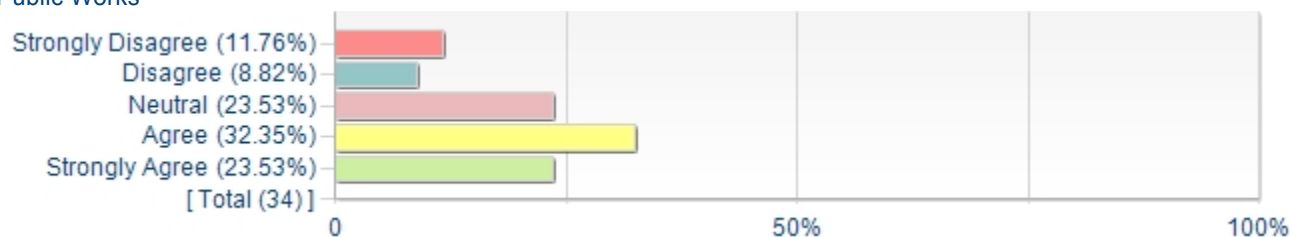
Public Defender



Statistics	Value
Response Count	11
Mean	3.27
Median	3.00
Mode	3, 4
Standard Deviation	1.10
Population Standard Deviation	1.05
Standard Error (base on SD)	0.33
Standard Error (base on PSD)	0.32

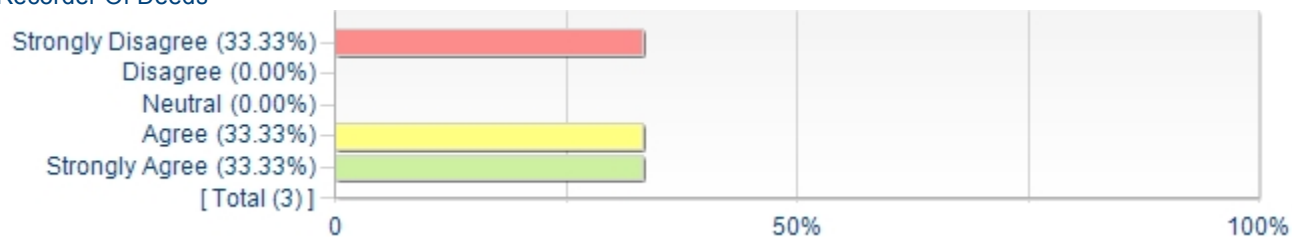
Opinions (continued)

Public Works



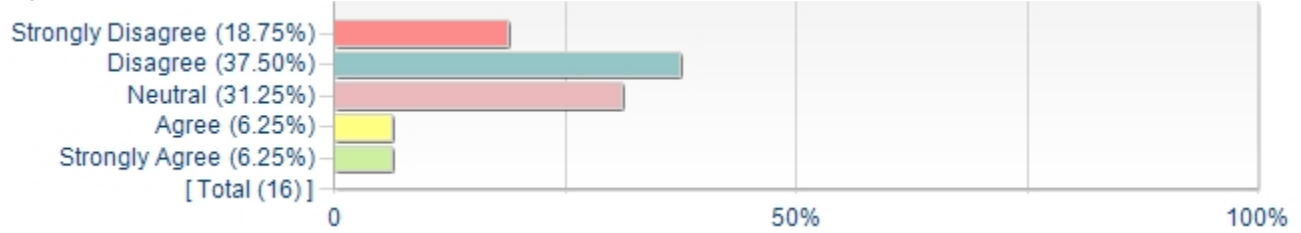
Statistics	Value
Response Count	34
Mean	3.47
Median	4.00
Mode	4
Standard Deviation	1.28
Population Standard Deviation	1.27
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.22

Recorder Of Deeds



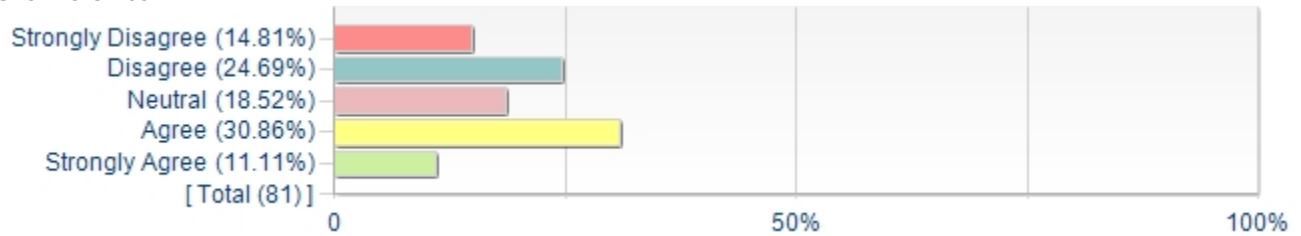
Statistics	Value
Response Count	3
Mean	3.33
Median	4.00
Mode	1, 4, 5
Standard Deviation	2.08
Population Standard Deviation	1.70
Standard Error (base on SD)	1.20
Standard Error (base on PSD)	0.98

Regional Office Of Education



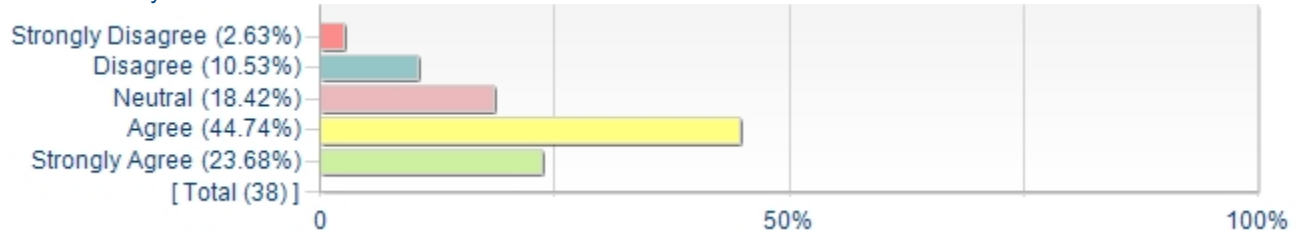
Statistics	Value
Response Count	16
Mean	2.44
Median	2.00
Mode	2
Standard Deviation	1.09
Population Standard Deviation	1.06
Standard Error (base on SD)	0.27
Standard Error (base on PSD)	0.26

Sheriff's Office



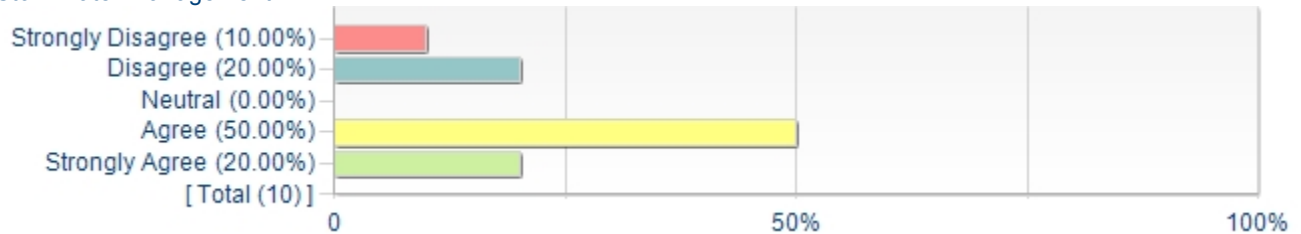
Statistics	Value
Response Count	81
Mean	2.99
Median	3.00
Mode	4
Standard Deviation	1.27
Population Standard Deviation	1.26
Standard Error (base on SD)	0.14
Standard Error (base on PSD)	0.14

State's Attorney's Office



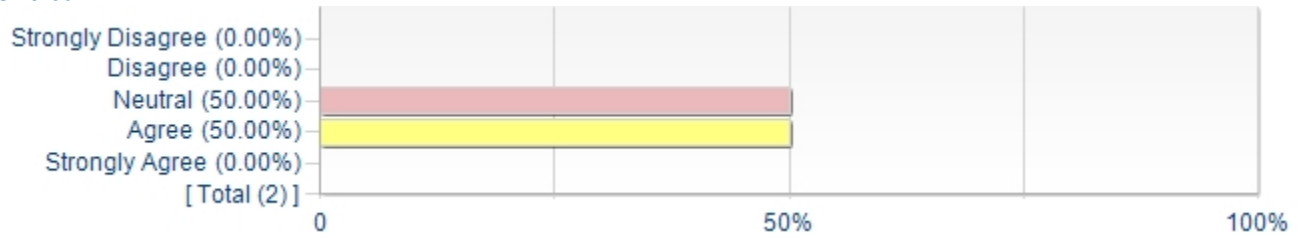
Statistics	Value
Response Count	38
Mean	3.76
Median	4.00
Mode	4
Standard Deviation	1.02
Population Standard Deviation	1.01
Standard Error (base on SD)	0.17
Standard Error (base on PSD)	0.16

Stormwater Management



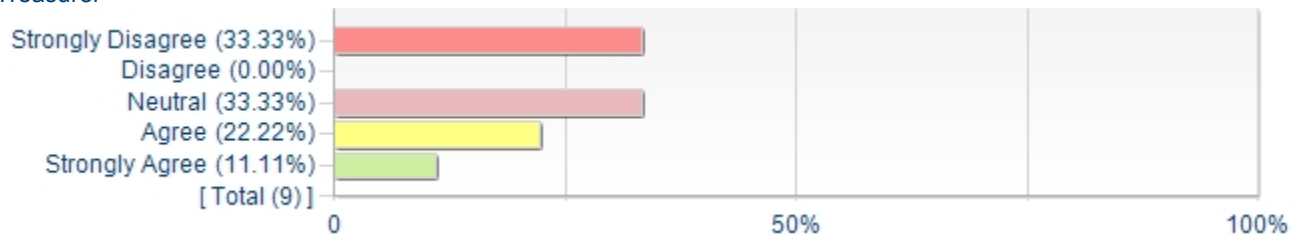
Statistics	Value
Response Count	10
Mean	3.50
Median	4.00
Mode	4
Standard Deviation	1.35
Population Standard Deviation	1.28
Standard Error (base on SD)	0.43
Standard Error (base on PSD)	0.41

Swalco



Statistics	Value
Response Count	2
Mean	3.50
Median	3.50
Mode	3, 4
Standard Deviation	0.71
Population Standard Deviation	0.50
Standard Error (base on SD)	0.50
Standard Error (base on PSD)	0.35

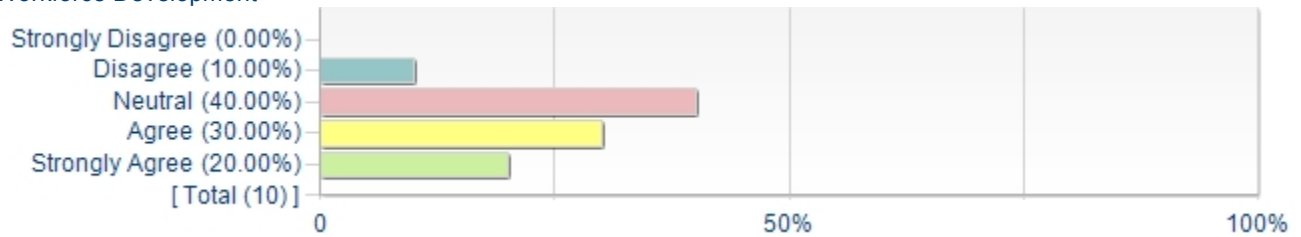
Treasurer



Statistics	Value
Response Count	9
Mean	2.78
Median	3.00
Mode	1, 3
Standard Deviation	1.48
Population Standard Deviation	1.40
Standard Error (base on SD)	0.49
Standard Error (base on PSD)	0.47

Opinions (continued)

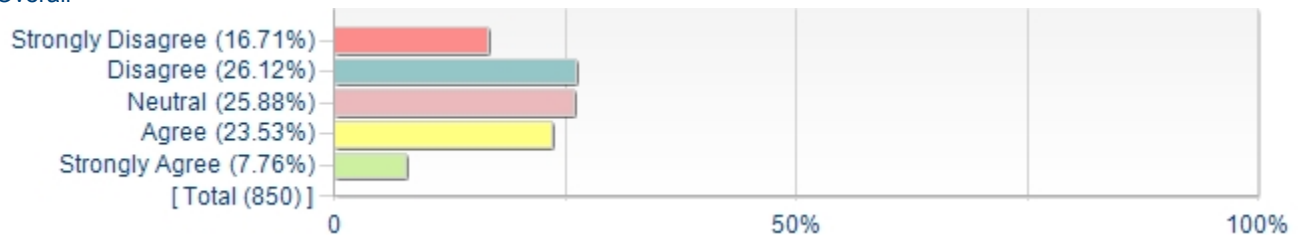
Workforce Development



Statistics	Value
Response Count	10
Mean	3.60
Median	3.50
Mode	3
Standard Deviation	0.97
Population Standard Deviation	0.92
Standard Error (base on SD)	0.31
Standard Error (base on PSD)	0.29

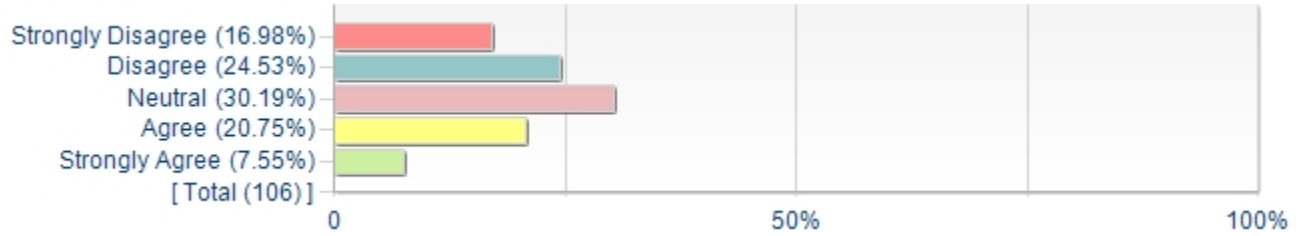
8. I see career development opportunities for myself in this organization.

Overall



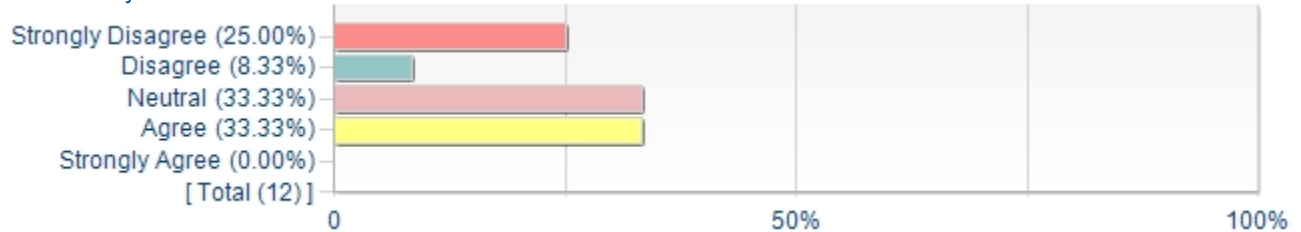
Statistics	Value
Response Count	850
Mean	2.80
Median	3.00
Mode	2
Standard Deviation	1.20
Population Standard Deviation	1.20
Standard Error (base on SD)	0.04
Standard Error (base on PSD)	0.04

19th Judicial Circuit



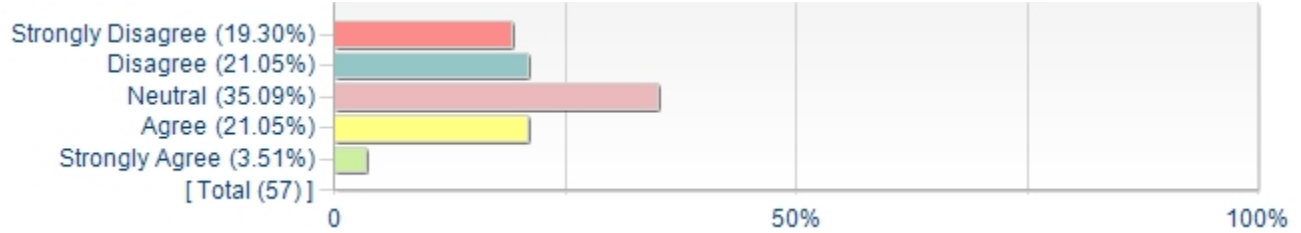
Statistics	Value
Response Count	106
Mean	2.77
Median	3.00
Mode	3
Standard Deviation	1.18
Population Standard Deviation	1.18
Standard Error (base on SD)	0.11
Standard Error (base on PSD)	0.11

Chief County Assessment Office



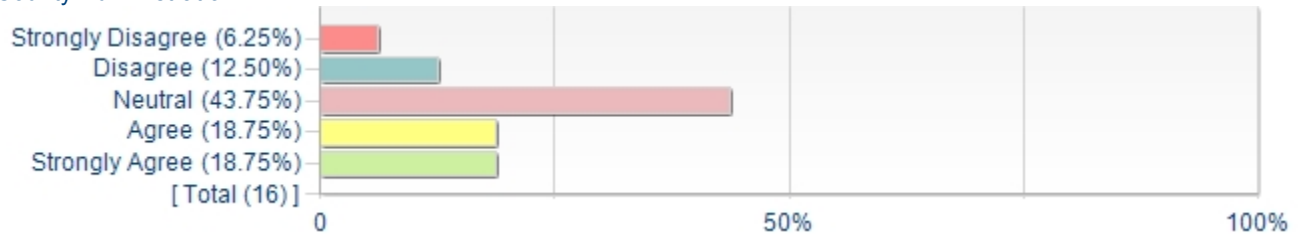
Statistics	Value
Response Count	12
Mean	2.75
Median	3.00
Mode	3, 4
Standard Deviation	1.22
Population Standard Deviation	1.16
Standard Error (base on SD)	0.35
Standard Error (base on PSD)	0.34

Clerk of the Circuit Court



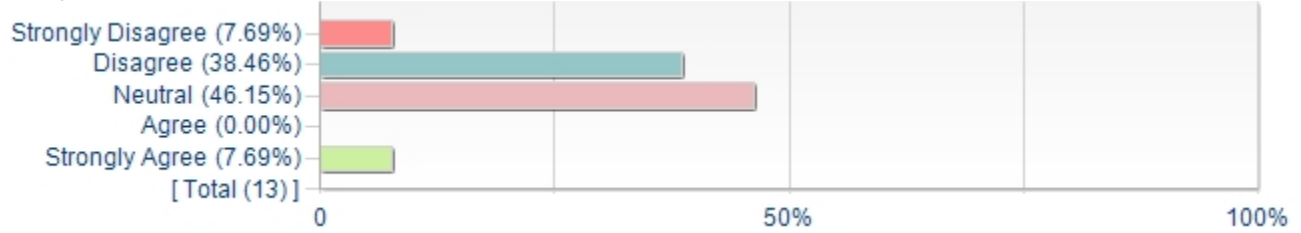
Statistics	Value
Response Count	57
Mean	2.68
Median	3.00
Mode	3
Standard Deviation	1.12
Population Standard Deviation	1.11
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.15

County Administration



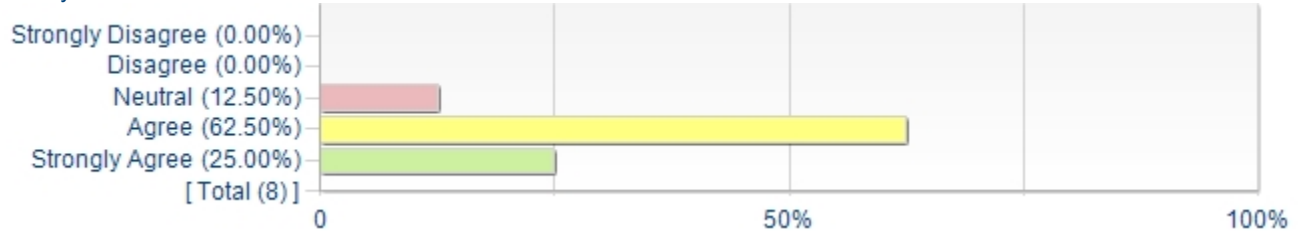
Statistics	Value
Response Count	16
Mean	3.31
Median	3.00
Mode	3
Standard Deviation	1.14
Population Standard Deviation	1.10
Standard Error (base on SD)	0.28
Standard Error (base on PSD)	0.28

County Clerk



Statistics	Value
Response Count	13
Mean	2.62
Median	3.00
Mode	3
Standard Deviation	0.96
Population Standard Deviation	0.92
Standard Error (base on SD)	0.27
Standard Error (base on PSD)	0.26

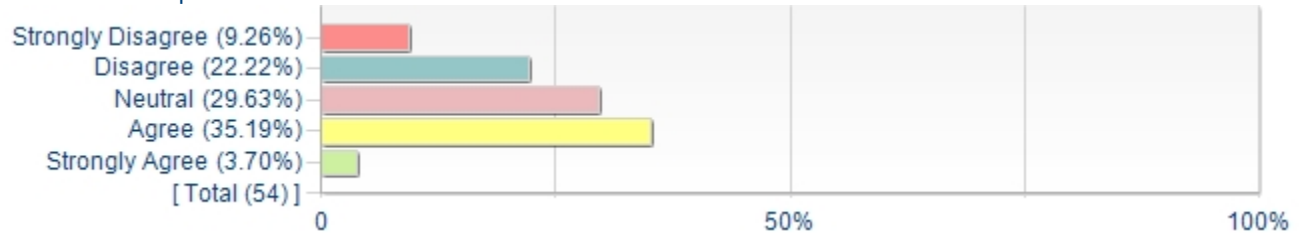
County Coroner



Statistics	Value
Response Count	8
Mean	4.13
Median	4.00
Mode	4
Standard Deviation	0.64
Population Standard Deviation	0.60
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.21

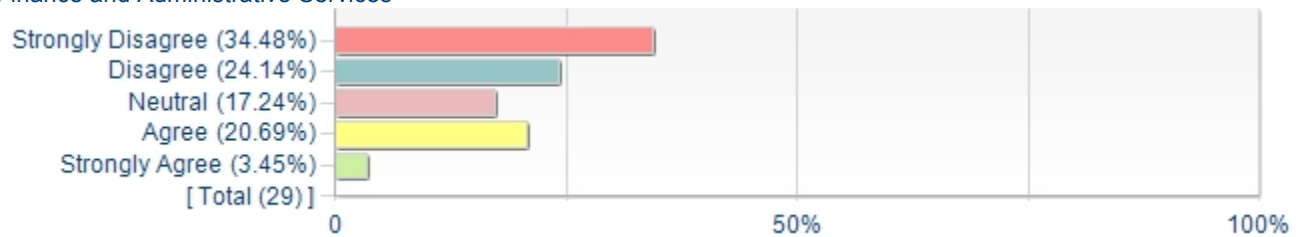
Opinions (continued)

Division of Transportation



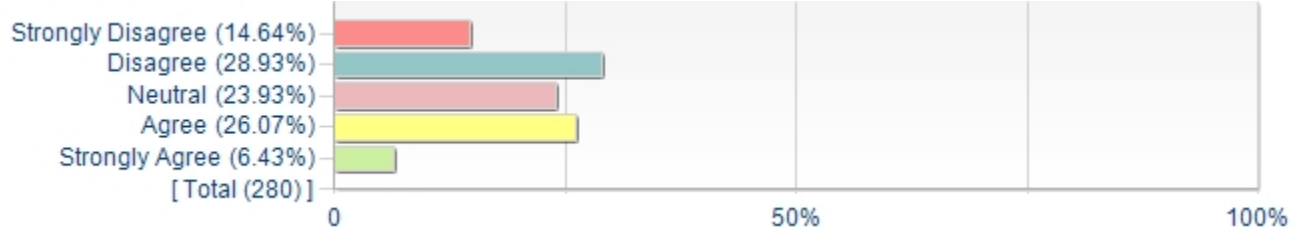
Statistics	Value
Response Count	54
Mean	3.02
Median	3.00
Mode	4
Standard Deviation	1.05
Population Standard Deviation	1.05
Standard Error (base on SD)	0.14
Standard Error (base on PSD)	0.14

Finance and Administrative Services



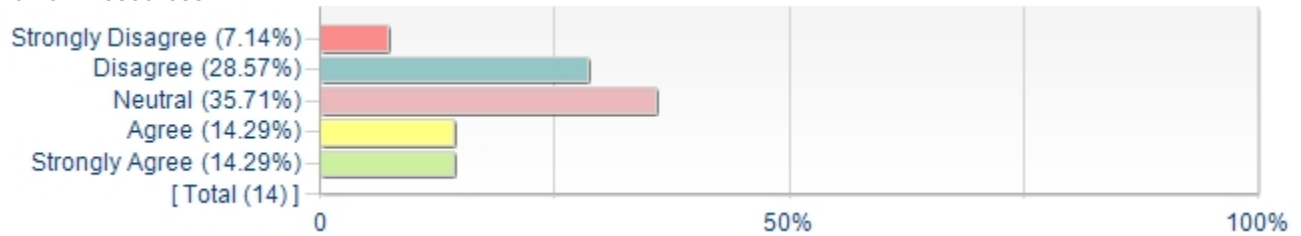
Statistics	Value
Response Count	29
Mean	2.34
Median	2.00
Mode	1
Standard Deviation	1.26
Population Standard Deviation	1.24
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.23

Health Department



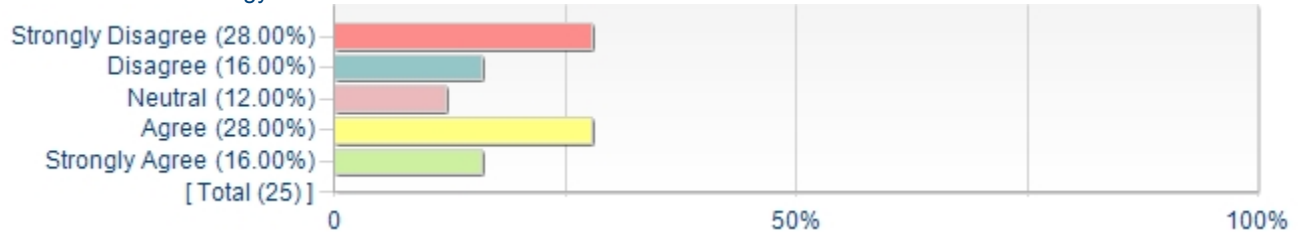
Statistics	Value
Response Count	280
Mean	2.81
Median	3.00
Mode	2
Standard Deviation	1.17
Population Standard Deviation	1.16
Standard Error (base on SD)	0.07
Standard Error (base on PSD)	0.07

Human Resources



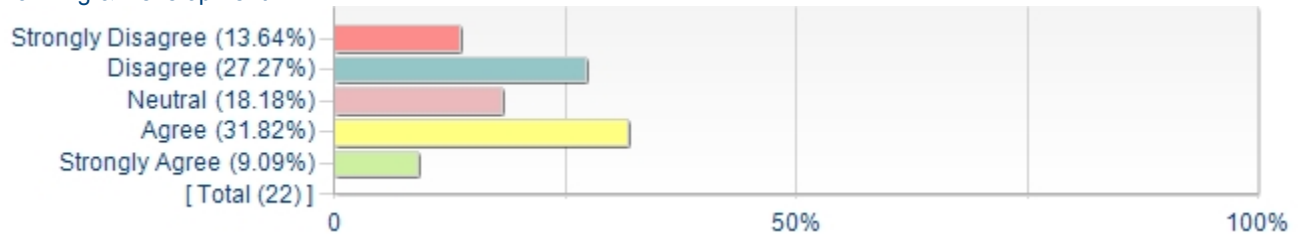
Statistics	Value
Response Count	14
Mean	3.00
Median	3.00
Mode	3
Standard Deviation	1.18
Population Standard Deviation	1.13
Standard Error (base on SD)	0.31
Standard Error (base on PSD)	0.30

Information & Technology



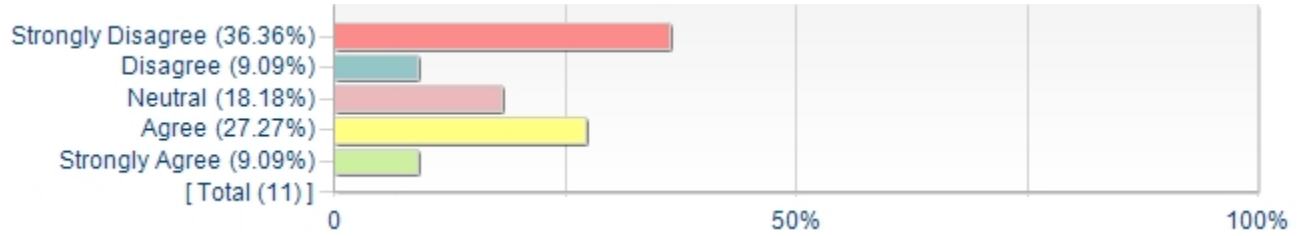
Statistics	Value
Response Count	25
Mean	2.88
Median	3.00
Mode	1, 4
Standard Deviation	1.51
Population Standard Deviation	1.48
Standard Error (base on SD)	0.30
Standard Error (base on PSD)	0.30

Planning & Development



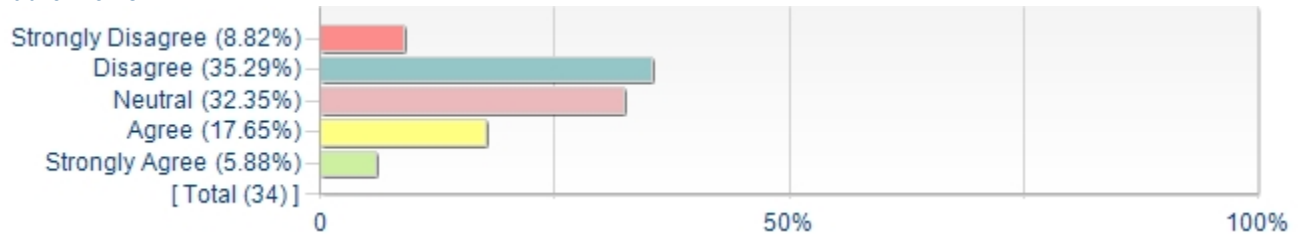
Statistics	Value
Response Count	22
Mean	2.95
Median	3.00
Mode	4
Standard Deviation	1.25
Population Standard Deviation	1.22
Standard Error (base on SD)	0.27
Standard Error (base on PSD)	0.26

Public Defender



Statistics	Value
Response Count	11
Mean	2.64
Median	3.00
Mode	1
Standard Deviation	1.50
Population Standard Deviation	1.43
Standard Error (base on SD)	0.45
Standard Error (base on PSD)	0.43

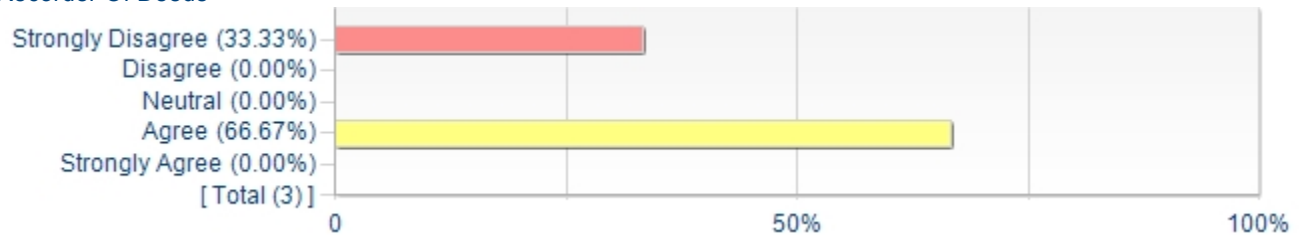
Public Works



Statistics	Value
Response Count	34
Mean	2.76
Median	3.00
Mode	2
Standard Deviation	1.05
Population Standard Deviation	1.03
Standard Error (base on SD)	0.18
Standard Error (base on PSD)	0.18

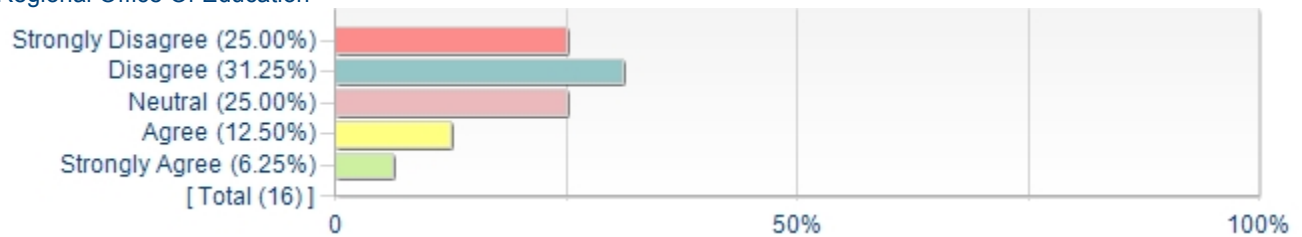
Opinions (continued)

Recorder Of Deeds



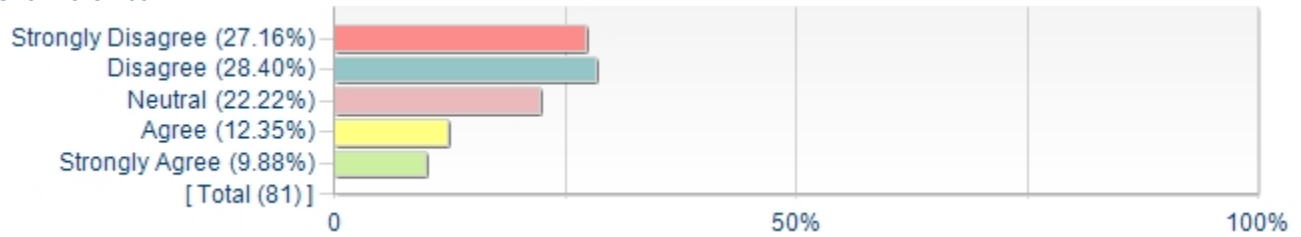
Statistics	Value
Response Count	3
Mean	3.00
Median	4.00
Mode	4
Standard Deviation	1.73
Population Standard Deviation	1.41
Standard Error (base on SD)	1.00
Standard Error (base on PSD)	0.82

Regional Office Of Education



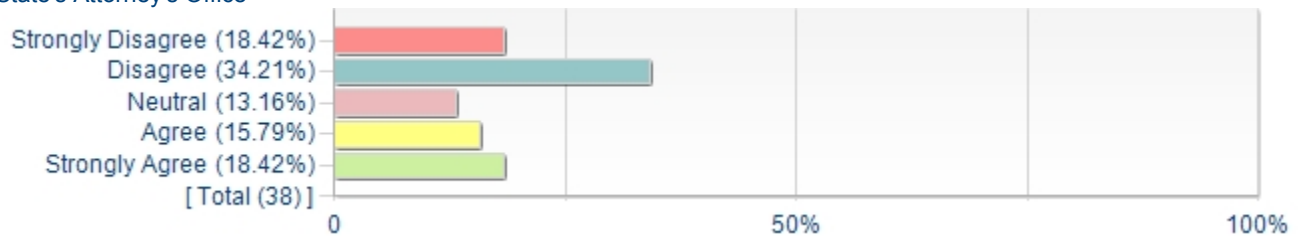
Statistics	Value
Response Count	16
Mean	2.44
Median	2.00
Mode	2
Standard Deviation	1.21
Population Standard Deviation	1.17
Standard Error (base on SD)	0.30
Standard Error (base on PSD)	0.29

Sheriff's Office



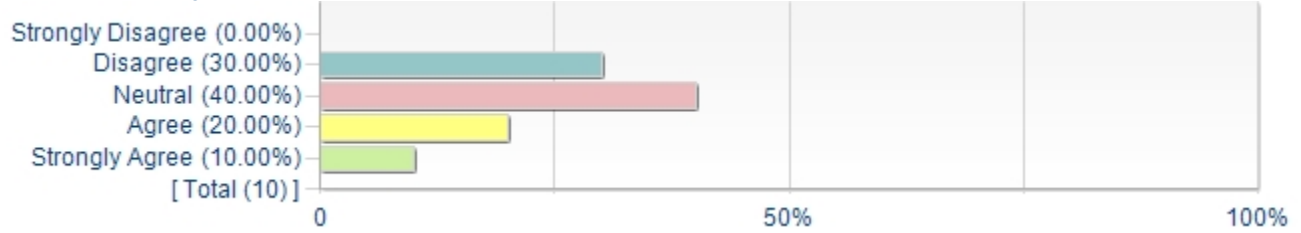
Statistics	Value
Response Count	81
Mean	2.49
Median	2.00
Mode	2
Standard Deviation	1.29
Population Standard Deviation	1.28
Standard Error (base on SD)	0.14
Standard Error (base on PSD)	0.14

State's Attorney's Office



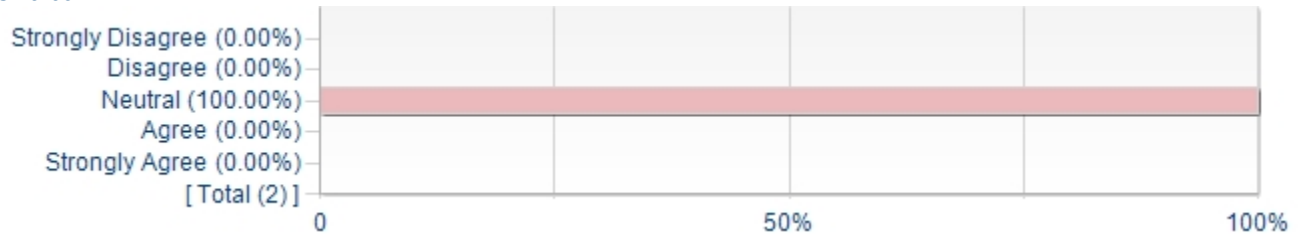
Statistics	Value
Response Count	38
Mean	2.82
Median	2.00
Mode	2
Standard Deviation	1.41
Population Standard Deviation	1.39
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.23

Stormwater Management



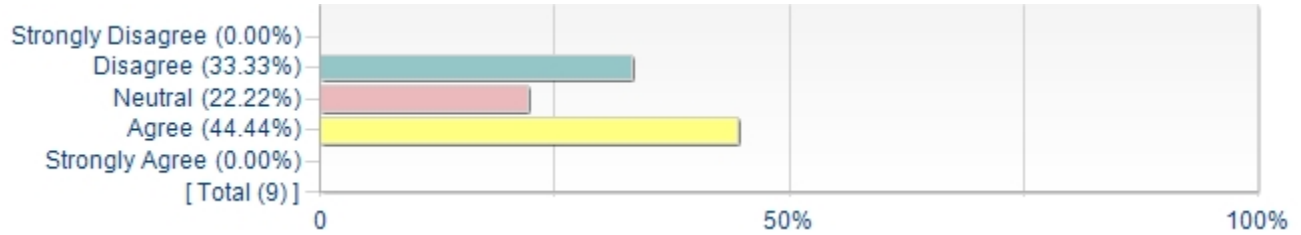
Statistics	Value
Response Count	10
Mean	3.10
Median	3.00
Mode	3
Standard Deviation	0.99
Population Standard Deviation	0.94
Standard Error (base on SD)	0.31
Standard Error (base on PSD)	0.30

Swalco



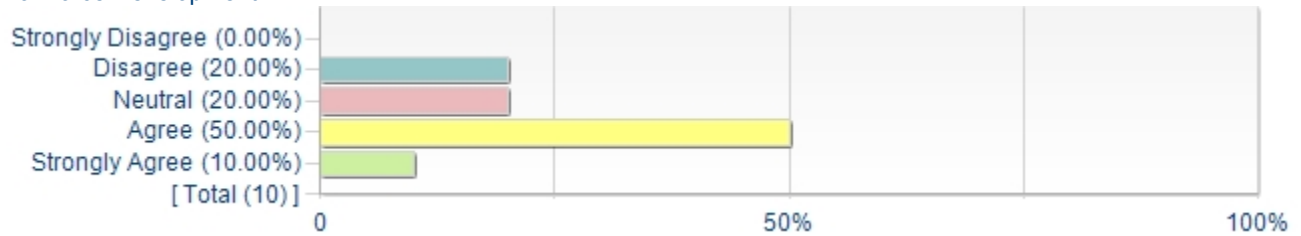
Statistics	Value
Response Count	2
Mean	3.00
Median	3.00
Mode	3
Standard Deviation	0.00
Population Standard Deviation	0.00
Standard Error (base on SD)	0.00
Standard Error (base on PSD)	0.00

Treasurer



Statistics	Value
Response Count	9
Mean	3.11
Median	3.00
Mode	4
Standard Deviation	0.93
Population Standard Deviation	0.87
Standard Error (base on SD)	0.31
Standard Error (base on PSD)	0.29

Workforce Development

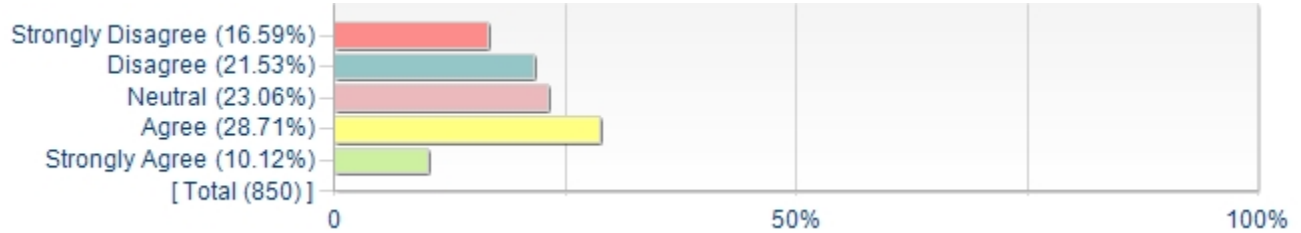


Statistics	Value
Response Count	10
Mean	3.50
Median	4.00
Mode	4
Standard Deviation	0.97
Population Standard Deviation	0.92
Standard Error (base on SD)	0.31
Standard Error (base on PSD)	0.29

Opinions (continued)

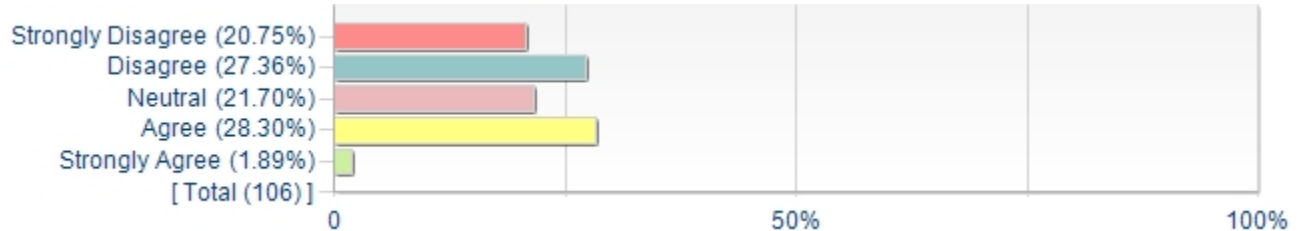
9. There is open and honest communication here between managers and employees.

Overall



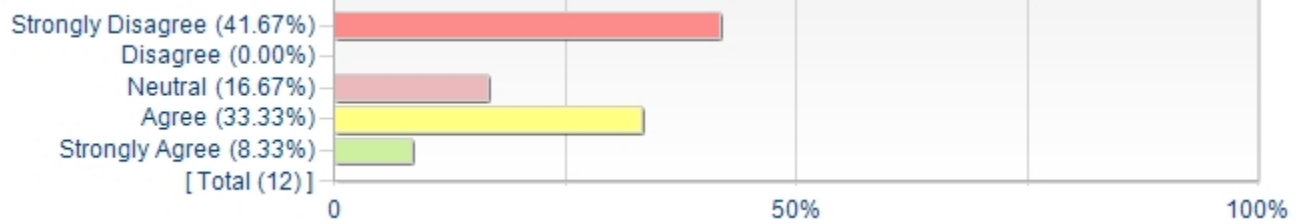
Statistics	Value
Response Count	850
Mean	2.94
Median	3.00
Mode	4
Standard Deviation	1.25
Population Standard Deviation	1.25
Standard Error (base on SD)	0.04
Standard Error (base on PSD)	0.04

19th Judicial Circuit



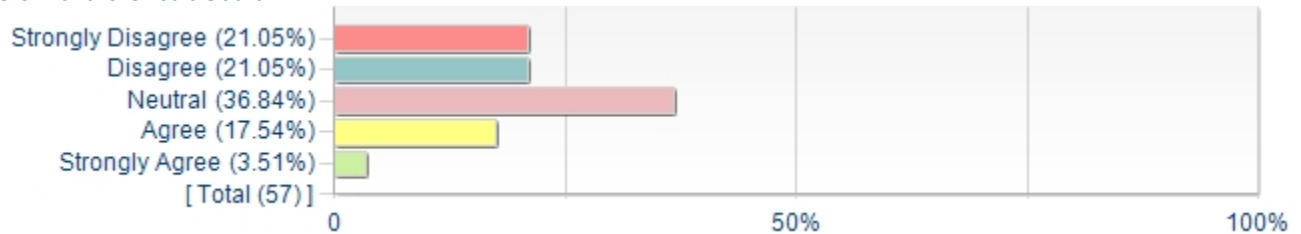
Statistics	Value
Response Count	106
Mean	2.63
Median	3.00
Mode	4
Standard Deviation	1.16
Population Standard Deviation	1.15
Standard Error (base on SD)	0.11
Standard Error (base on PSD)	0.11

Chief County Assessment Office



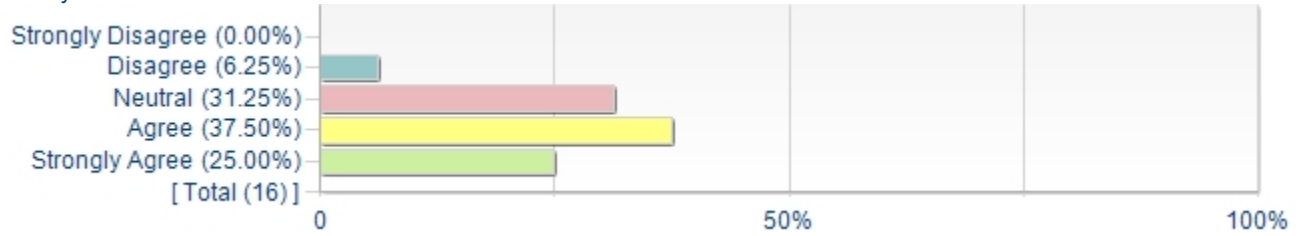
Statistics	Value
Response Count	12
Mean	2.67
Median	3.00
Mode	1
Standard Deviation	1.56
Population Standard Deviation	1.49
Standard Error (base on SD)	0.45
Standard Error (base on PSD)	0.43

Clerk of the Circuit Court



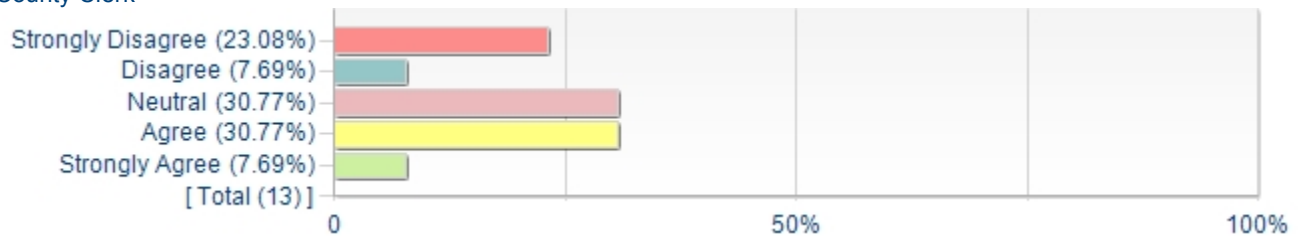
Statistics	Value
Response Count	57
Mean	2.61
Median	3.00
Mode	3
Standard Deviation	1.11
Population Standard Deviation	1.10
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.15

County Administration



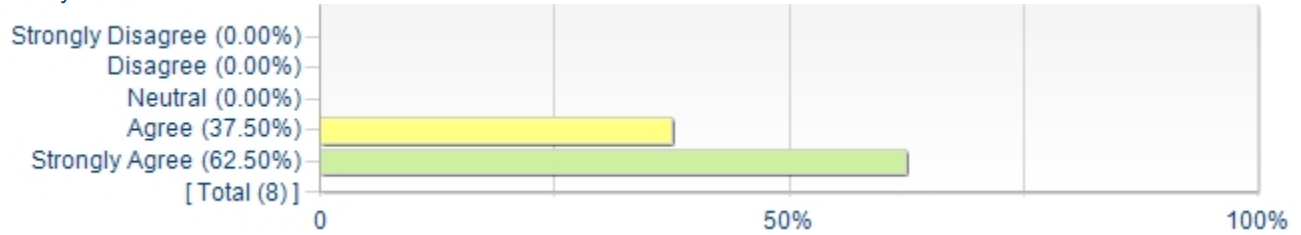
Statistics	Value
Response Count	16
Mean	3.81
Median	4.00
Mode	4
Standard Deviation	0.91
Population Standard Deviation	0.88
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.22

County Clerk



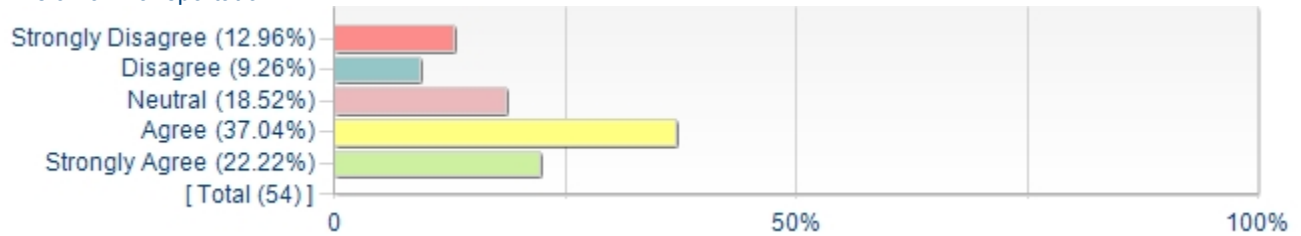
Statistics	Value
Response Count	13
Mean	2.92
Median	3.00
Mode	3, 4
Standard Deviation	1.32
Population Standard Deviation	1.27
Standard Error (base on SD)	0.37
Standard Error (base on PSD)	0.35

County Coroner



Statistics	Value
Response Count	8
Mean	4.63
Median	5.00
Mode	5
Standard Deviation	0.52
Population Standard Deviation	0.48
Standard Error (base on SD)	0.18
Standard Error (base on PSD)	0.17

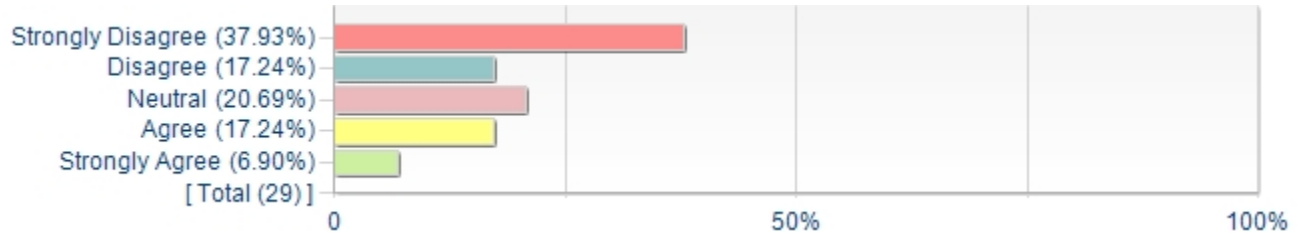
Division of Transportation



Statistics	Value
Response Count	54
Mean	3.46
Median	4.00
Mode	4
Standard Deviation	1.30
Population Standard Deviation	1.29
Standard Error (base on SD)	0.18
Standard Error (base on PSD)	0.18

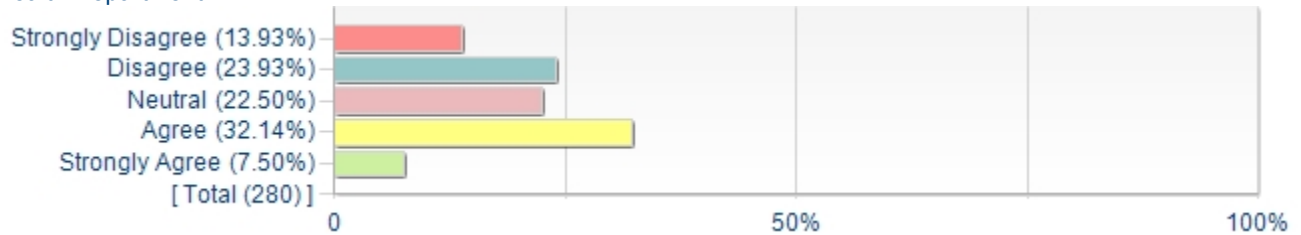
Opinions (continued)

Finance and Administrative Services



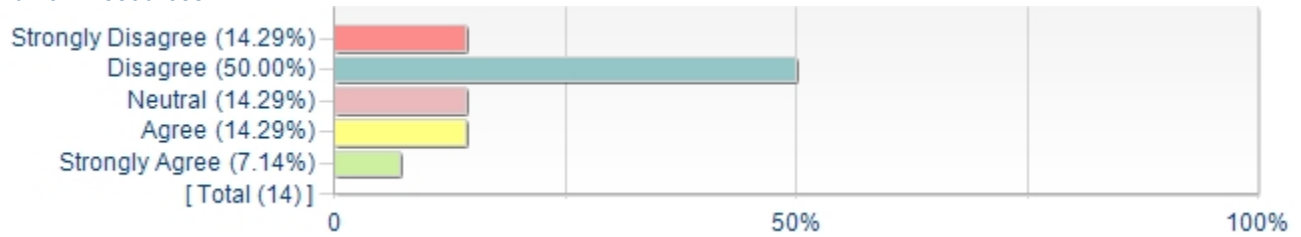
Statistics	Value
Response Count	29
Mean	2.38
Median	2.00
Mode	1
Standard Deviation	1.35
Population Standard Deviation	1.32
Standard Error (base on SD)	0.25
Standard Error (base on PSD)	0.25

Health Department



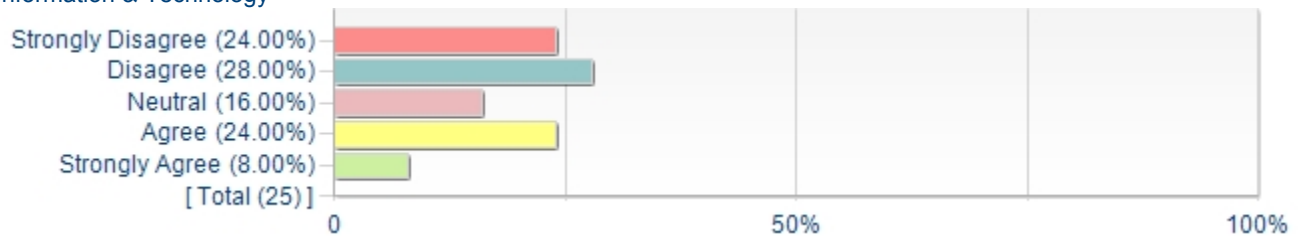
Statistics	Value
Response Count	280
Mean	2.95
Median	3.00
Mode	4
Standard Deviation	1.19
Population Standard Deviation	1.19
Standard Error (base on SD)	0.07
Standard Error (base on PSD)	0.07

Human Resources



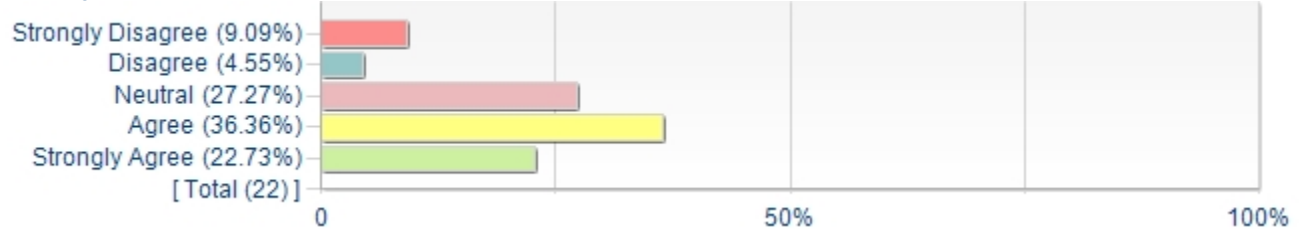
Statistics	Value
Response Count	14
Mean	2.50
Median	2.00
Mode	2
Standard Deviation	1.16
Population Standard Deviation	1.12
Standard Error (base on SD)	0.31
Standard Error (base on PSD)	0.30

Information & Technology



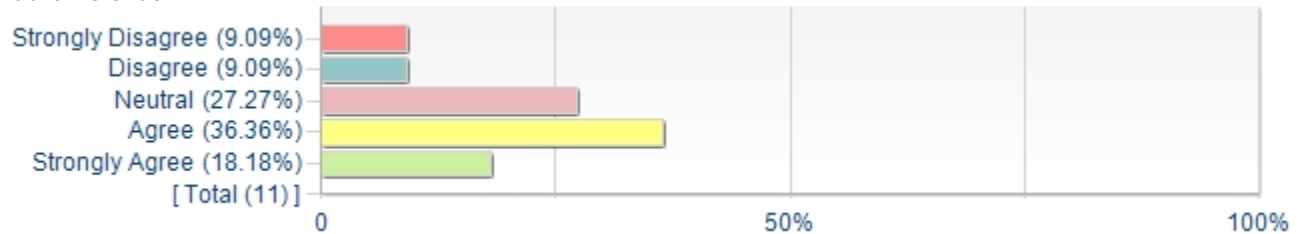
Statistics	Value
Response Count	25
Mean	2.64
Median	2.00
Mode	2
Standard Deviation	1.32
Population Standard Deviation	1.29
Standard Error (base on SD)	0.26
Standard Error (base on PSD)	0.26

Planning & Development



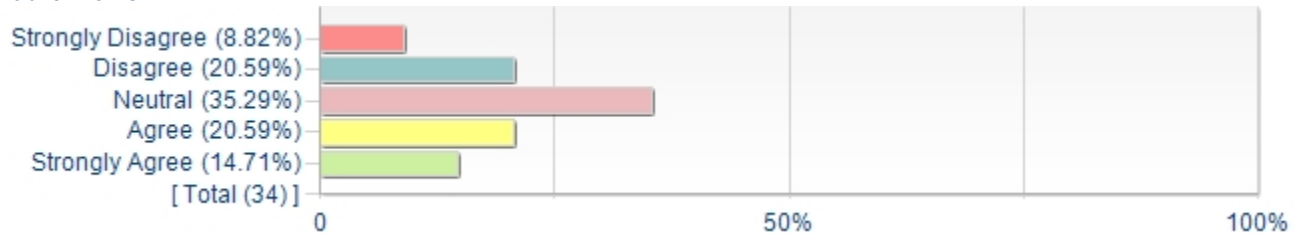
Statistics	Value
Response Count	22
Mean	3.59
Median	4.00
Mode	4
Standard Deviation	1.18
Population Standard Deviation	1.15
Standard Error (base on SD)	0.25
Standard Error (base on PSD)	0.25

Public Defender



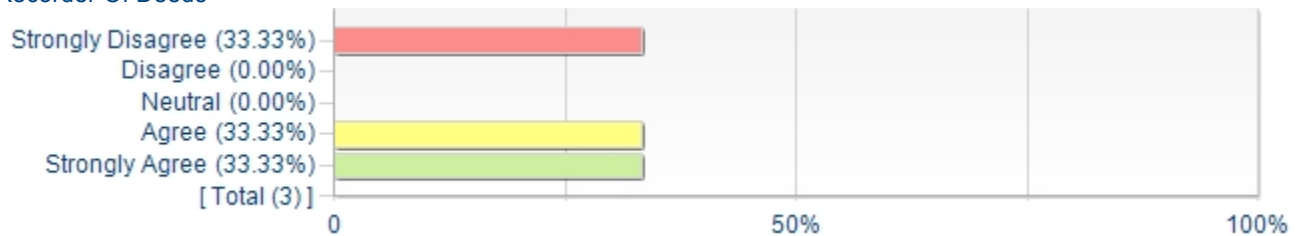
Statistics	Value
Response Count	11
Mean	3.45
Median	4.00
Mode	4
Standard Deviation	1.21
Population Standard Deviation	1.16
Standard Error (base on SD)	0.37
Standard Error (base on PSD)	0.35

Public Works



Statistics	Value
Response Count	34
Mean	3.12
Median	3.00
Mode	3
Standard Deviation	1.17
Population Standard Deviation	1.16
Standard Error (base on SD)	0.20
Standard Error (base on PSD)	0.20

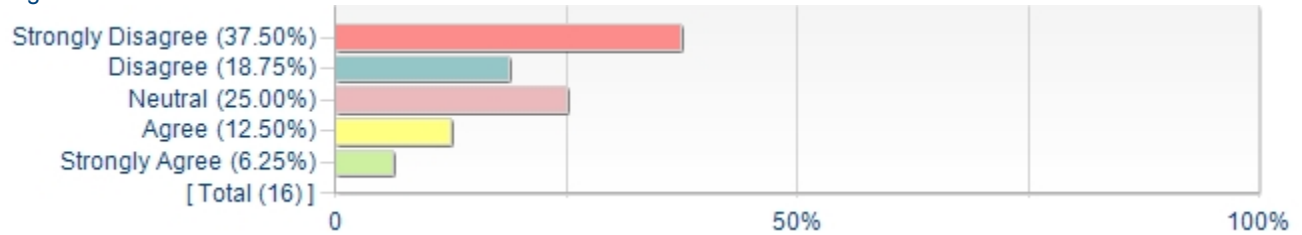
Recorder Of Deeds



Statistics	Value
Response Count	3
Mean	3.33
Median	4.00
Mode	1, 4, 5
Standard Deviation	2.08
Population Standard Deviation	1.70
Standard Error (base on SD)	1.20
Standard Error (base on PSD)	0.98

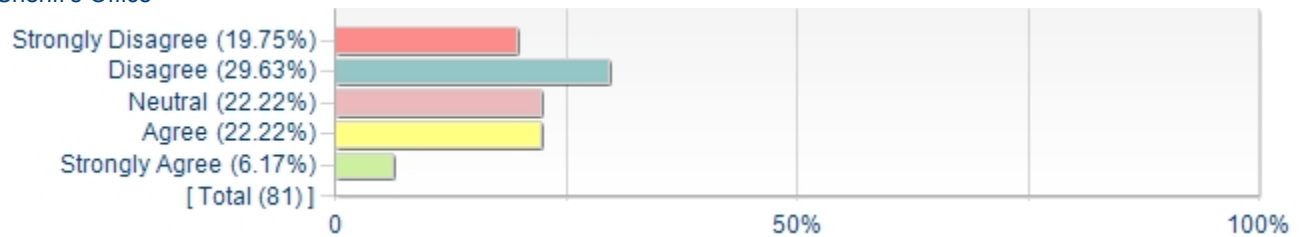
Opinions (continued)

Regional Office Of Education



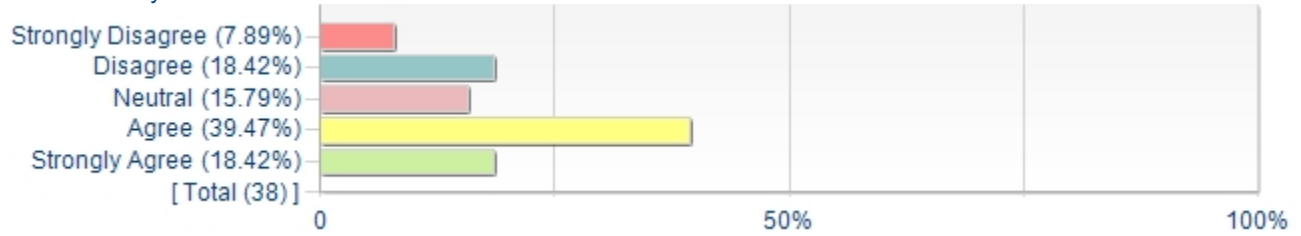
Statistics	Value
Response Count	16
Mean	2.31
Median	2.00
Mode	1
Standard Deviation	1.30
Population Standard Deviation	1.26
Standard Error (base on SD)	0.33
Standard Error (base on PSD)	0.32

Sheriff's Office



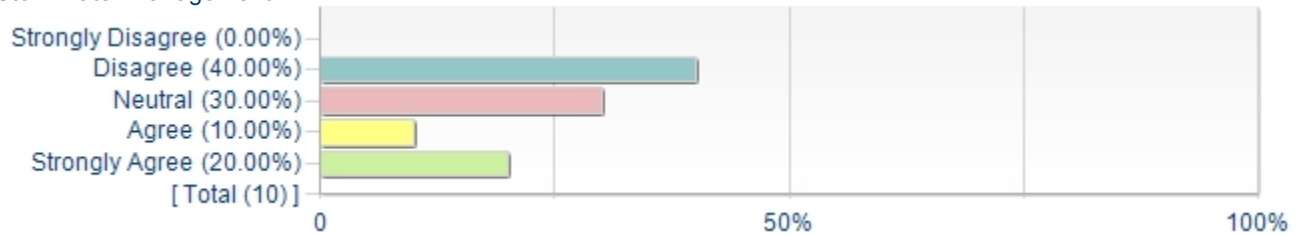
Statistics	Value
Response Count	81
Mean	2.65
Median	3.00
Mode	2
Standard Deviation	1.21
Population Standard Deviation	1.20
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

State's Attorney's Office



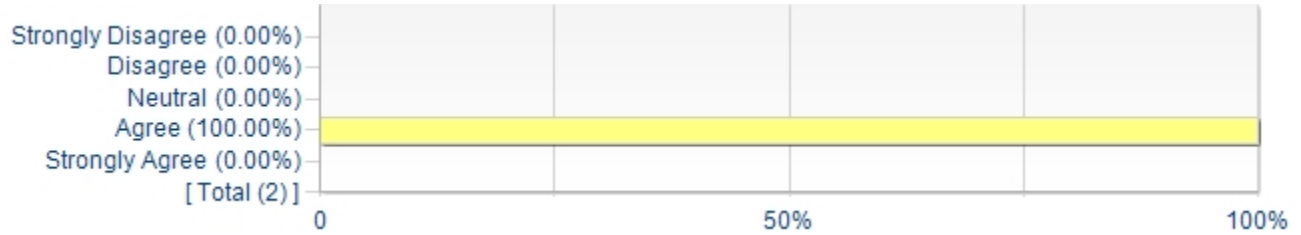
Statistics	Value
Response Count	38
Mean	3.42
Median	4.00
Mode	4
Standard Deviation	1.22
Population Standard Deviation	1.21
Standard Error (base on SD)	0.20
Standard Error (base on PSD)	0.20

Stormwater Management



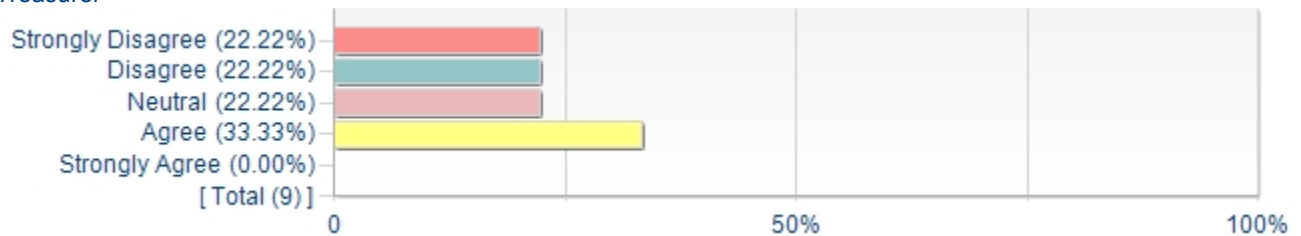
Statistics	Value
Response Count	10
Mean	3.10
Median	3.00
Mode	2
Standard Deviation	1.20
Population Standard Deviation	1.14
Standard Error (base on SD)	0.38
Standard Error (base on PSD)	0.36

Swalco



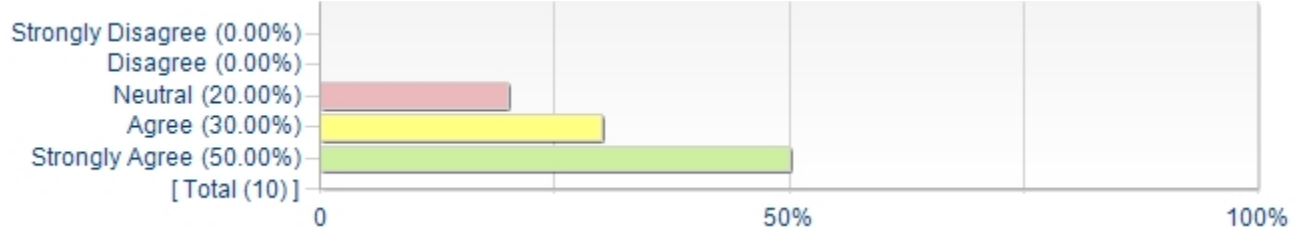
Statistics	Value
Response Count	2
Mean	4.00
Median	4.00
Mode	4
Standard Deviation	0.00
Population Standard Deviation	0.00
Standard Error (base on SD)	0.00
Standard Error (base on PSD)	0.00

Treasurer



Statistics	Value
Response Count	9
Mean	2.67
Median	3.00
Mode	4
Standard Deviation	1.22
Population Standard Deviation	1.15
Standard Error (base on SD)	0.41
Standard Error (base on PSD)	0.38

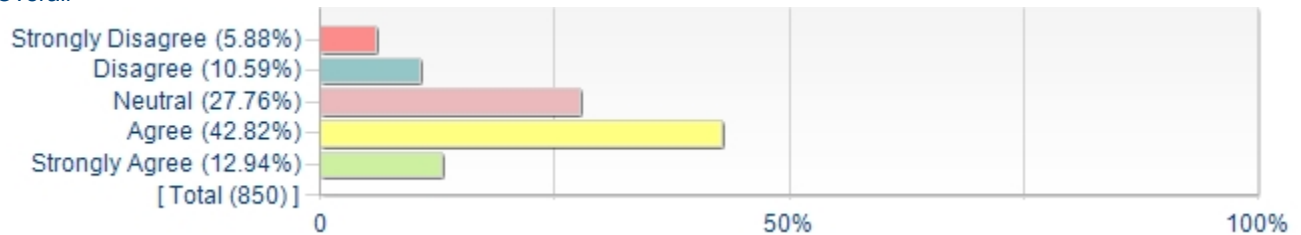
Workforce Development



Statistics	Value
Response Count	10
Mean	4.30
Median	4.50
Mode	5
Standard Deviation	0.82
Population Standard Deviation	0.78
Standard Error (base on SD)	0.26
Standard Error (base on PSD)	0.25

10. I would recommend Lake County to others as a good place to work.

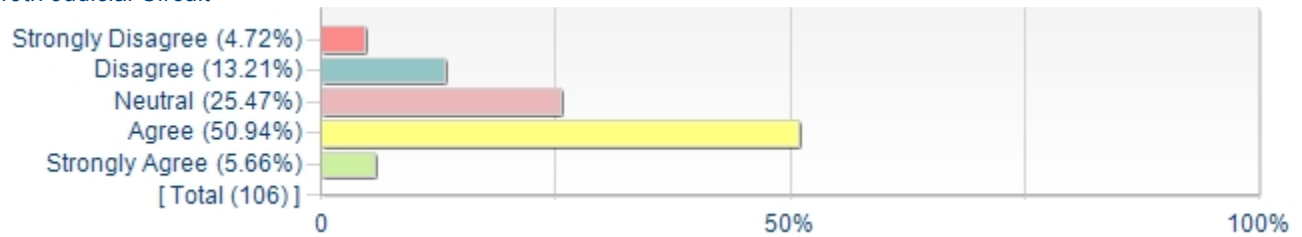
Overall



Statistics	Value
Response Count	850
Mean	3.46
Median	4.00
Mode	4
Standard Deviation	1.04
Population Standard Deviation	1.04
Standard Error (base on SD)	0.04
Standard Error (base on PSD)	0.04

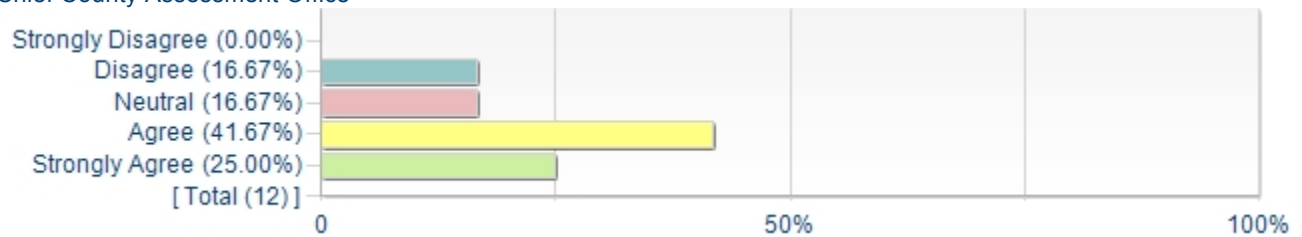
Opinions (continued)

19th Judicial Circuit



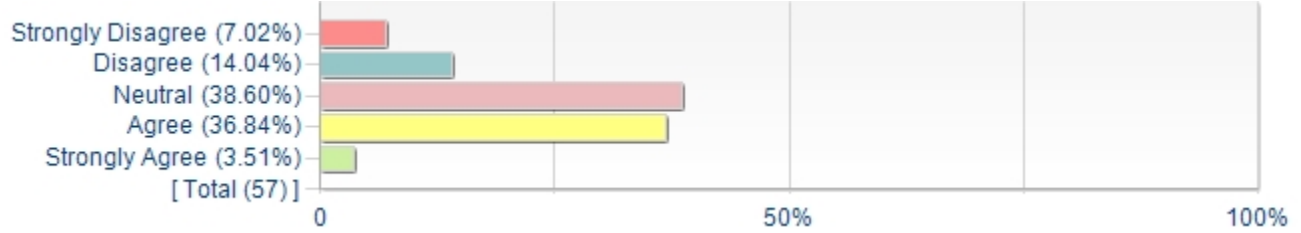
Statistics	Value
Response Count	106
Mean	3.40
Median	4.00
Mode	4
Standard Deviation	0.95
Population Standard Deviation	0.95
Standard Error (base on SD)	0.09
Standard Error (base on PSD)	0.09

Chief County Assessment Office



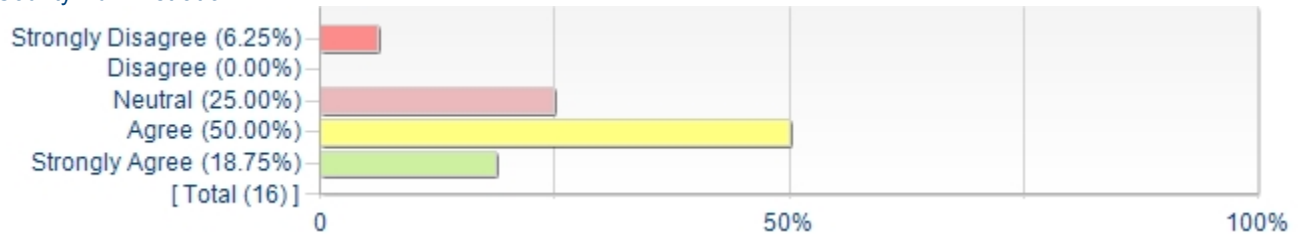
Statistics	Value
Response Count	12
Mean	3.75
Median	4.00
Mode	4
Standard Deviation	1.06
Population Standard Deviation	1.01
Standard Error (base on SD)	0.30
Standard Error (base on PSD)	0.29

Clerk of the Circuit Court



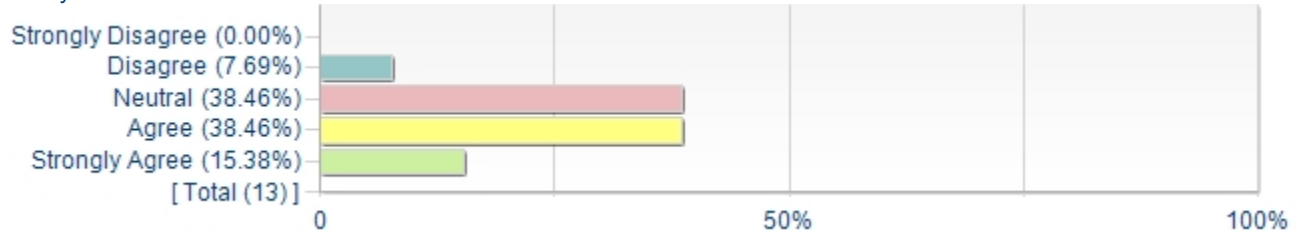
Statistics	Value
Response Count	57
Mean	3.16
Median	3.00
Mode	3
Standard Deviation	0.96
Population Standard Deviation	0.95
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

County Administration



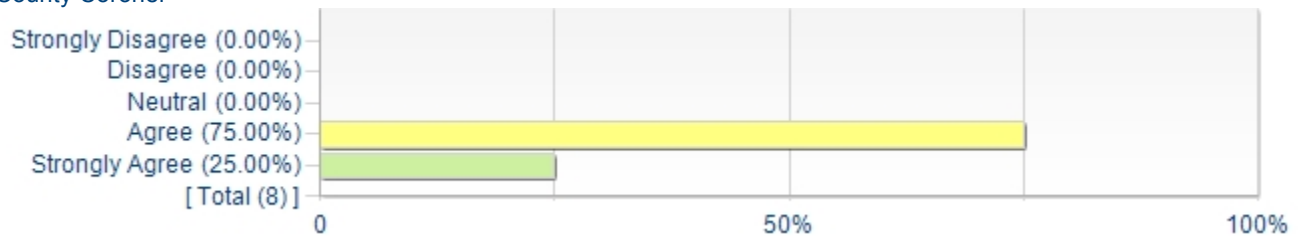
Statistics	Value
Response Count	16
Mean	3.75
Median	4.00
Mode	4
Standard Deviation	1.00
Population Standard Deviation	0.97
Standard Error (base on SD)	0.25
Standard Error (base on PSD)	0.24

County Clerk



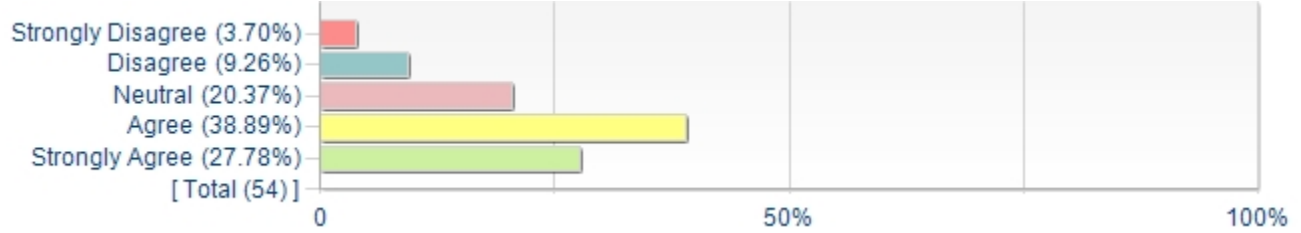
Statistics	Value
Response Count	13
Mean	3.62
Median	4.00
Mode	3, 4
Standard Deviation	0.87
Population Standard Deviation	0.84
Standard Error (base on SD)	0.24
Standard Error (base on PSD)	0.23

County Coroner



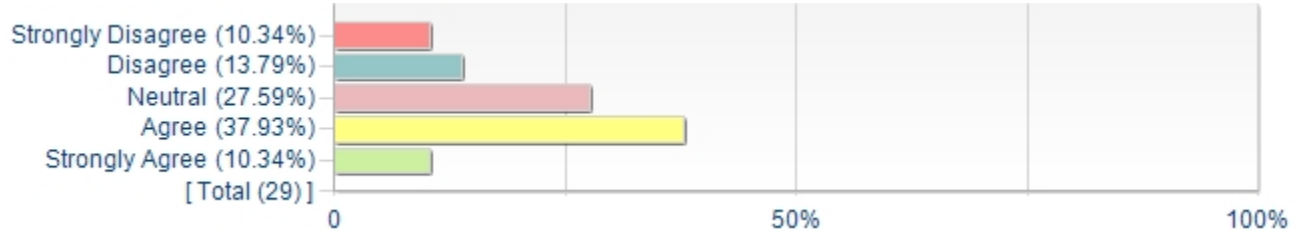
Statistics	Value
Response Count	8
Mean	4.25
Median	4.00
Mode	4
Standard Deviation	0.46
Population Standard Deviation	0.43
Standard Error (base on SD)	0.16
Standard Error (base on PSD)	0.15

Division of Transportation



Statistics	Value
Response Count	54
Mean	3.78
Median	4.00
Mode	4
Standard Deviation	1.08
Population Standard Deviation	1.07
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.15

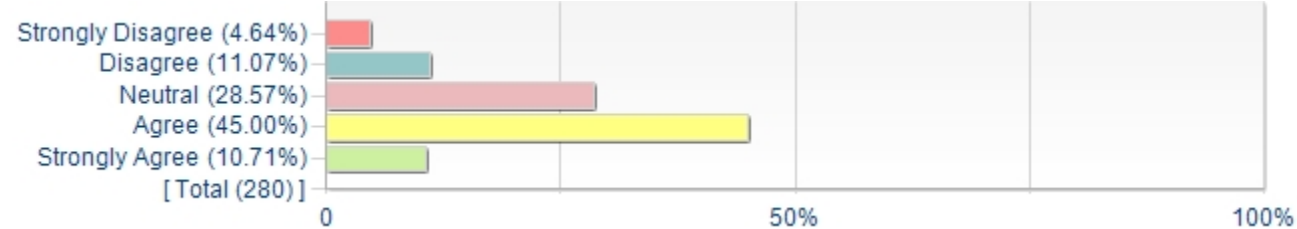
Finance and Administrative Services



Statistics	Value
Response Count	29
Mean	3.24
Median	3.00
Mode	4
Standard Deviation	1.15
Population Standard Deviation	1.13
Standard Error (base on SD)	0.21
Standard Error (base on PSD)	0.21

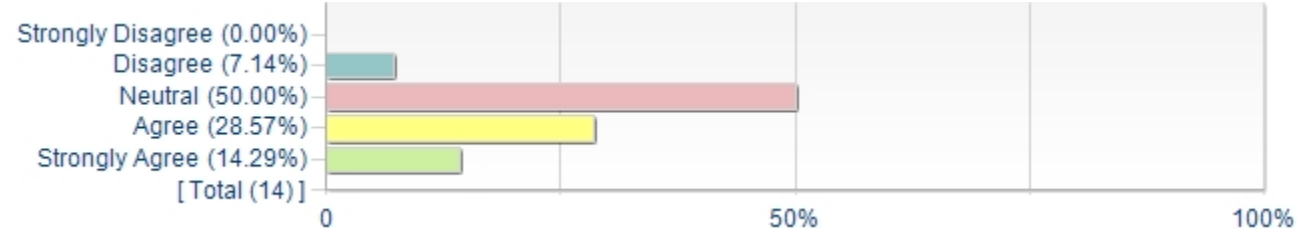
Opinions (continued)

Health Department



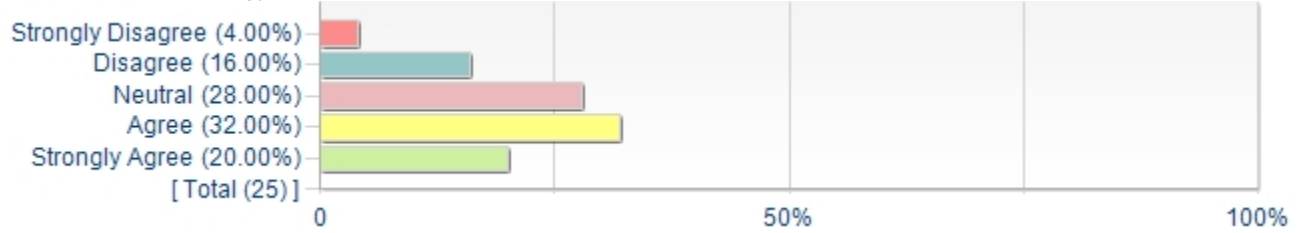
Statistics	Value
Response Count	280
Mean	3.46
Median	4.00
Mode	4
Standard Deviation	0.98
Population Standard Deviation	0.98
Standard Error (base on SD)	0.06
Standard Error (base on PSD)	0.06

Human Resources



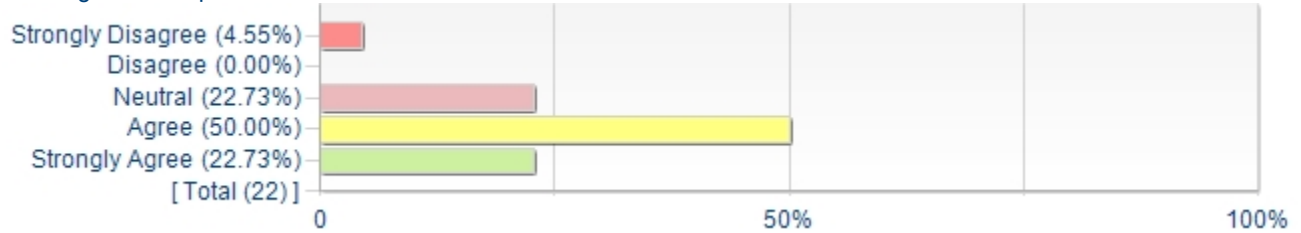
Statistics	Value
Response Count	14
Mean	3.50
Median	3.00
Mode	3
Standard Deviation	0.85
Population Standard Deviation	0.82
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.22

Information & Technology



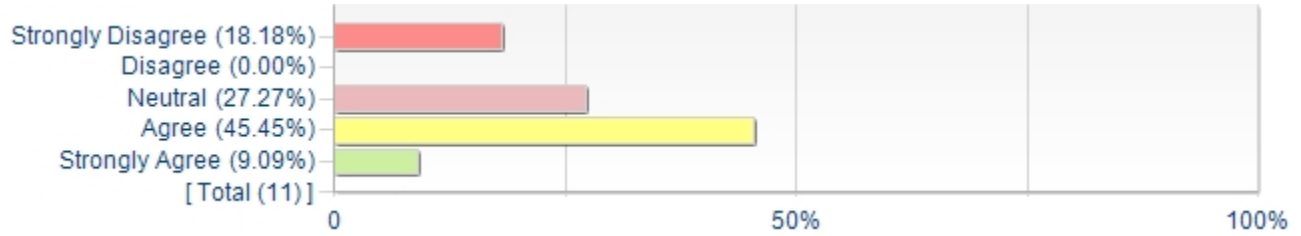
Statistics	Value
Response Count	25
Mean	3.48
Median	4.00
Mode	4
Standard Deviation	1.12
Population Standard Deviation	1.10
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.22

Planning & Development



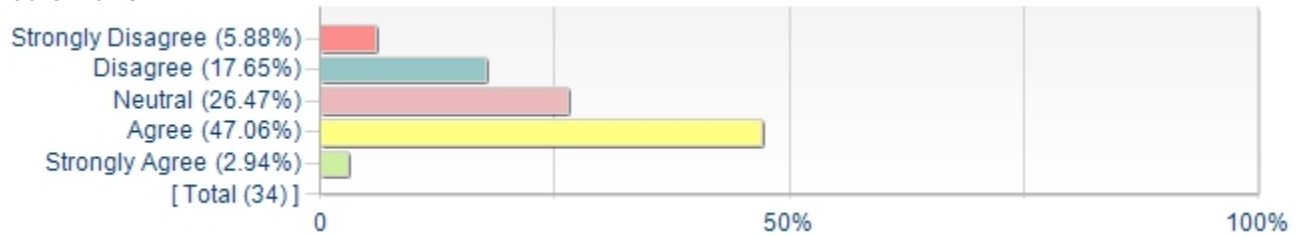
Statistics	Value
Response Count	22
Mean	3.86
Median	4.00
Mode	4
Standard Deviation	0.94
Population Standard Deviation	0.92
Standard Error (base on SD)	0.20
Standard Error (base on PSD)	0.20

Public Defender



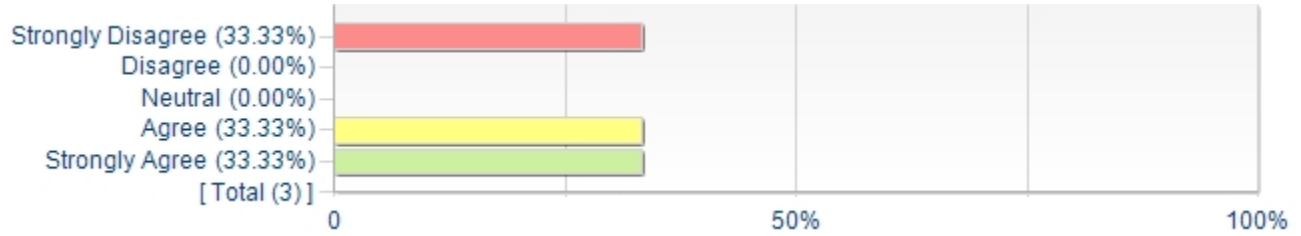
Statistics	Value
Response Count	11
Mean	3.27
Median	4.00
Mode	4
Standard Deviation	1.27
Population Standard Deviation	1.21
Standard Error (base on SD)	0.38
Standard Error (base on PSD)	0.37

Public Works



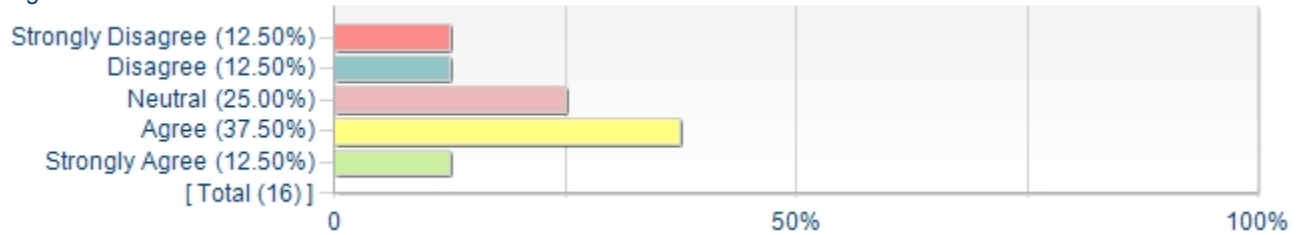
Statistics	Value
Response Count	34
Mean	3.24
Median	3.50
Mode	4
Standard Deviation	0.99
Population Standard Deviation	0.97
Standard Error (base on SD)	0.17
Standard Error (base on PSD)	0.17

Recorder Of Deeds



Statistics	Value
Response Count	3
Mean	3.33
Median	4.00
Mode	1, 4, 5
Standard Deviation	2.08
Population Standard Deviation	1.70
Standard Error (base on SD)	1.20
Standard Error (base on PSD)	0.98

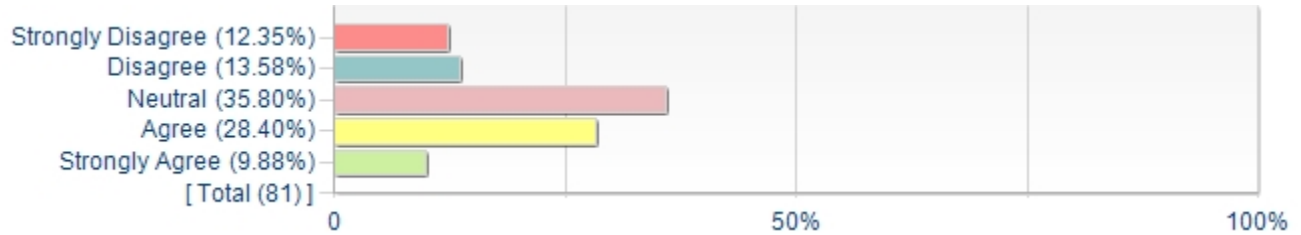
Regional Office Of Education



Statistics	Value
Response Count	16
Mean	3.25
Median	3.50
Mode	4
Standard Deviation	1.24
Population Standard Deviation	1.20
Standard Error (base on SD)	0.31
Standard Error (base on PSD)	0.30

Opinions (continued)

Sheriff's Office



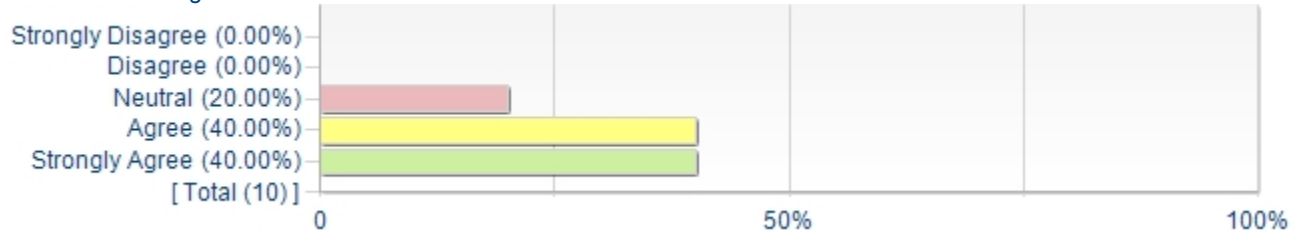
Statistics	Value
Response Count	81
Mean	3.10
Median	3.00
Mode	3
Standard Deviation	1.15
Population Standard Deviation	1.14
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

State's Attorney's Office



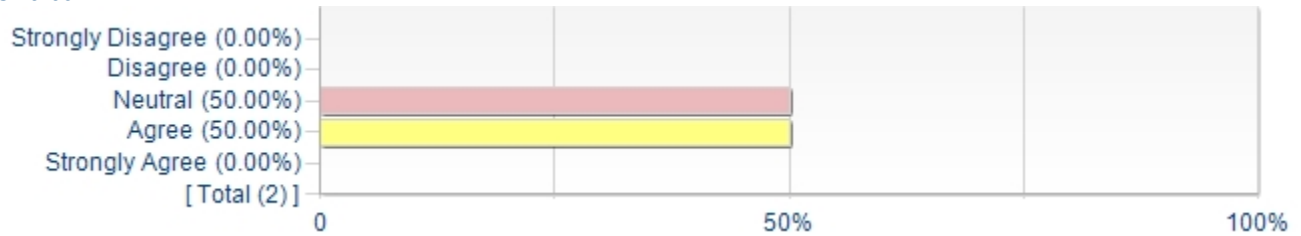
Statistics	Value
Response Count	38
Mean	3.97
Median	4.00
Mode	4
Standard Deviation	0.82
Population Standard Deviation	0.81
Standard Error (base on SD)	0.13
Standard Error (base on PSD)	0.13

Stormwater Management



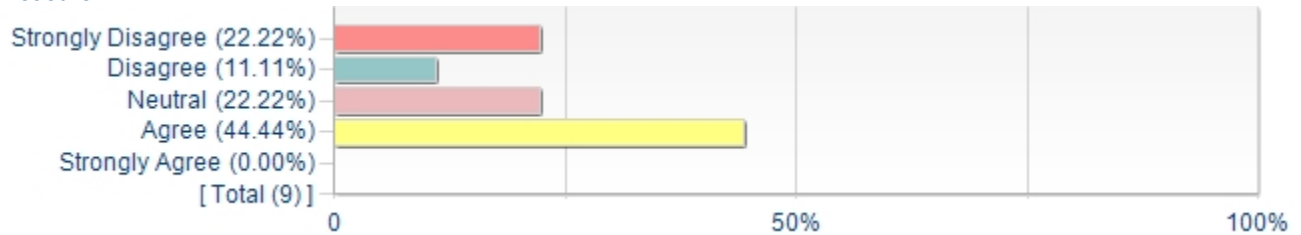
Statistics	Value
Response Count	10
Mean	4.20
Median	4.00
Mode	4, 5
Standard Deviation	0.79
Population Standard Deviation	0.75
Standard Error (base on SD)	0.25
Standard Error (base on PSD)	0.24

Swalco



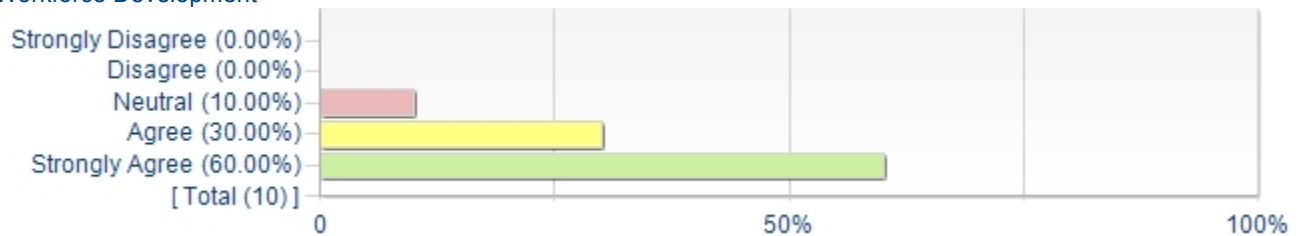
Statistics	Value
Response Count	2
Mean	3.50
Median	3.50
Mode	3, 4
Standard Deviation	0.71
Population Standard Deviation	0.50
Standard Error (base on SD)	0.50
Standard Error (base on PSD)	0.35

Treasurer



Statistics	Value
Response Count	9
Mean	2.89
Median	3.00
Mode	4
Standard Deviation	1.27
Population Standard Deviation	1.20
Standard Error (base on SD)	0.42
Standard Error (base on PSD)	0.40

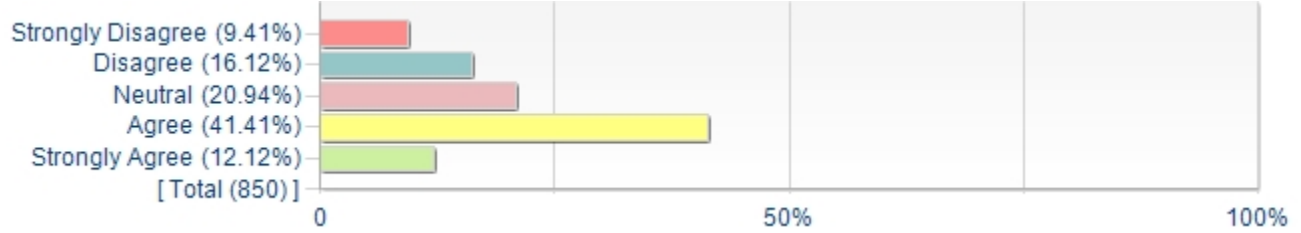
Workforce Development



Statistics	Value
Response Count	10
Mean	4.50
Median	5.00
Mode	5
Standard Deviation	0.71
Population Standard Deviation	0.67
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.21

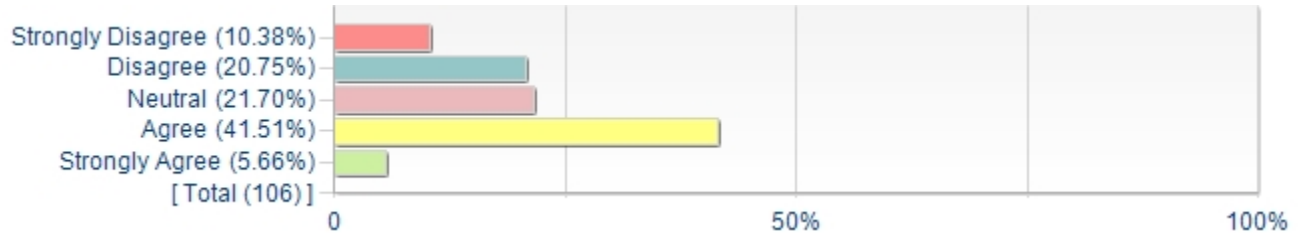
11. The County makes good use of my skills and abilities.

Overall



Statistics	Value
Response Count	850
Mean	3.31
Median	4.00
Mode	4
Standard Deviation	1.16
Population Standard Deviation	1.16
Standard Error (base on SD)	0.04
Standard Error (base on PSD)	0.04

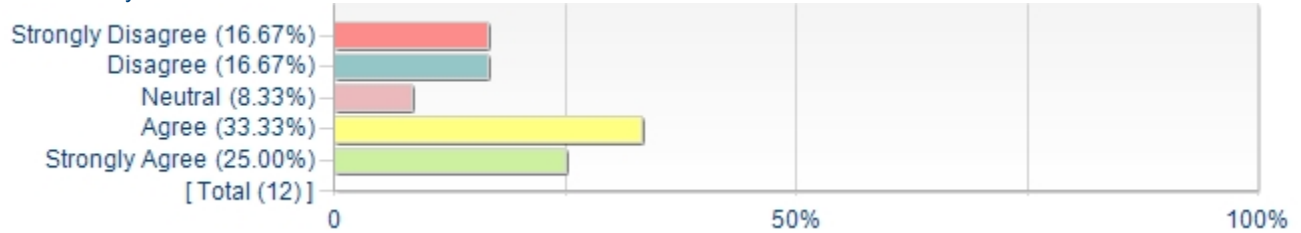
19th Judicial Circuit



Statistics	Value
Response Count	106
Mean	3.11
Median	3.00
Mode	4
Standard Deviation	1.12
Population Standard Deviation	1.12
Standard Error (base on SD)	0.11
Standard Error (base on PSD)	0.11

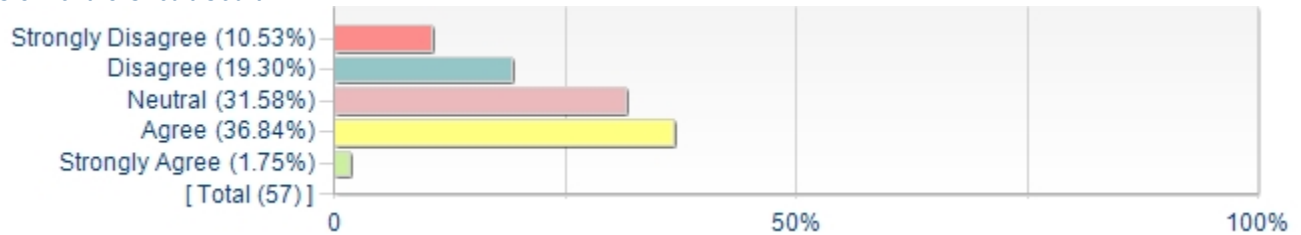
Opinions (continued)

Chief County Assessment Office



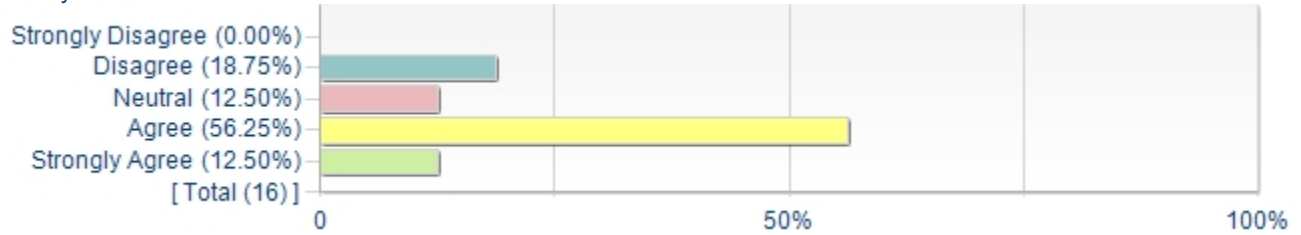
Statistics	Value
Response Count	12
Mean	3.33
Median	4.00
Mode	4
Standard Deviation	1.50
Population Standard Deviation	1.43
Standard Error (base on SD)	0.43
Standard Error (base on PSD)	0.41

Clerk of the Circuit Court



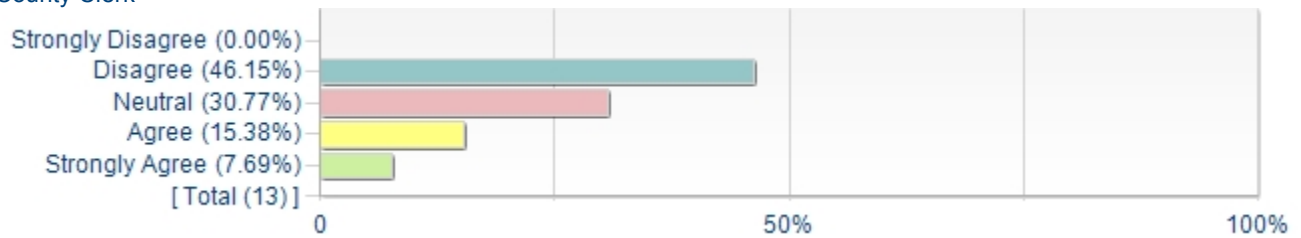
Statistics	Value
Response Count	57
Mean	3.00
Median	3.00
Mode	4
Standard Deviation	1.04
Population Standard Deviation	1.03
Standard Error (base on SD)	0.14
Standard Error (base on PSD)	0.14

County Administration



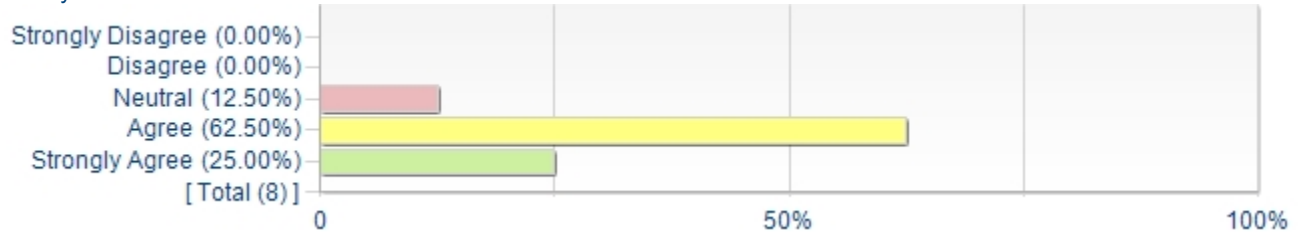
Statistics	Value
Response Count	16
Mean	3.63
Median	4.00
Mode	4
Standard Deviation	0.96
Population Standard Deviation	0.93
Standard Error (base on SD)	0.24
Standard Error (base on PSD)	0.23

County Clerk



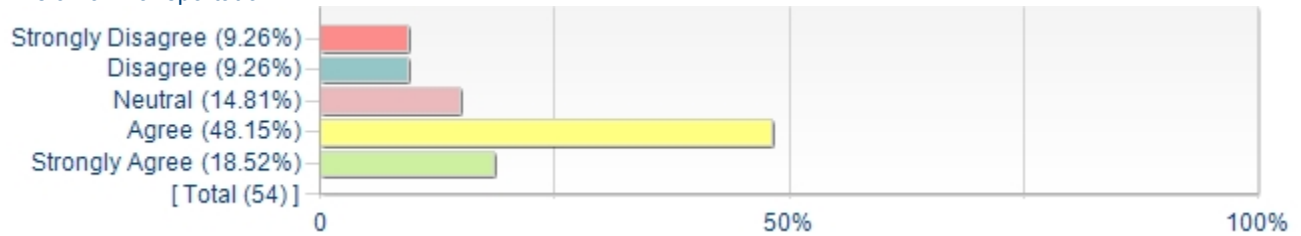
Statistics	Value
Response Count	13
Mean	2.85
Median	3.00
Mode	2
Standard Deviation	0.99
Population Standard Deviation	0.95
Standard Error (base on SD)	0.27
Standard Error (base on PSD)	0.26

County Coroner



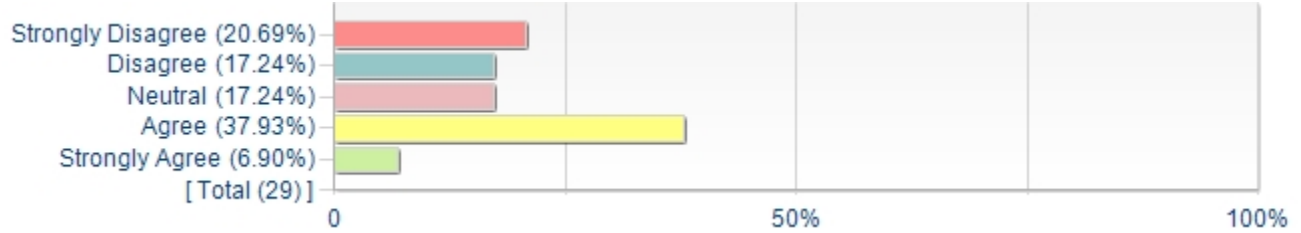
Statistics	Value
Response Count	8
Mean	4.13
Median	4.00
Mode	4
Standard Deviation	0.64
Population Standard Deviation	0.60
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.21

Division of Transportation



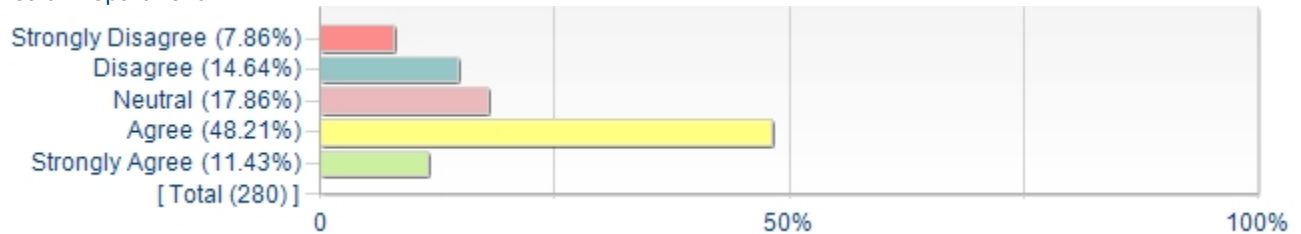
Statistics	Value
Response Count	54
Mean	3.57
Median	4.00
Mode	4
Standard Deviation	1.18
Population Standard Deviation	1.16
Standard Error (base on SD)	0.16
Standard Error (base on PSD)	0.16

Finance and Administrative Services



Statistics	Value
Response Count	29
Mean	2.93
Median	3.00
Mode	4
Standard Deviation	1.31
Population Standard Deviation	1.28
Standard Error (base on SD)	0.24
Standard Error (base on PSD)	0.24

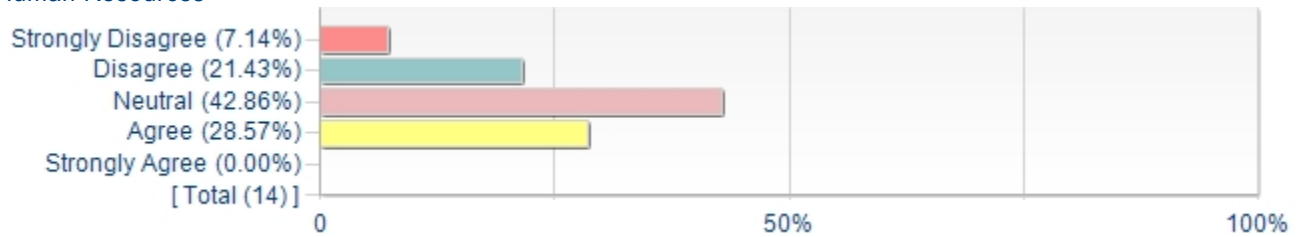
Health Department



Statistics	Value
Response Count	280
Mean	3.41
Median	4.00
Mode	4
Standard Deviation	1.11
Population Standard Deviation	1.11
Standard Error (base on SD)	0.07
Standard Error (base on PSD)	0.07

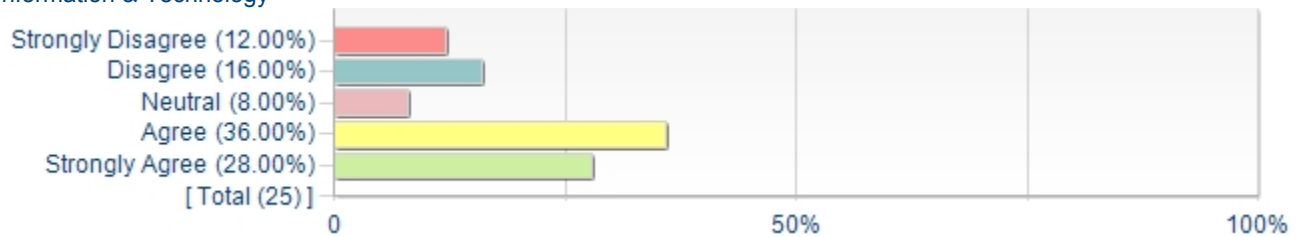
Opinions (continued)

Human Resources



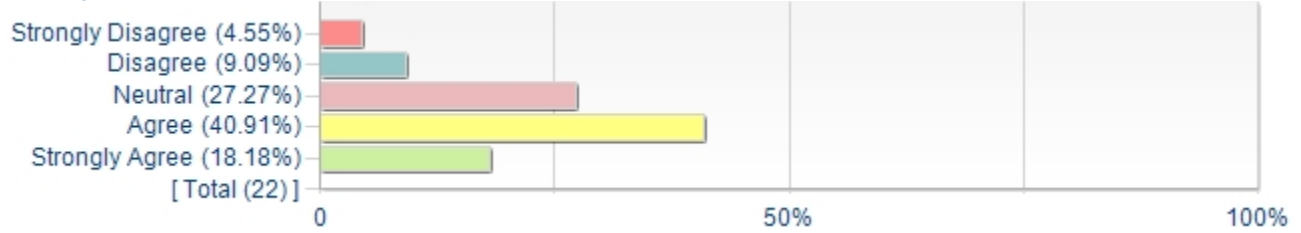
Statistics	Value
Response Count	14
Mean	2.93
Median	3.00
Mode	3
Standard Deviation	0.92
Population Standard Deviation	0.88
Standard Error (base on SD)	0.25
Standard Error (base on PSD)	0.24

Information & Technology



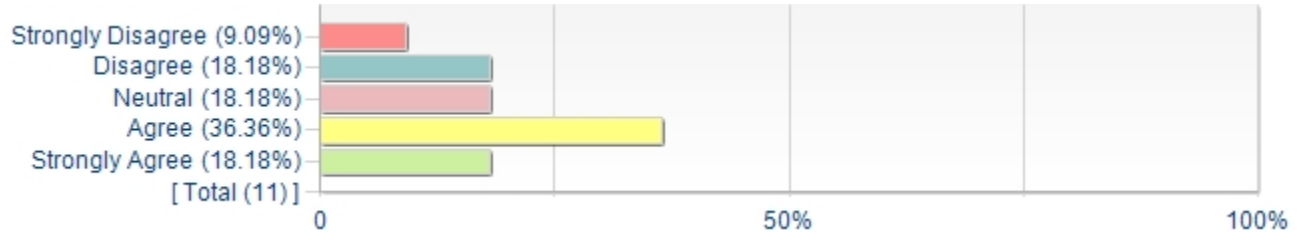
Statistics	Value
Response Count	25
Mean	3.52
Median	4.00
Mode	4
Standard Deviation	1.39
Population Standard Deviation	1.36
Standard Error (base on SD)	0.28
Standard Error (base on PSD)	0.27

Planning & Development



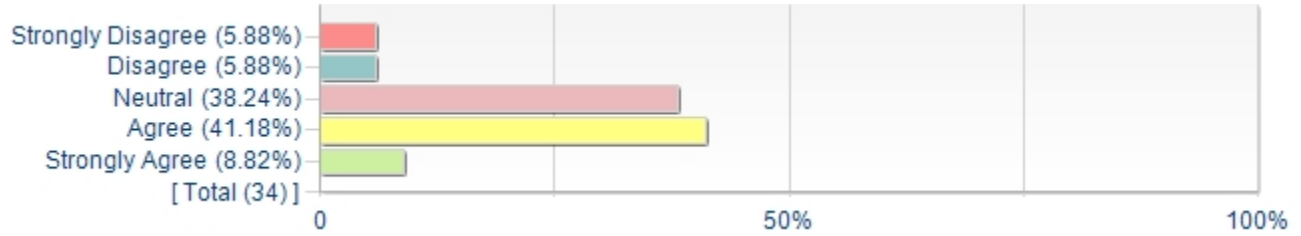
Statistics	Value
Response Count	22
Mean	3.59
Median	4.00
Mode	4
Standard Deviation	1.05
Population Standard Deviation	1.03
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.22

Public Defender



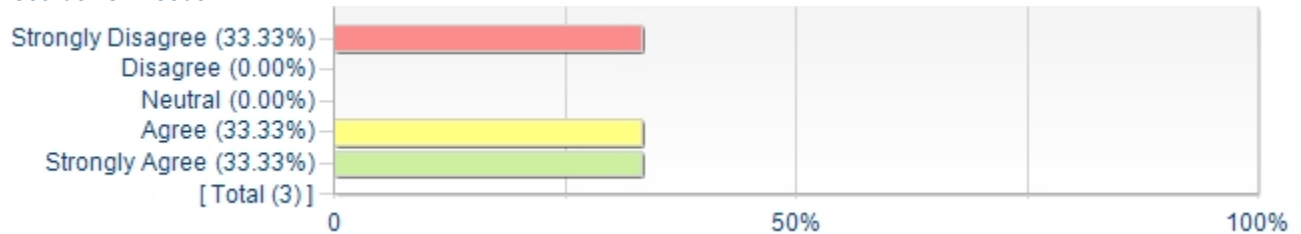
Statistics	Value
Response Count	11
Mean	3.36
Median	4.00
Mode	4
Standard Deviation	1.29
Population Standard Deviation	1.23
Standard Error (base on SD)	0.39
Standard Error (base on PSD)	0.37

Public Works



Statistics	Value
Response Count	34
Mean	3.41
Median	3.50
Mode	4
Standard Deviation	0.96
Population Standard Deviation	0.94
Standard Error (base on SD)	0.16
Standard Error (base on PSD)	0.16

Recorder Of Deeds



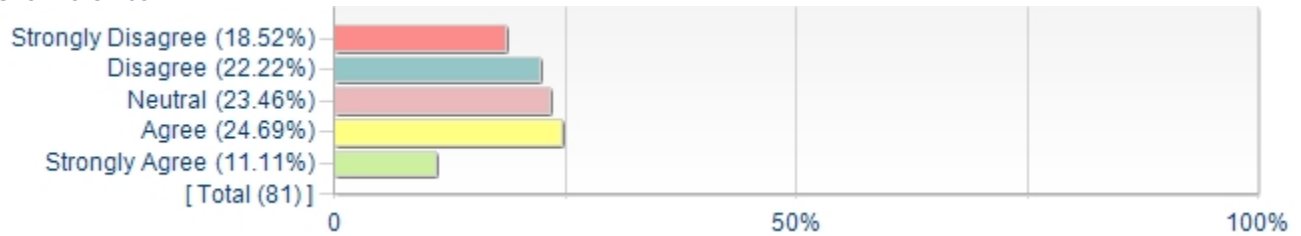
Statistics	Value
Response Count	3
Mean	3.33
Median	4.00
Mode	1, 4, 5
Standard Deviation	2.08
Population Standard Deviation	1.70
Standard Error (base on SD)	1.20
Standard Error (base on PSD)	0.98

Regional Office Of Education



Statistics	Value
Response Count	16
Mean	3.44
Median	4.00
Mode	4
Standard Deviation	1.21
Population Standard Deviation	1.17
Standard Error (base on SD)	0.30
Standard Error (base on PSD)	0.29

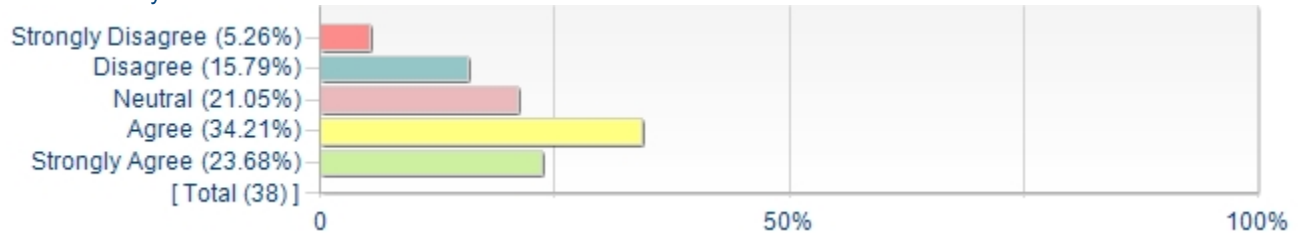
Sheriff's Office



Statistics	Value
Response Count	81
Mean	2.88
Median	3.00
Mode	4
Standard Deviation	1.29
Population Standard Deviation	1.28
Standard Error (base on SD)	0.14
Standard Error (base on PSD)	0.14

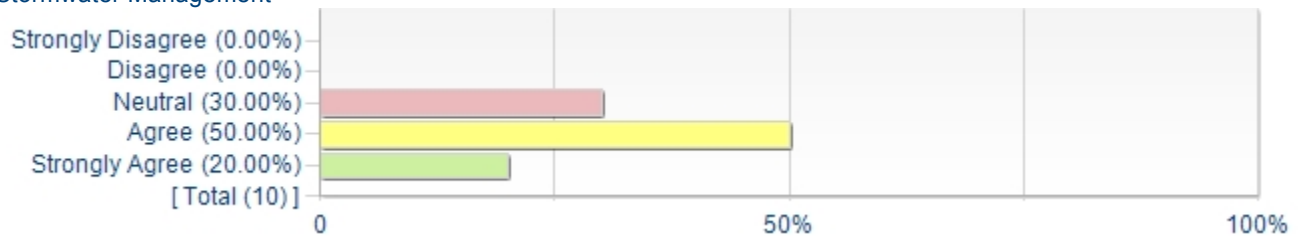
Opinions (continued)

State's Attorney's Office



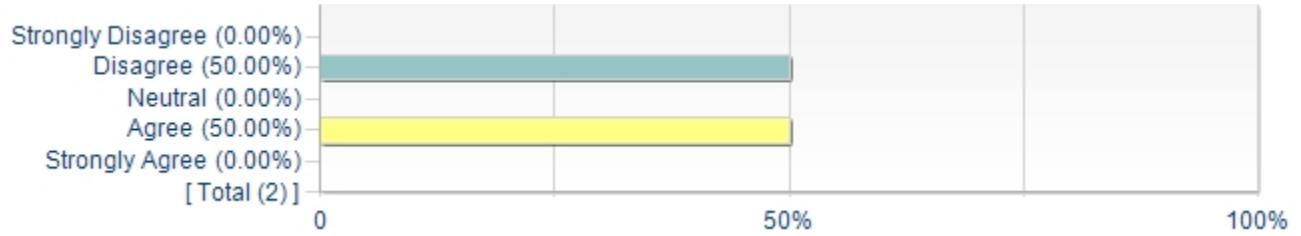
Statistics	Value
Response Count	38
Mean	3.55
Median	4.00
Mode	4
Standard Deviation	1.18
Population Standard Deviation	1.16
Standard Error (base on SD)	0.19
Standard Error (base on PSD)	0.19

Stormwater Management



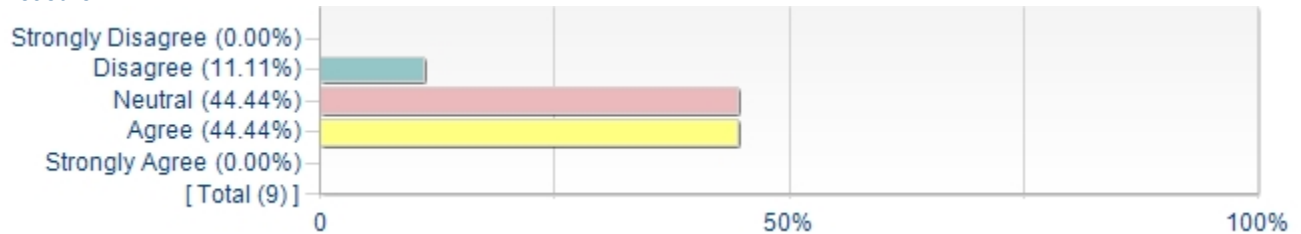
Statistics	Value
Response Count	10
Mean	3.90
Median	4.00
Mode	4
Standard Deviation	0.74
Population Standard Deviation	0.70
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.22

Swalco



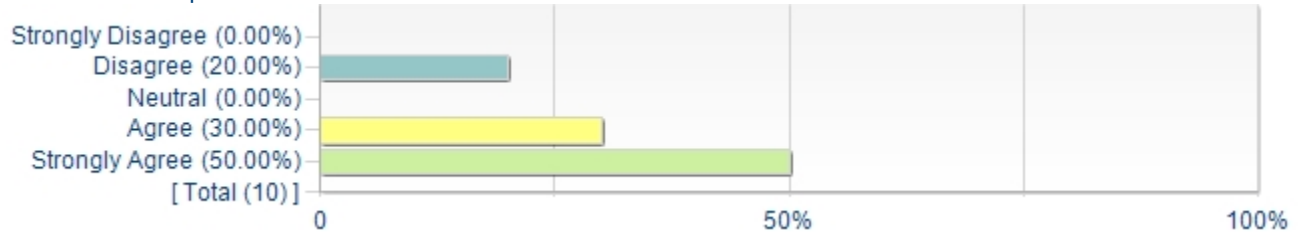
Statistics	Value
Response Count	2
Mean	3.00
Median	3.00
Mode	2, 4
Standard Deviation	1.41
Population Standard Deviation	1.00
Standard Error (base on SD)	1.00
Standard Error (base on PSD)	0.71

Treasurer



Statistics	Value
Response Count	9
Mean	3.33
Median	3.00
Mode	3, 4
Standard Deviation	0.71
Population Standard Deviation	0.67
Standard Error (base on SD)	0.24
Standard Error (base on PSD)	0.22

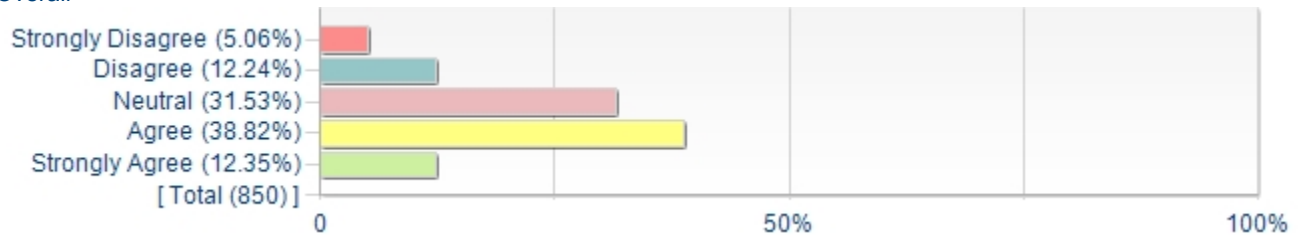
Workforce Development



Statistics	Value
Response Count	10
Mean	4.10
Median	4.50
Mode	5
Standard Deviation	1.20
Population Standard Deviation	1.14
Standard Error (base on SD)	0.38
Standard Error (base on PSD)	0.36

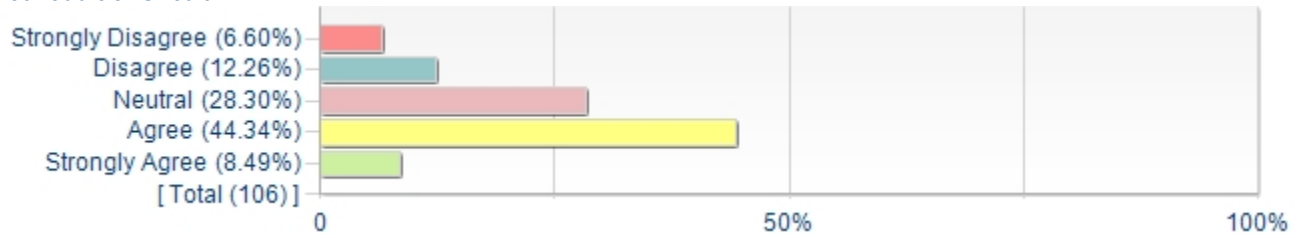
12. I am very content working for the County.

Overall



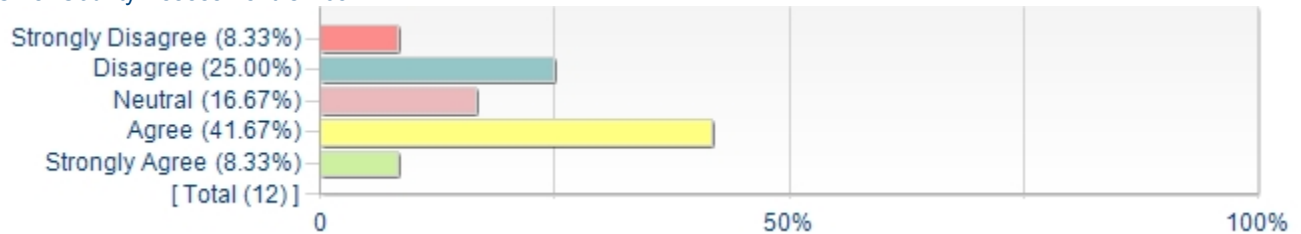
Statistics	Value
Response Count	850
Mean	3.41
Median	4.00
Mode	4
Standard Deviation	1.02
Population Standard Deviation	1.02
Standard Error (base on SD)	0.03
Standard Error (base on PSD)	0.03

19th Judicial Circuit



Statistics	Value
Response Count	106
Mean	3.36
Median	4.00
Mode	4
Standard Deviation	1.03
Population Standard Deviation	1.02
Standard Error (base on SD)	0.10
Standard Error (base on PSD)	0.10

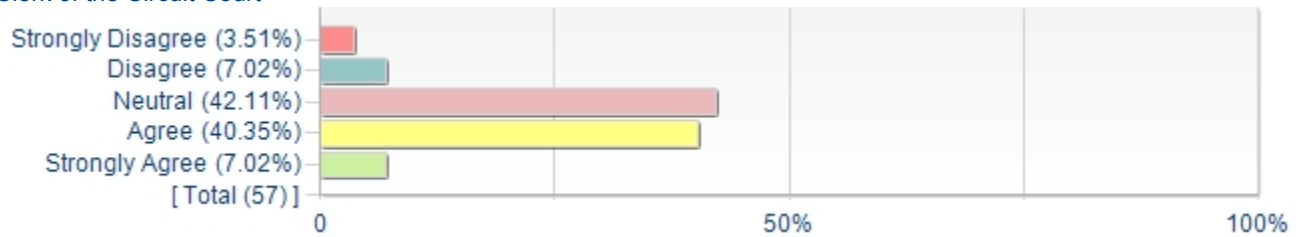
Chief County Assessment Office



Statistics	Value
Response Count	12
Mean	3.17
Median	3.50
Mode	4
Standard Deviation	1.19
Population Standard Deviation	1.14
Standard Error (base on SD)	0.34
Standard Error (base on PSD)	0.33

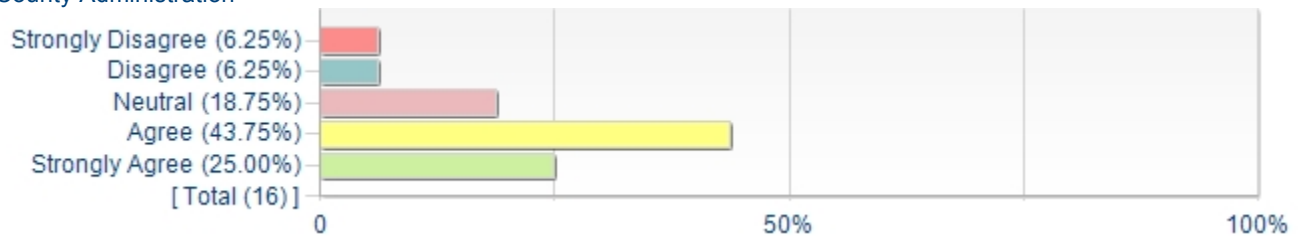
Opinions (continued)

Clerk of the Circuit Court



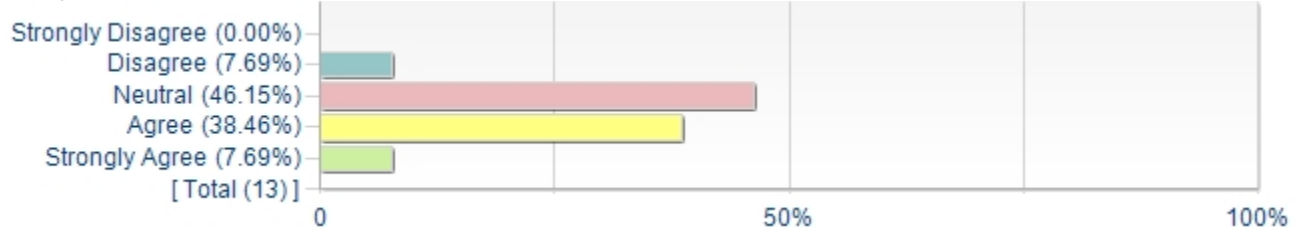
Statistics	Value
Response Count	57
Mean	3.40
Median	3.00
Mode	3
Standard Deviation	0.86
Population Standard Deviation	0.86
Standard Error (base on SD)	0.11
Standard Error (base on PSD)	0.11

County Administration



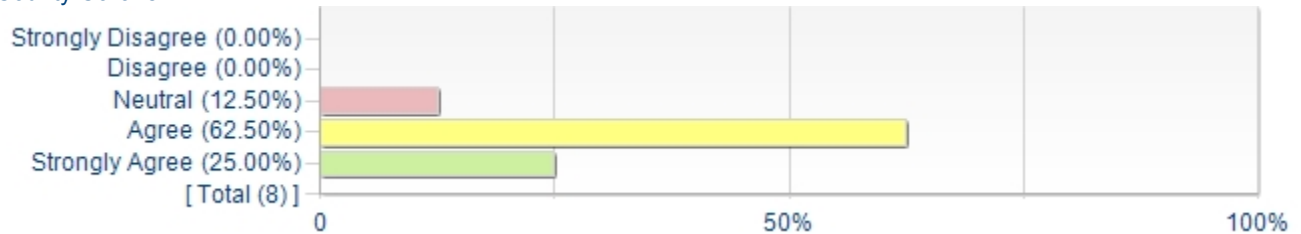
Statistics	Value
Response Count	16
Mean	3.75
Median	4.00
Mode	4
Standard Deviation	1.13
Population Standard Deviation	1.09
Standard Error (base on SD)	0.28
Standard Error (base on PSD)	0.27

County Clerk



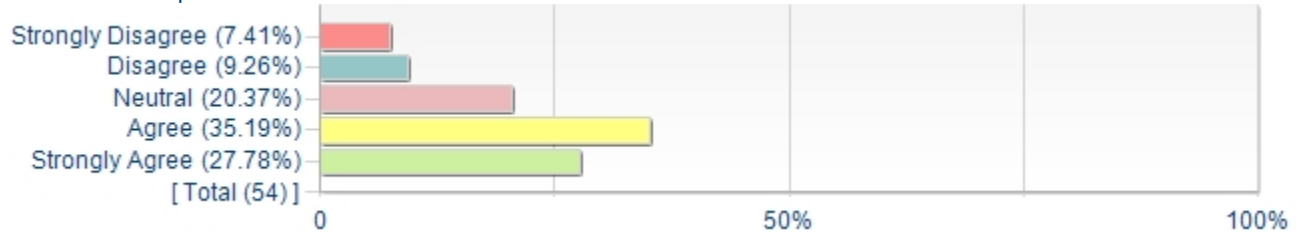
Statistics	Value
Response Count	13
Mean	3.46
Median	3.00
Mode	3
Standard Deviation	0.78
Population Standard Deviation	0.75
Standard Error (base on SD)	0.22
Standard Error (base on PSD)	0.21

County Coroner



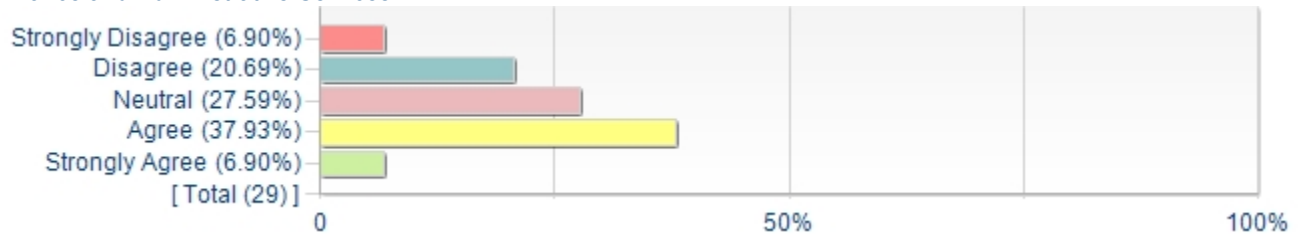
Statistics	Value
Response Count	8
Mean	4.13
Median	4.00
Mode	4
Standard Deviation	0.64
Population Standard Deviation	0.60
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.21

Division of Transportation



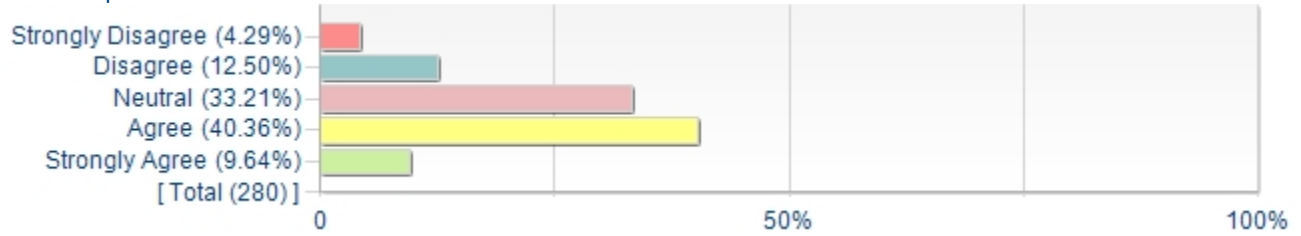
Statistics	Value
Response Count	54
Mean	3.67
Median	4.00
Mode	4
Standard Deviation	1.20
Population Standard Deviation	1.19
Standard Error (base on SD)	0.16
Standard Error (base on PSD)	0.16

Finance and Administrative Services



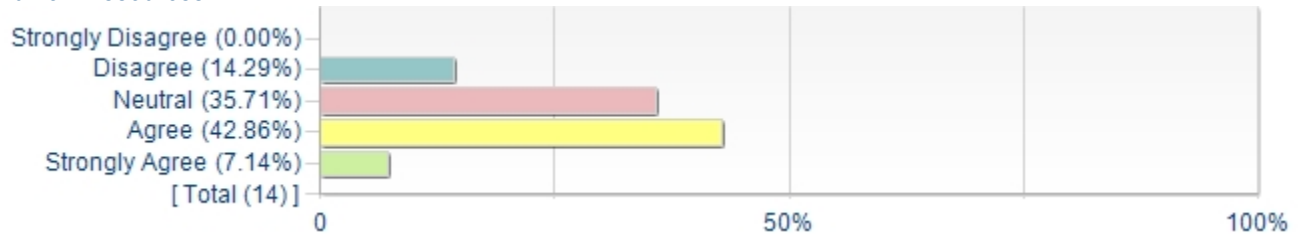
Statistics	Value
Response Count	29
Mean	3.17
Median	3.00
Mode	4
Standard Deviation	1.07
Population Standard Deviation	1.05
Standard Error (base on SD)	0.20
Standard Error (base on PSD)	0.20

Health Department



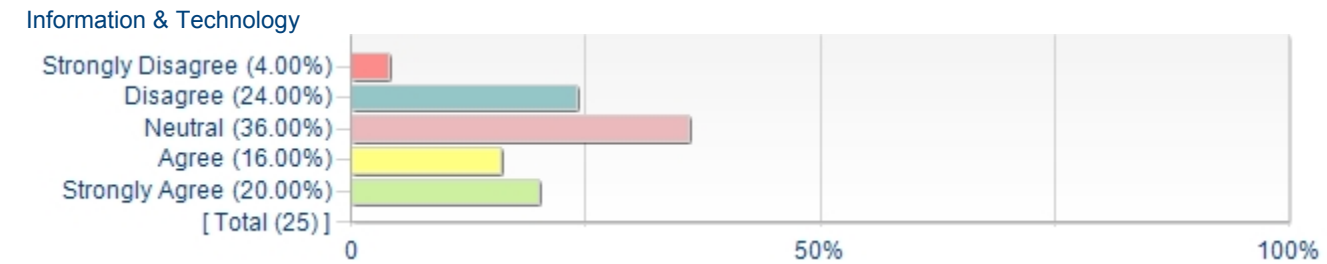
Statistics	Value
Response Count	280
Mean	3.39
Median	3.50
Mode	4
Standard Deviation	0.97
Population Standard Deviation	0.97
Standard Error (base on SD)	0.06
Standard Error (base on PSD)	0.06

Human Resources

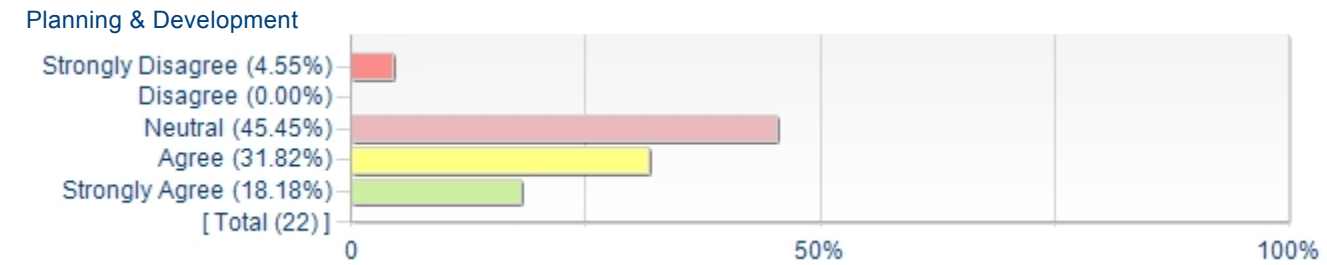


Statistics	Value
Response Count	14
Mean	3.43
Median	3.50
Mode	4
Standard Deviation	0.85
Population Standard Deviation	0.82
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.22

Opinions (continued)

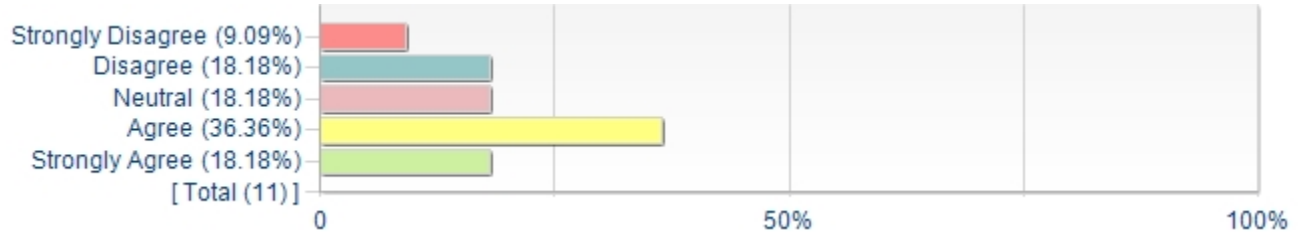


Statistics	Value
Response Count	25
Mean	3.24
Median	3.00
Mode	3
Standard Deviation	1.16
Population Standard Deviation	1.14
Standard Error (base on SD)	0.23
Standard Error (base on PSD)	0.23



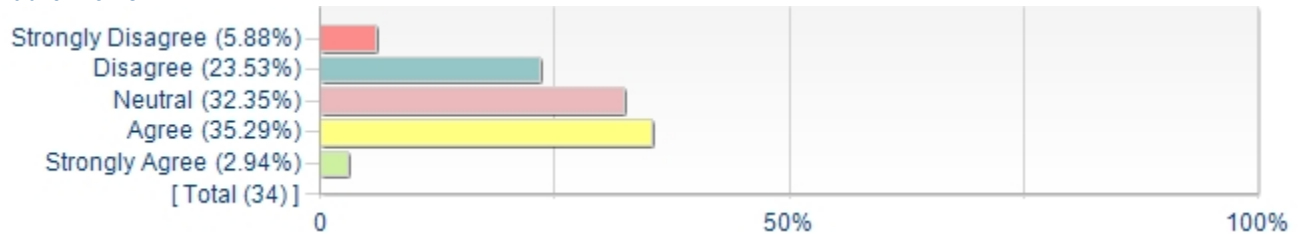
Statistics	Value
Response Count	22
Mean	3.59
Median	3.50
Mode	3
Standard Deviation	0.96
Population Standard Deviation	0.94
Standard Error (base on SD)	0.20
Standard Error (base on PSD)	0.20

Public Defender



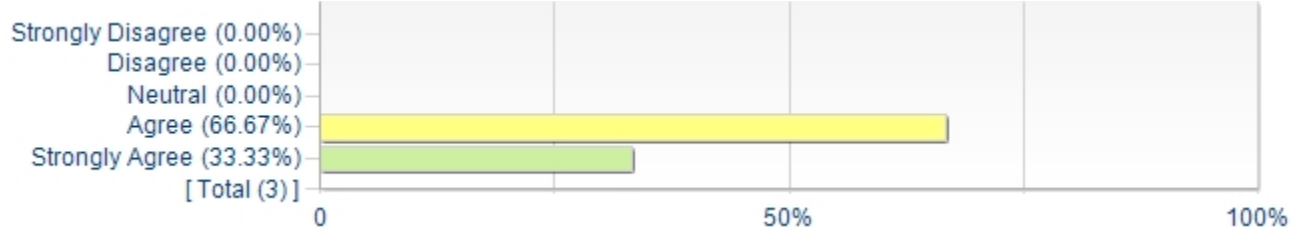
Statistics	Value
Response Count	11
Mean	3.36
Median	4.00
Mode	4
Standard Deviation	1.29
Population Standard Deviation	1.23
Standard Error (base on SD)	0.39
Standard Error (base on PSD)	0.37

Public Works



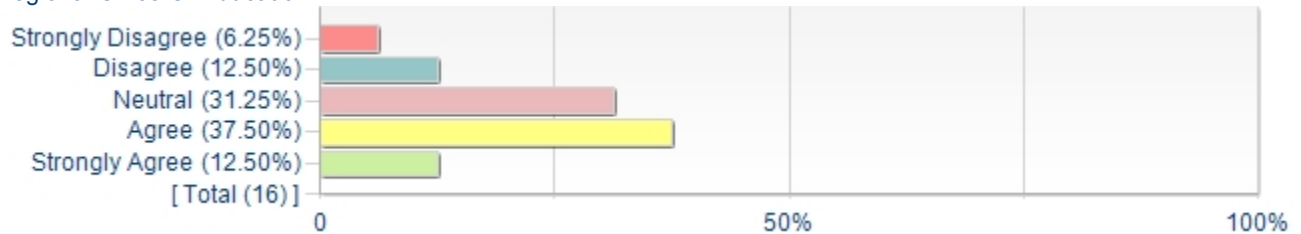
Statistics	Value
Response Count	34
Mean	3.06
Median	3.00
Mode	4
Standard Deviation	0.98
Population Standard Deviation	0.97
Standard Error (base on SD)	0.17
Standard Error (base on PSD)	0.17

Recorder Of Deeds



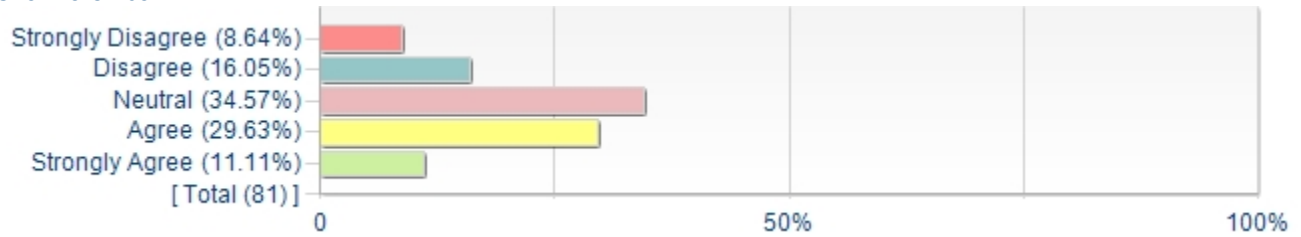
Statistics	Value
Response Count	3
Mean	4.33
Median	4.00
Mode	4
Standard Deviation	0.58
Population Standard Deviation	0.47
Standard Error (base on SD)	0.33
Standard Error (base on PSD)	0.27

Regional Office Of Education



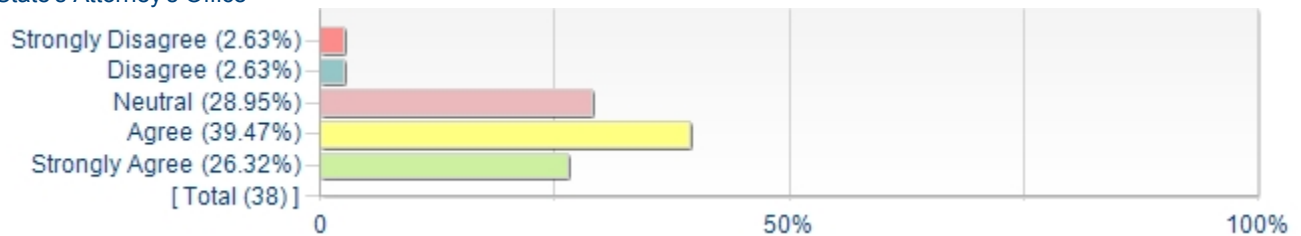
Statistics	Value
Response Count	16
Mean	3.38
Median	3.50
Mode	4
Standard Deviation	1.09
Population Standard Deviation	1.05
Standard Error (base on SD)	0.27
Standard Error (base on PSD)	0.26

Sheriff's Office



Statistics	Value
Response Count	81
Mean	3.19
Median	3.00
Mode	3
Standard Deviation	1.11
Population Standard Deviation	1.10
Standard Error (base on SD)	0.12
Standard Error (base on PSD)	0.12

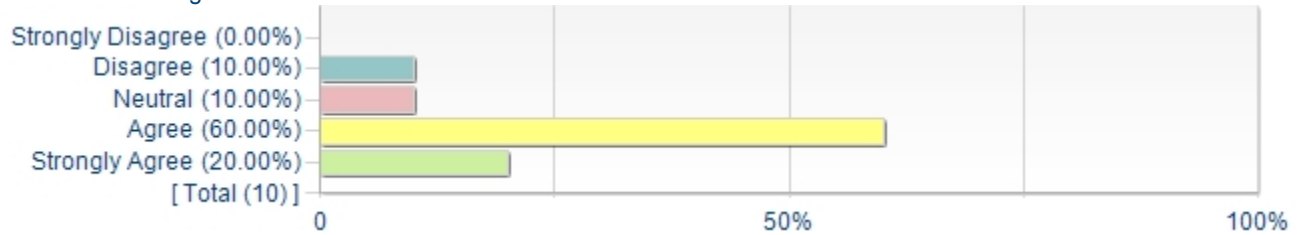
State's Attorney's Office



Statistics	Value
Response Count	38
Mean	3.84
Median	4.00
Mode	4
Standard Deviation	0.95
Population Standard Deviation	0.93
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.15

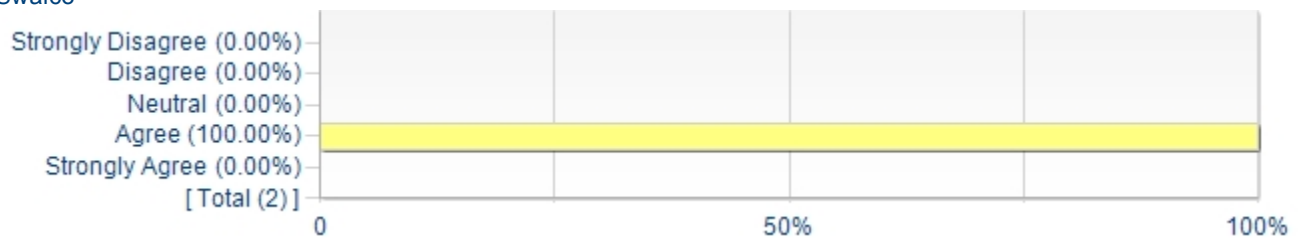
Opinions (continued)

Stormwater Management



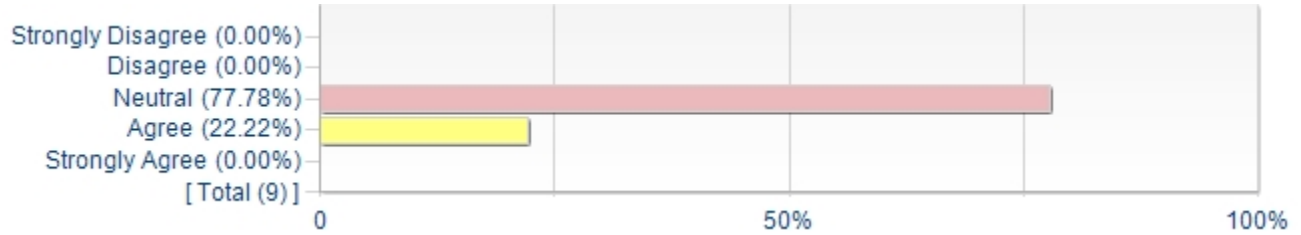
Statistics	Value
Response Count	10
Mean	3.90
Median	4.00
Mode	4
Standard Deviation	0.88
Population Standard Deviation	0.83
Standard Error (base on SD)	0.28
Standard Error (base on PSD)	0.26

Swalco



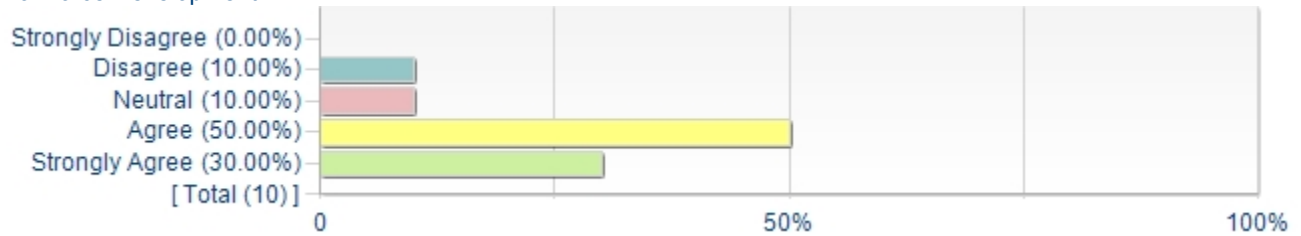
Statistics	Value
Response Count	2
Mean	4.00
Median	4.00
Mode	4
Standard Deviation	0.00
Population Standard Deviation	0.00
Standard Error (base on SD)	0.00
Standard Error (base on PSD)	0.00

Treasurer



Statistics	Value
Response Count	9
Mean	3.22
Median	3.00
Mode	3
Standard Deviation	0.44
Population Standard Deviation	0.42
Standard Error (base on SD)	0.15
Standard Error (base on PSD)	0.14

Workforce Development



Statistics	Value
Response Count	10
Mean	4.00
Median	4.00
Mode	4
Standard Deviation	0.94
Population Standard Deviation	0.89
Standard Error (base on SD)	0.30
Standard Error (base on PSD)	0.28