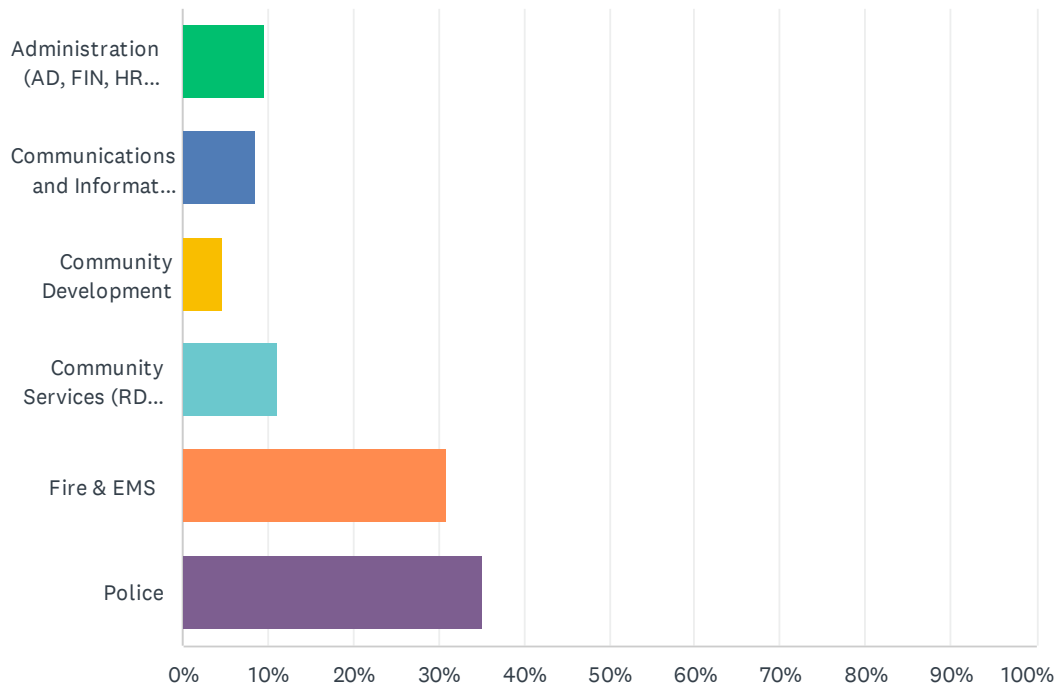


Q1 Name (optional)

Answered: 38 Skipped: 150

Q2 Department

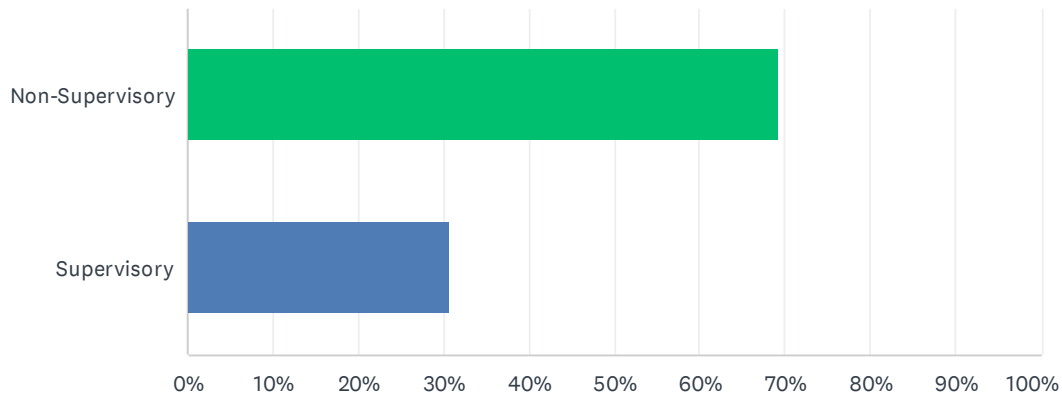
Answered: 188 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administration (AD, FIN, HR, PIE)	9.57%	18
Communications and Information Technology	8.51%	16
Community Development	4.79%	9
Community Services (RD, PK, CEM)	11.17%	21
Fire & EMS	30.85%	58
Police	35.11%	66
TOTAL		188

Q3 Position Type (optional)

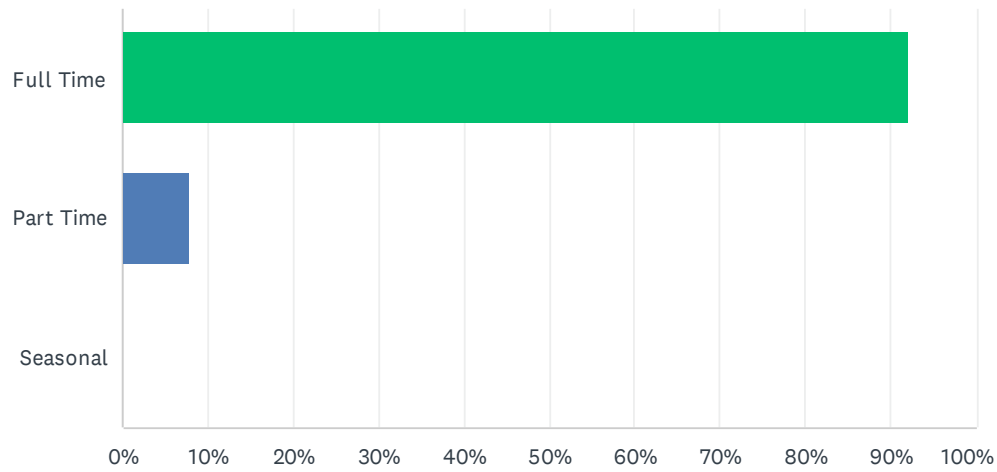
Answered: 173 Skipped: 15



ANSWER CHOICES	RESPONSES	
Non-Supervisory	69.36%	120
Supervisory	30.64%	53
TOTAL		173

Q4 Employment Type

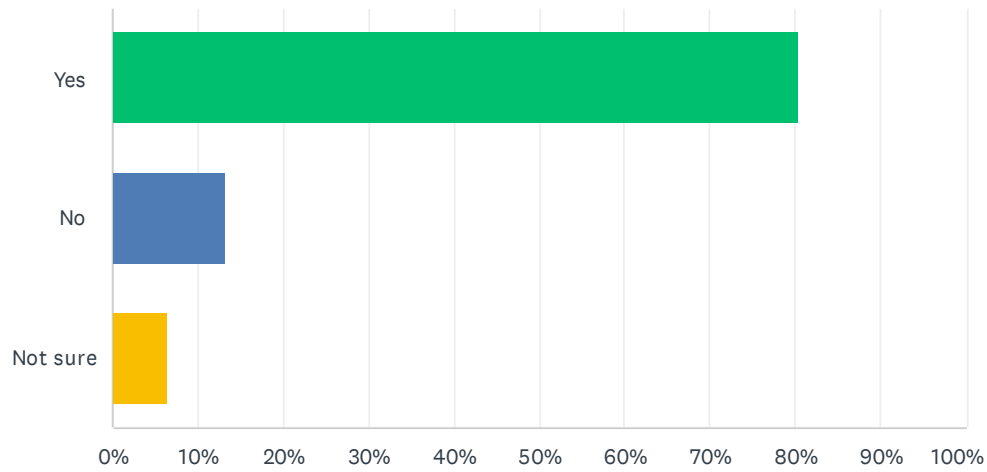
Answered: 188 Skipped: 0



ANSWER CHOICES		RESPONSES	
Full Time		92.02%	173
Part Time		7.98%	15
Seasonal		0.00%	0
TOTAL			188

Q5 I participated in the 2019 employee surveys.

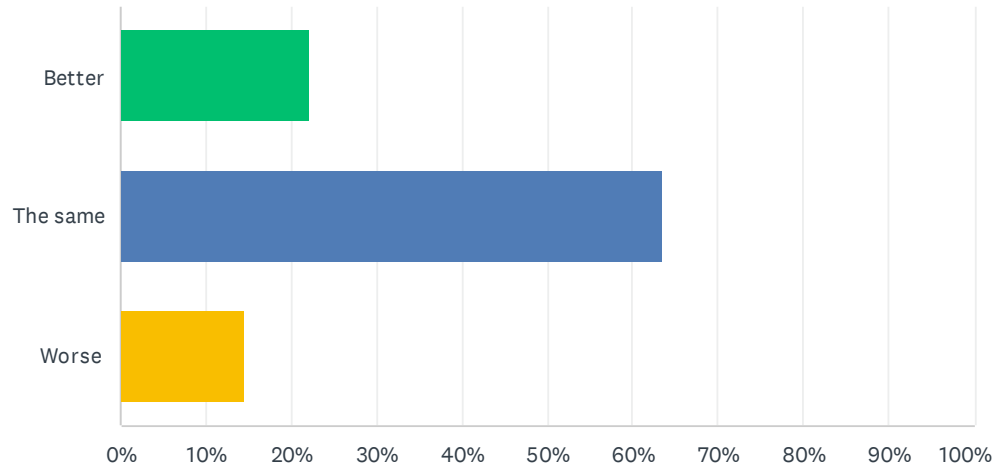
Answered: 188 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	80.32%	151
No	13.30%	25
Not sure	6.38%	12
TOTAL		188

Q6 Since the last survey two years ago, how has the Township changed as an employer?

Answered: 145 Skipped: 43



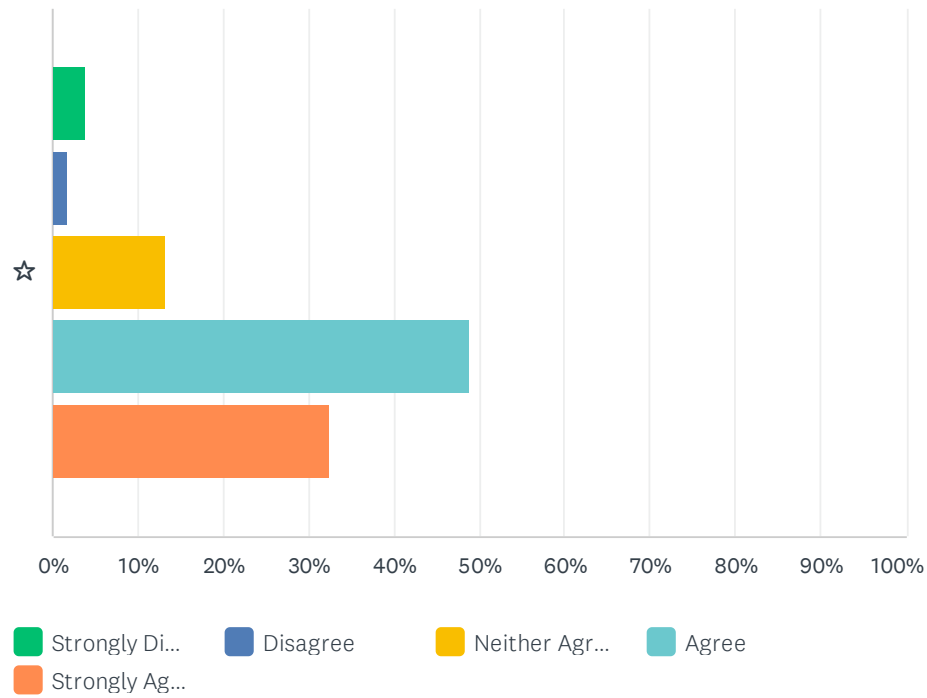
ANSWER CHOICES	RESPONSES	
Better	22.07%	32
The same	63.45%	92
Worse	14.48%	21
TOTAL		145

Q7 What notable changes have you observed since the 2019 employee surveys?

Answered: 93 Skipped: 95

Q8 I understand how my role contributes to the Township's success.

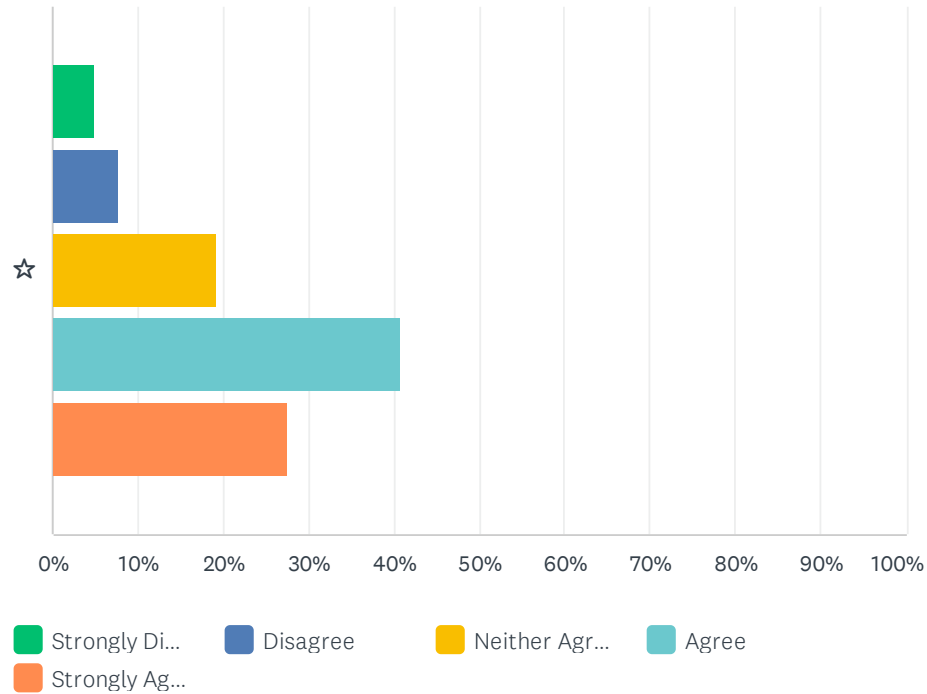
Answered: 182 Skipped: 6



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	3.85%	1.65%	13.19%	48.90%	32.42%	182	4.04
	7	3	24	89	59		

Q9 I see a clear link between my work and my department's goals and objectives.

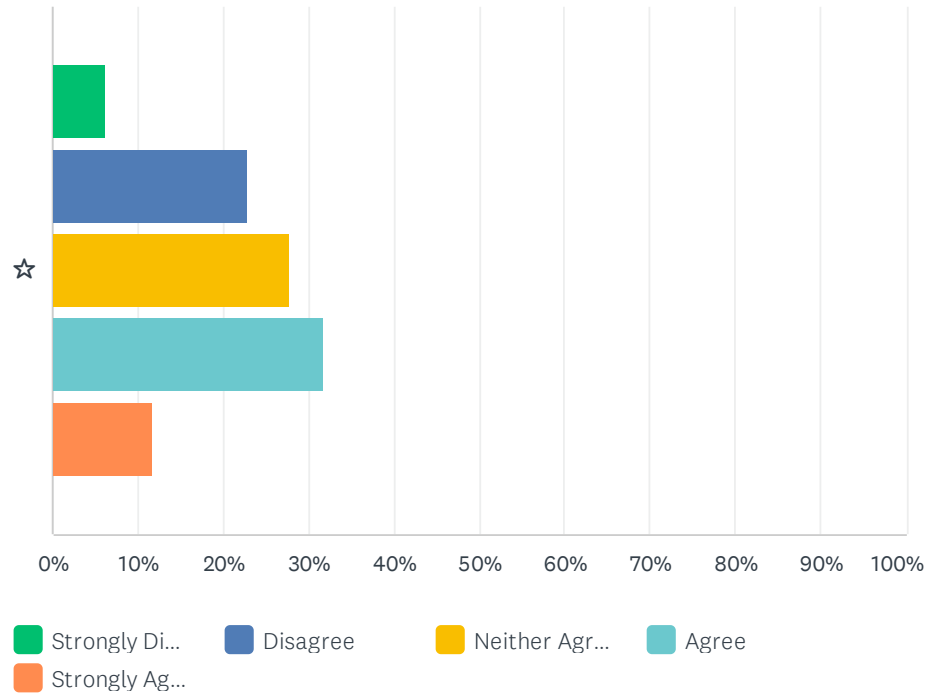
Answered: 182 Skipped: 6



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	4.95% 9	7.69% 14	19.23% 35	40.66% 74	27.47% 50	182	3.78

Q10 Township and department leaders demonstrate that employees are important to the Township's success.

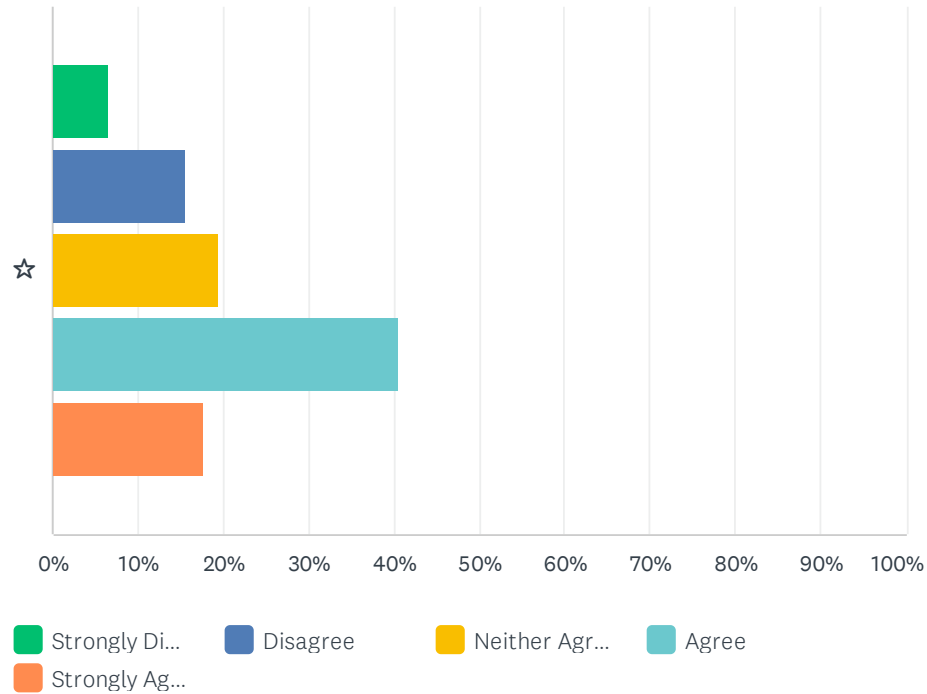
Answered: 180 Skipped: 8



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	6.11% 11	22.78% 41	27.78% 50	31.67% 57	11.67% 21	180	3.20

Q11 Management in my department applies personnel/department policies consistently.

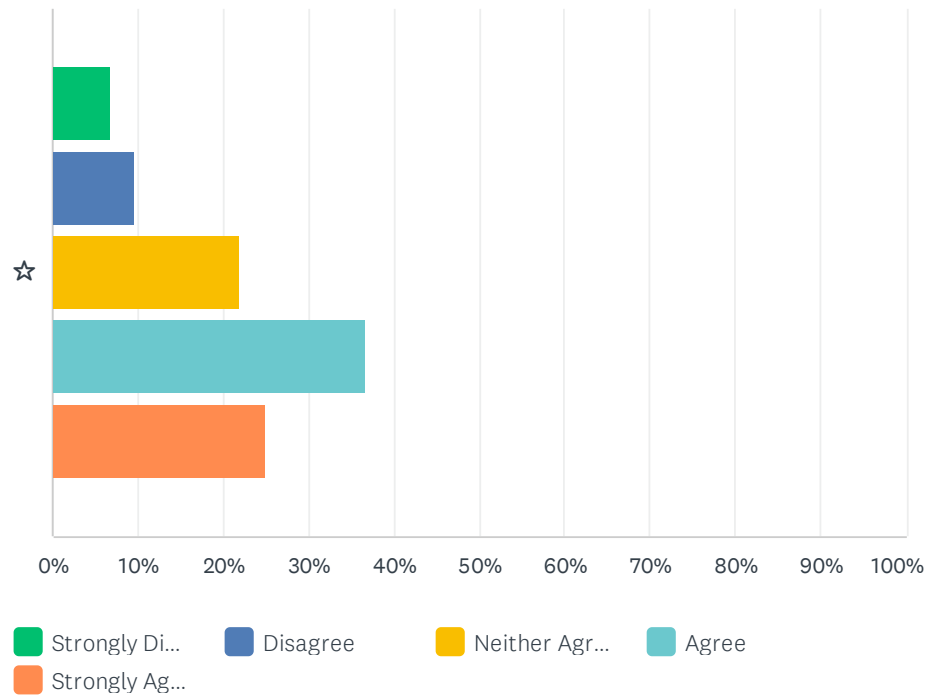
Answered: 180 Skipped: 8



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	6.67% 12	15.56% 28	19.44% 35	40.56% 73	17.78% 32	180	3.47

Q12 My manager is a great role model for employees.

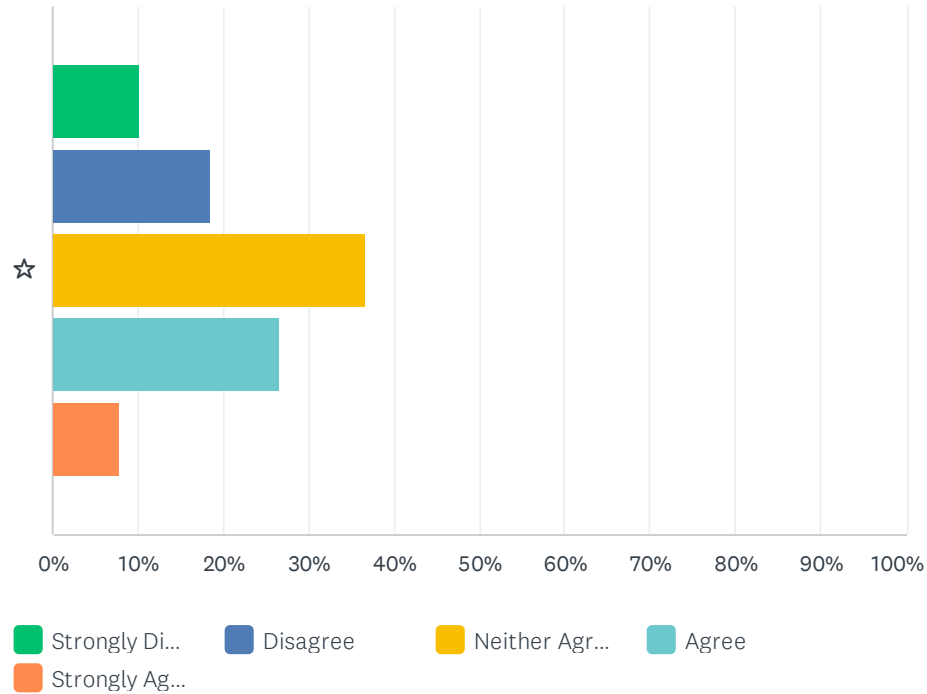
Answered: 177 Skipped: 11



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	6.78% 12	9.60% 17	22.03% 39	36.72% 65	24.86% 44	177	3.63

Q13 Township leaders clearly communicate the goals and priorities of the Township.

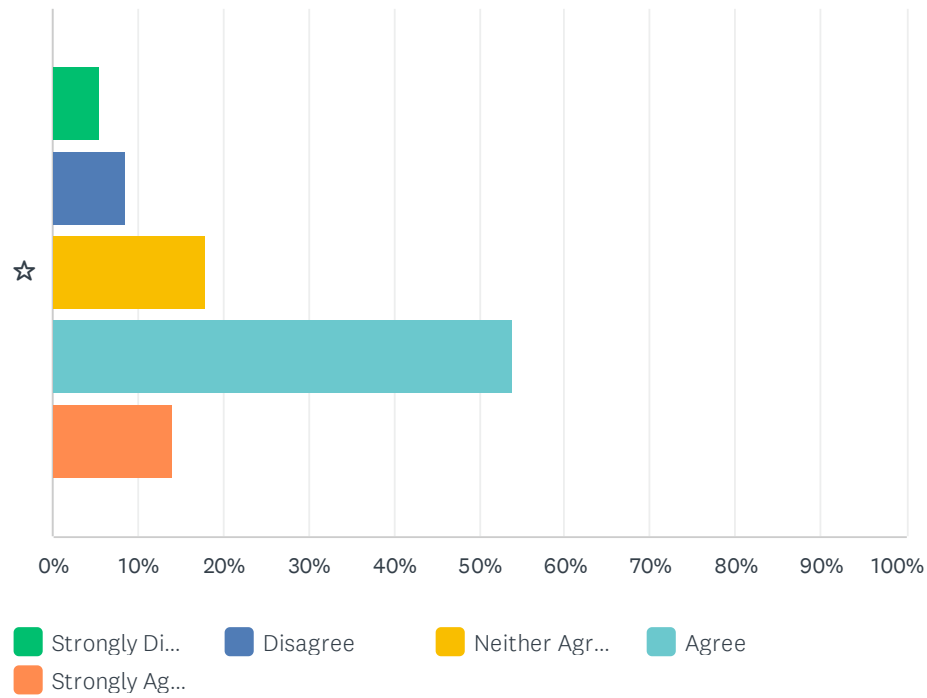
Answered: 177 Skipped: 11



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	10.17% 18	18.64% 33	36.72% 65	26.55% 47	7.91% 14	177	3.03

Q14 Policies and procedures affecting my work are clearly communicated.

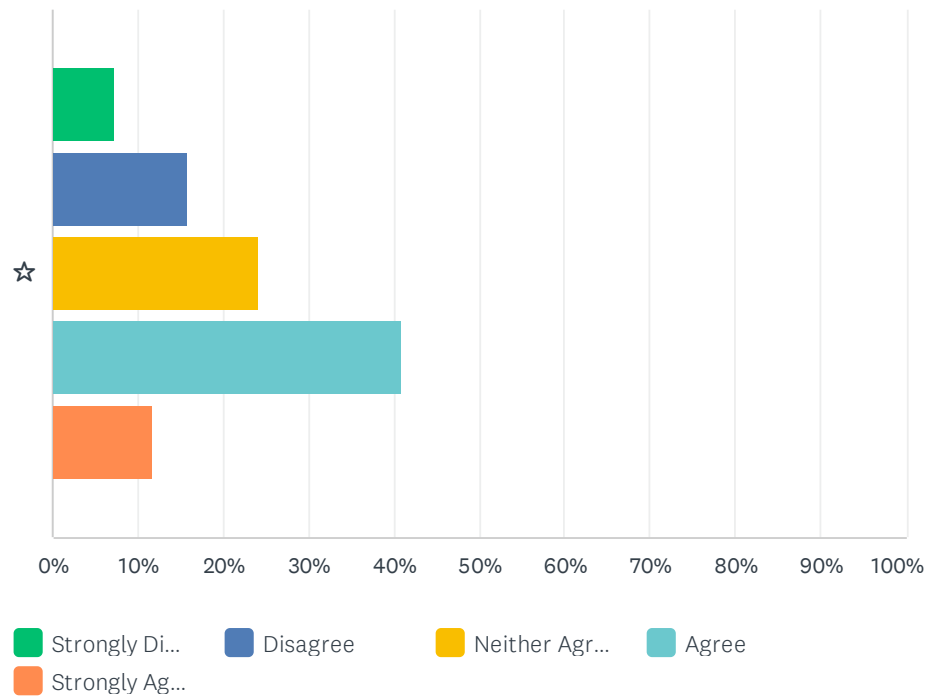
Answered: 178 Skipped: 10



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	5.62% 10	8.43% 15	17.98% 32	53.93% 96	14.04% 25	178	3.62

Q15 The Township does an excellent job of keeping employees informed about matters affecting us (i.e. policy changes, insurance and benefits, Township news, etc.).

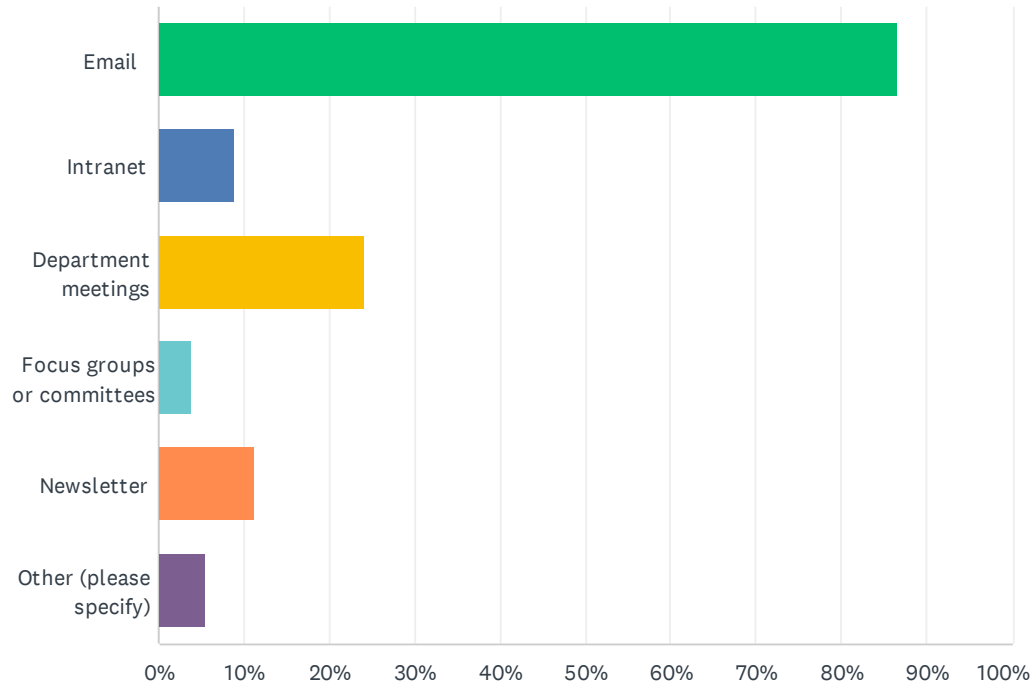
Answered: 178 Skipped: 10



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	7.30% 13	15.73% 28	24.16% 43	41.01% 73	11.80% 21	178	3.34

Q16 How do you prefer to receive information from the Township on organizational initiatives?

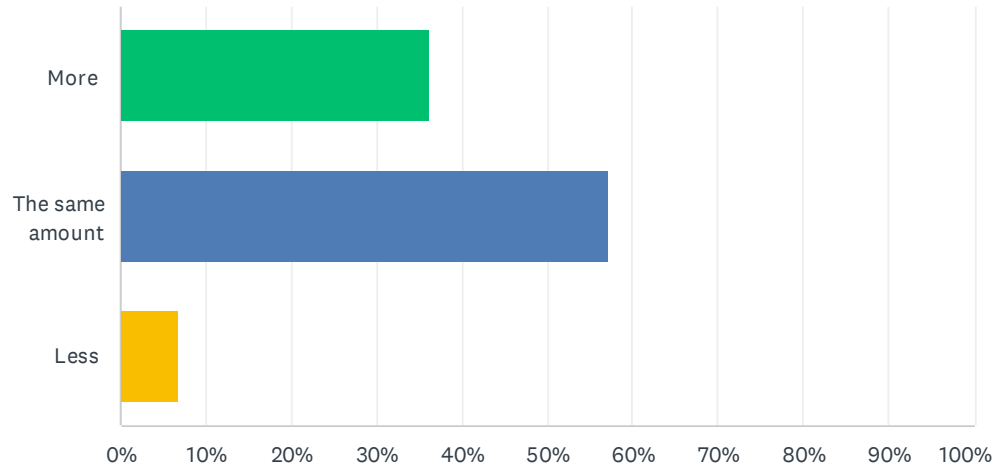
Answered: 178 Skipped: 10



ANSWER CHOICES	RESPONSES	
Email	86.52%	154
Intranet	8.99%	16
Department meetings	24.16%	43
Focus groups or committees	3.93%	7
Newsletter	11.24%	20
Other (please specify)	5.62%	10
Total Respondents: 178		

Q17 How much information would you like to receive about what is happening in the Township?

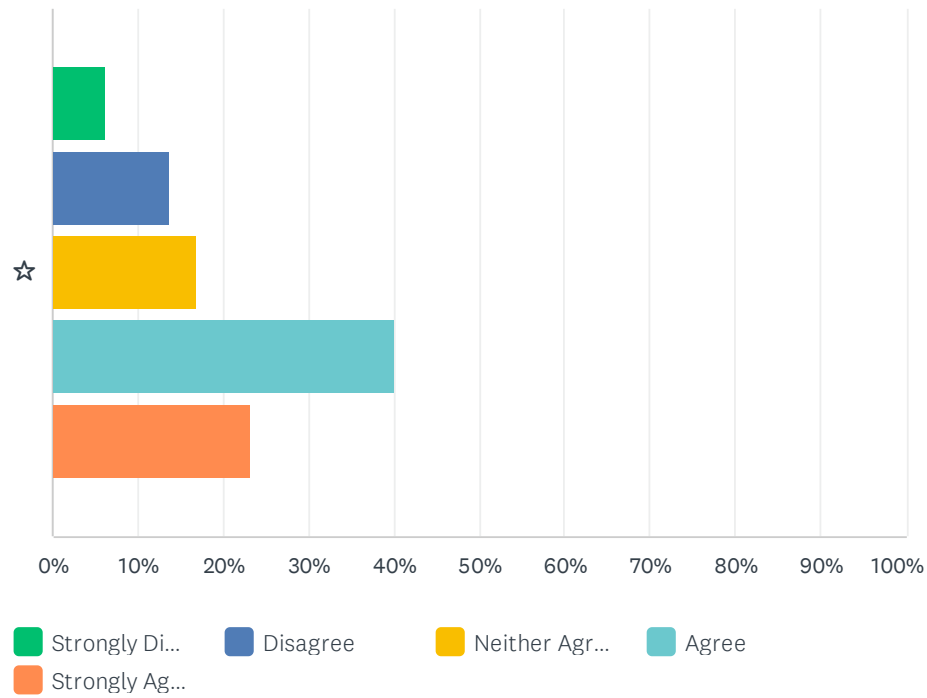
Answered: 177 Skipped: 11



ANSWER CHOICES	RESPONSES	
More	36.16%	64
The same amount	57.06%	101
Less	6.78%	12
TOTAL		177

Q18 There is a culture of teamwork and cooperation within my department.

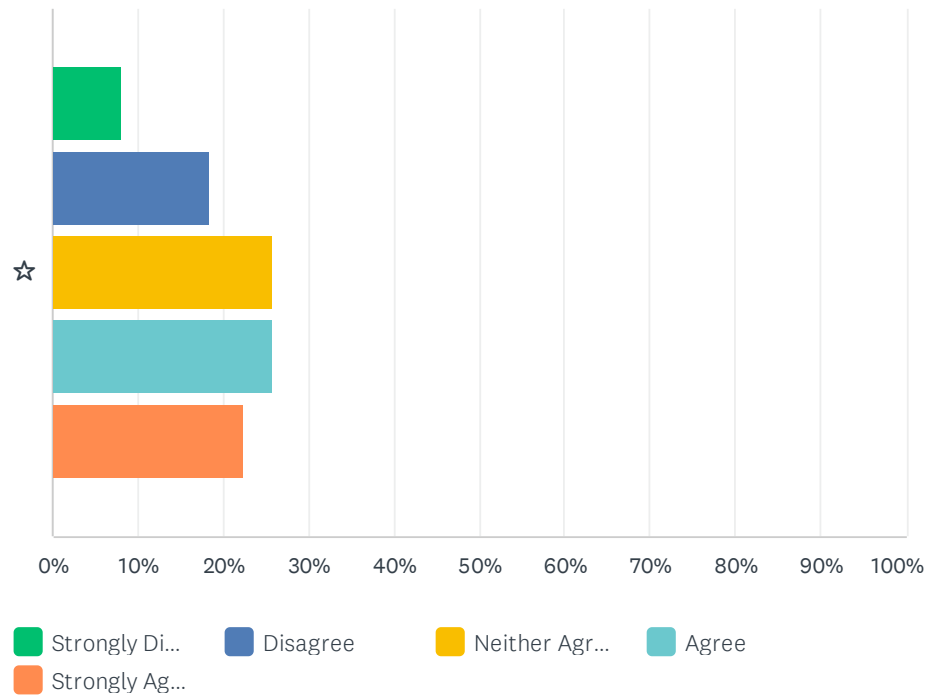
Answered: 177 Skipped: 11



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	6.21% 11	13.56% 24	16.95% 30	40.11% 71	23.16% 41	177	3.60

Q19 My department leadership team contributes to a positive work culture.

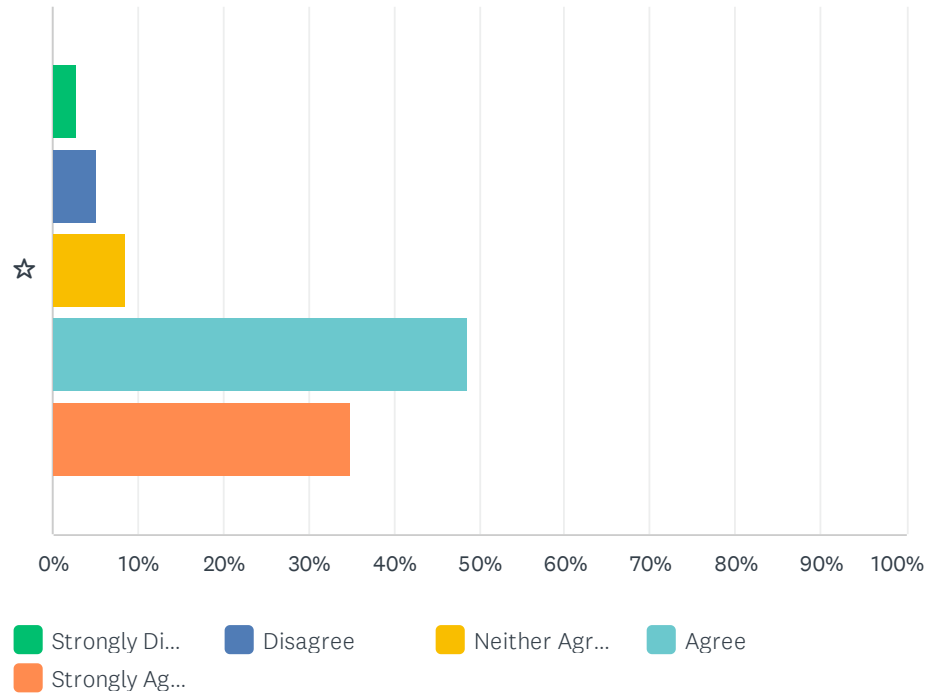
Answered: 175 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	8.00% 14	18.29% 32	25.71% 45	25.71% 45	22.29% 39	175	3.36

Q20 I am comfortable asking for help if I do not have the skills required to meet my goals.

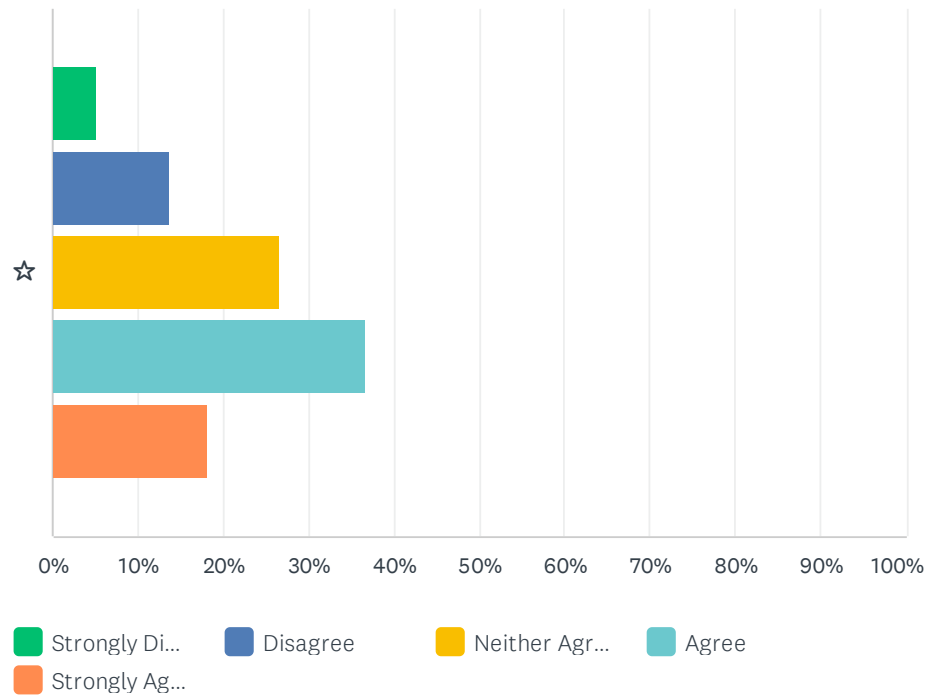
Answered: 177 Skipped: 11



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	2.82% 5	5.08% 9	8.47% 15	48.59% 86	35.03% 62	177	4.08

Q21 I am a valued employee.

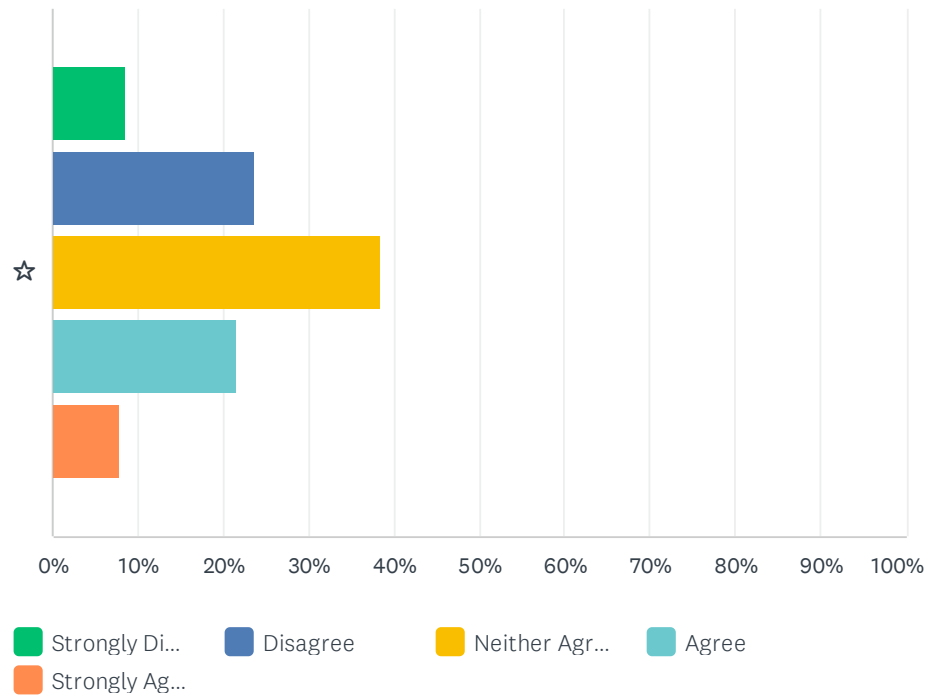
Answered: 177 Skipped: 11



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	5.08% 9	13.56% 24	26.55% 47	36.72% 65	18.08% 32	177	3.49

Q22 The Township recognizes work well done.

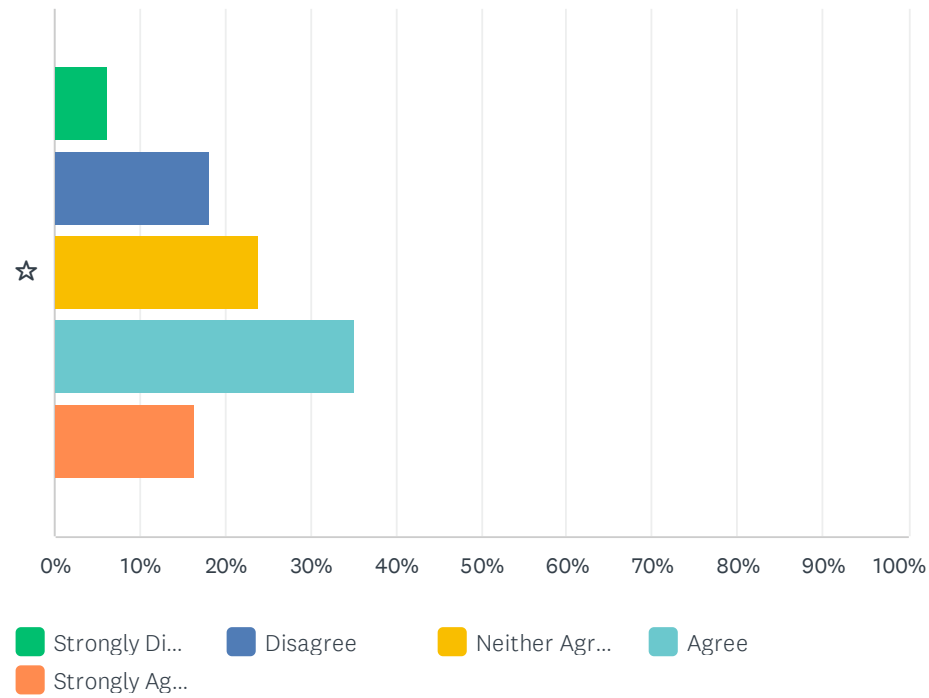
Answered: 177 Skipped: 11



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	8.47% 15	23.73% 42	38.42% 68	21.47% 38	7.91% 14	177	2.97

Q23 My department recognizes work well done.

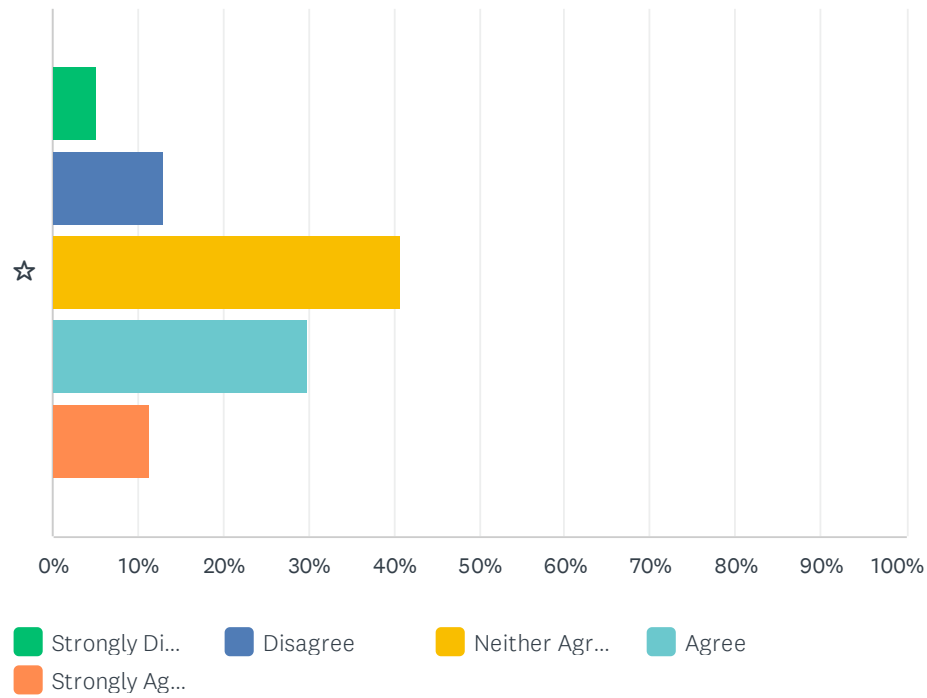
Answered: 176 Skipped: 12



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	6.25% 11	18.18% 32	23.86% 42	35.23% 62	16.48% 29	176	3.38

Q24 I am satisfied with the recognition I receive for doing a good job.

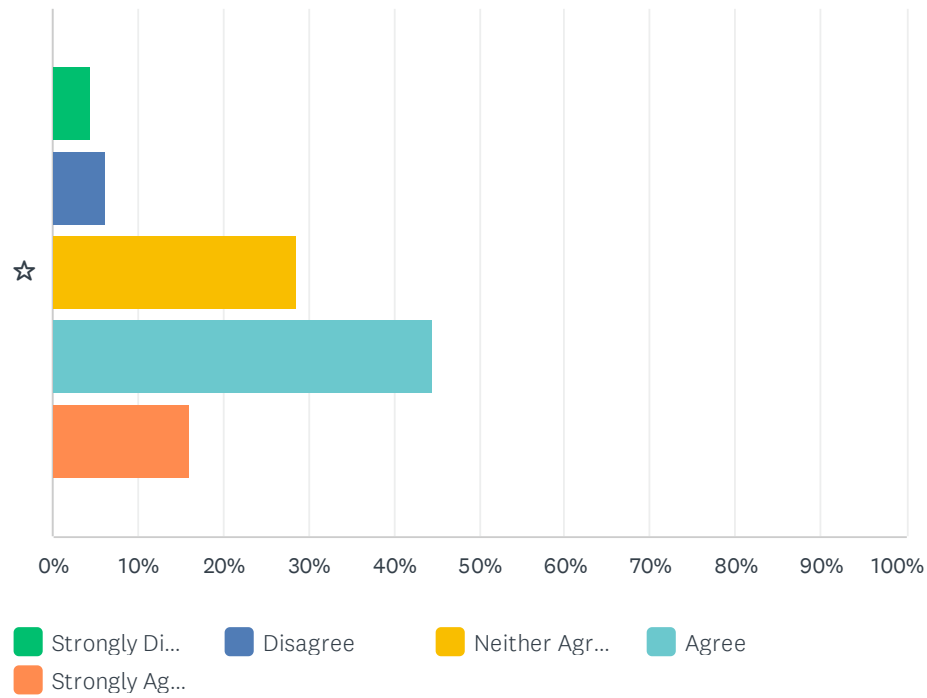
Answered: 177 Skipped: 11



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	5.08% 9	12.99% 23	40.68% 72	29.94% 53	11.30% 20	177	3.29

Q25 I feel respected by my team and the organization.

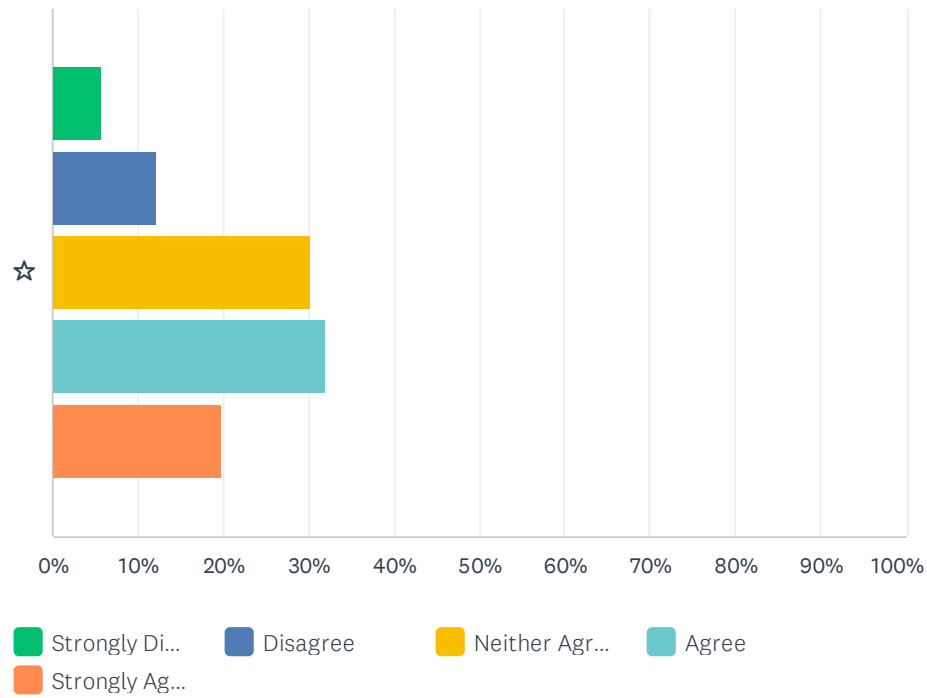
Answered: 175 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	4.57%	6.29%	28.57%	44.57%	16.00%	175	3.61
	8	11	50	78	28		

Q26 My department encourages me to offer my opinion.

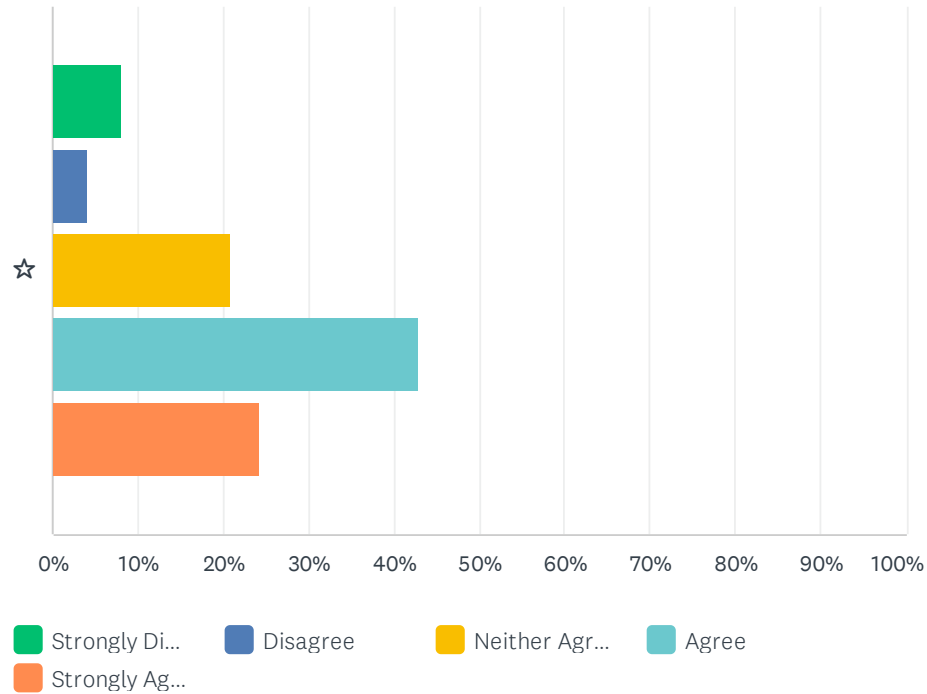
Answered: 172 Skipped: 16



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	5.81% 10	12.21% 21	30.23% 52	31.98% 55	19.77% 34	172	3.48

Q27 My department protects its employees from discrimination and harassment.

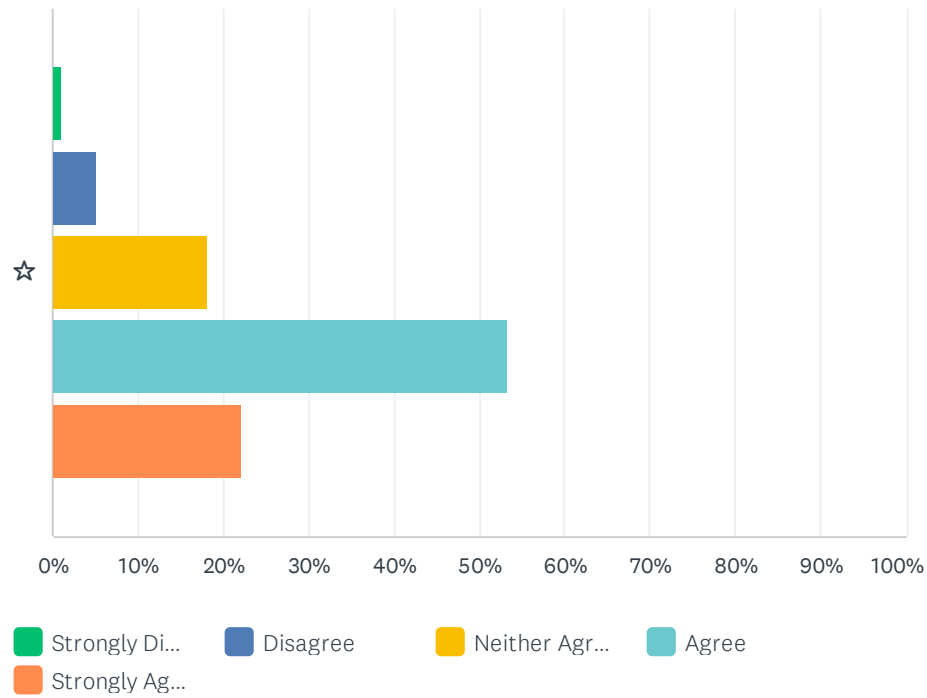
Answered: 173 Skipped: 15



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	8.09% 14	4.05% 7	20.81% 36	42.77% 74	24.28% 42	173	3.71

Q28 West Chester Township is a good place to work.

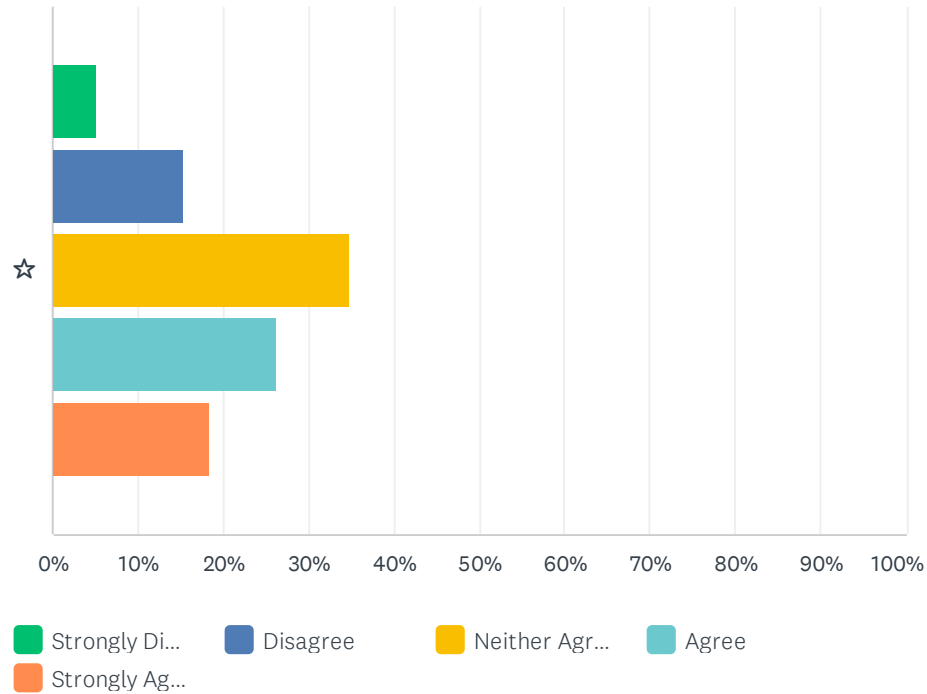
Answered: 176 Skipped: 12



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	1.14%	5.11%	18.18%	53.41%	22.16%	176	3.90
	2	9	32	94	39		

Q29 I am encouraged to come up with new and better ways of doing things.

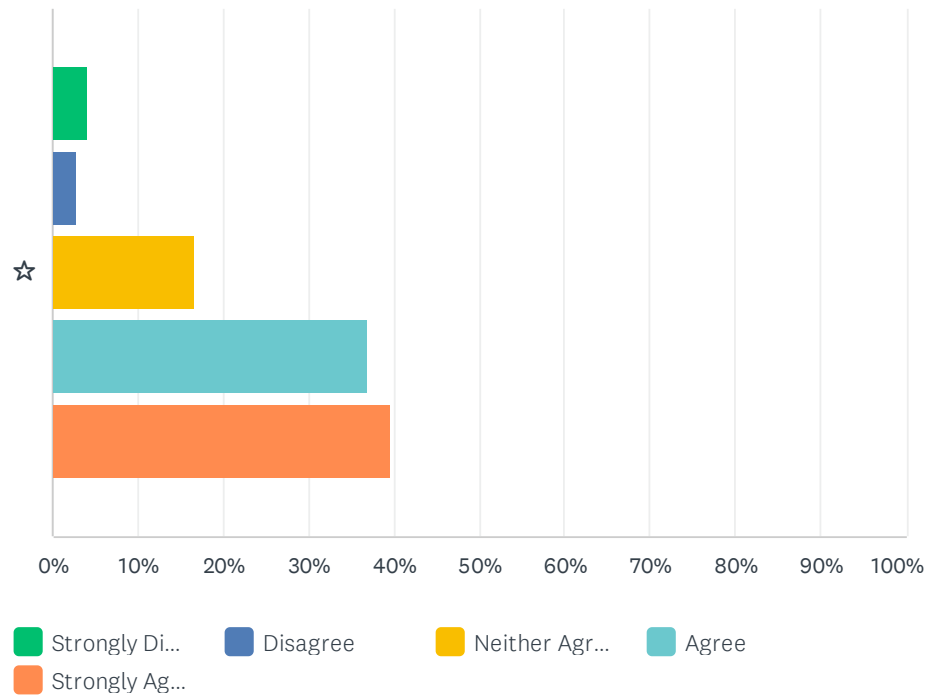
Answered: 175 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	5.14% 9	15.43% 27	34.86% 61	26.29% 46	18.29% 32	175	3.37

Q30 I see myself still working at the Township in two year's time.

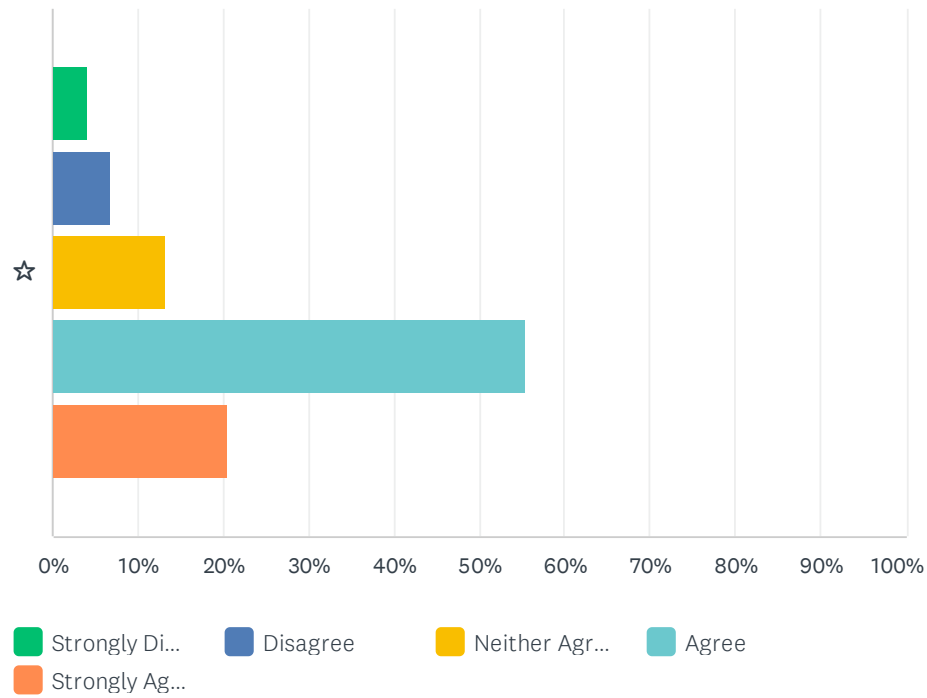
Answered: 174 Skipped: 14



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	4.02% 7	2.87% 5	16.67% 29	36.78% 64	39.66% 69	174	4.05

Q31 My job makes good use of my knowledge, skills and abilities.

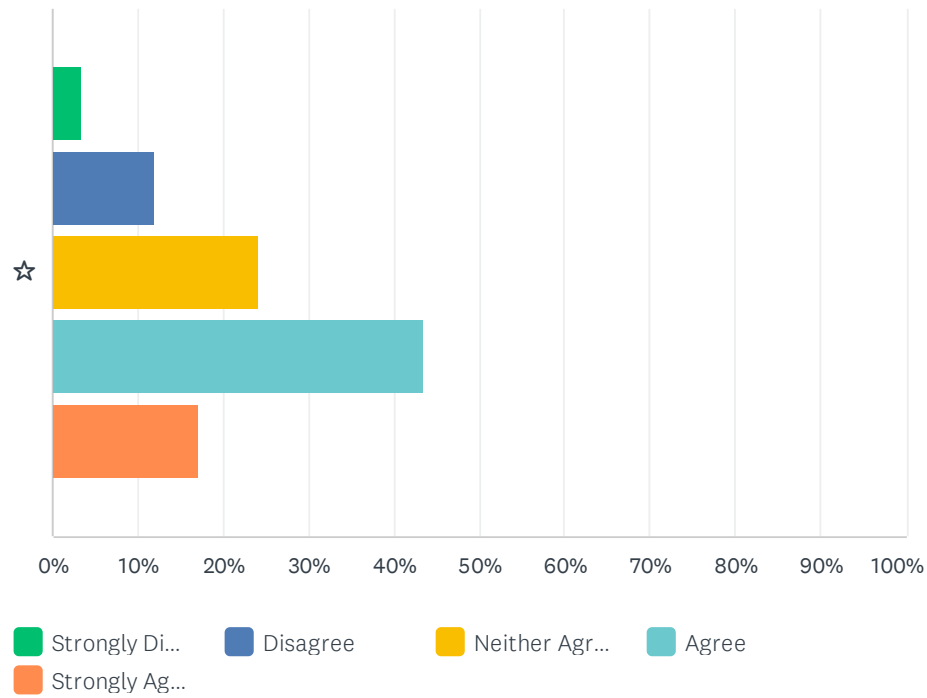
Answered: 175 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	4.00% 7	6.86% 12	13.14% 23	55.43% 97	20.57% 36	175	3.82

Q32 The Township is a good place to develop my career.

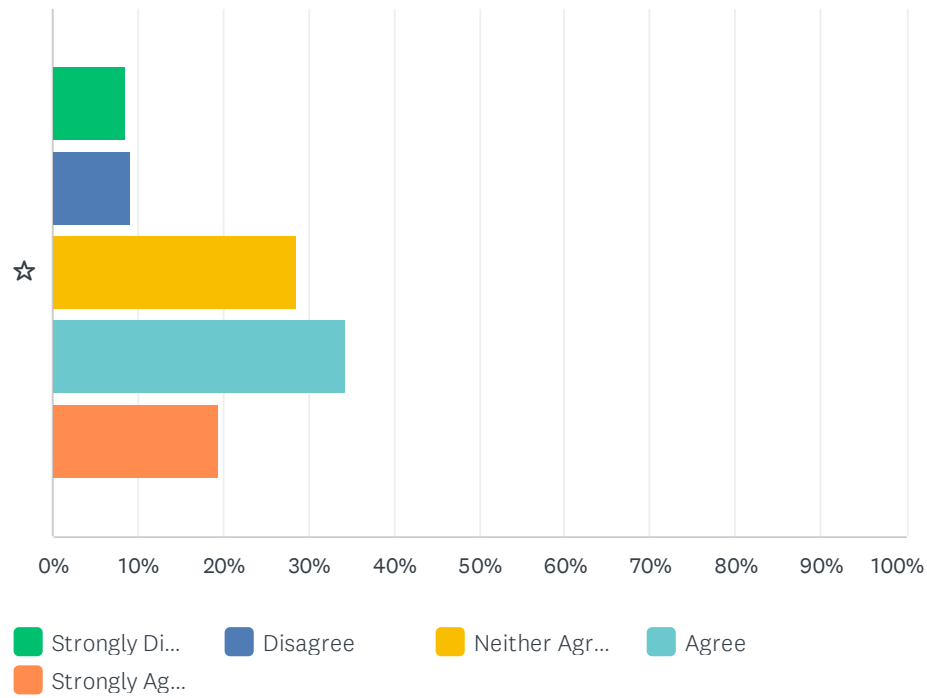
Answered: 175 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	3.43% 6	12.00% 21	24.00% 42	43.43% 76	17.14% 30	175	3.59

Q33 I receive the training I need to grow in my position.

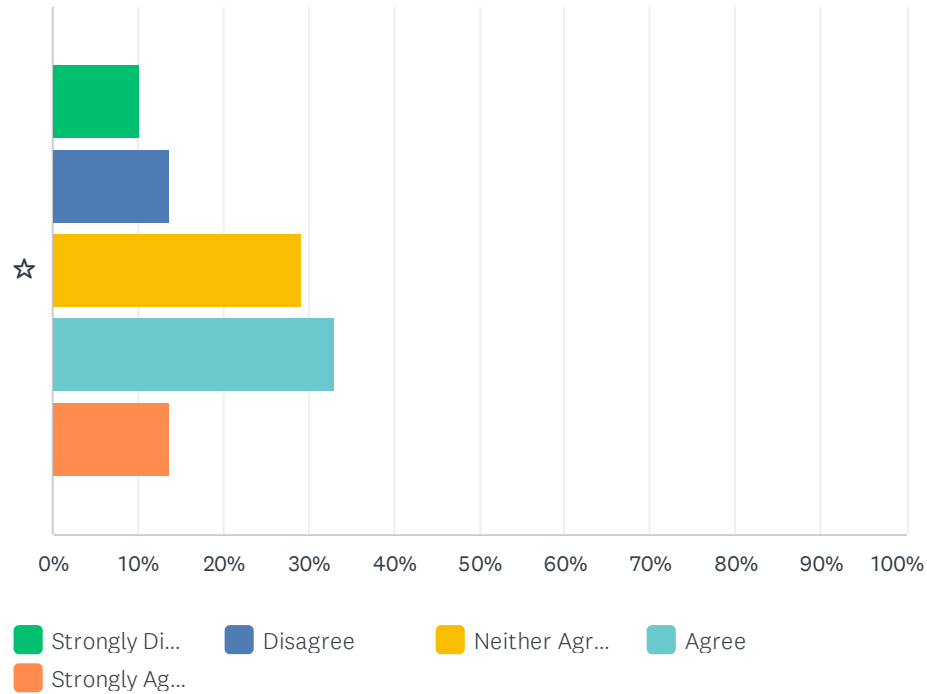
Answered: 175 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	8.57%	9.14%	28.57%	34.29%	19.43%	175	3.47
	15	16	50	60	34		

Q34 I have opportunities to advance my career within West Chester Township.

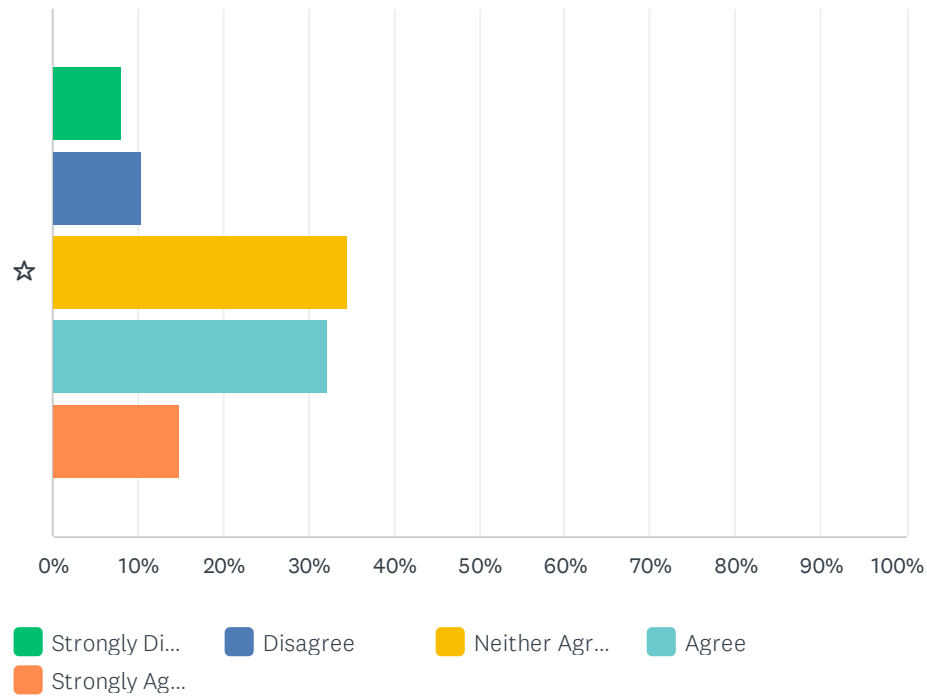
Answered: 175 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	10.29% 18	13.71% 24	29.14% 51	33.14% 58	13.71% 24	175	3.26

Q35 My manager has shown a genuine interest in my career aspirations.

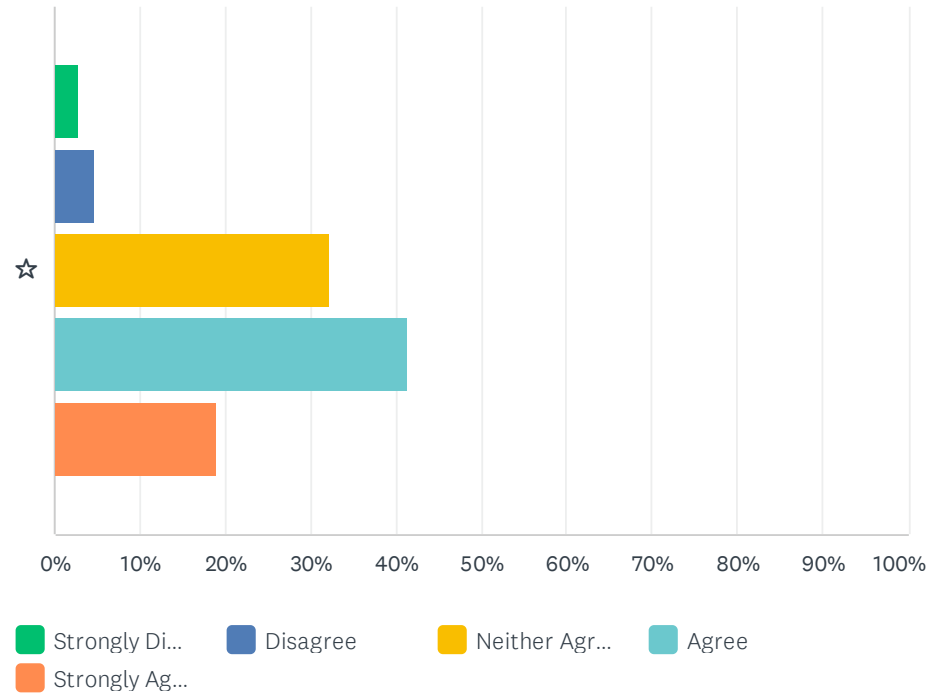
Answered: 174 Skipped: 14



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	8.05% 14	10.34% 18	34.48% 60	32.18% 56	14.94% 26	174	3.36

Q36 I am interested in training related to developing the Township's future leaders.

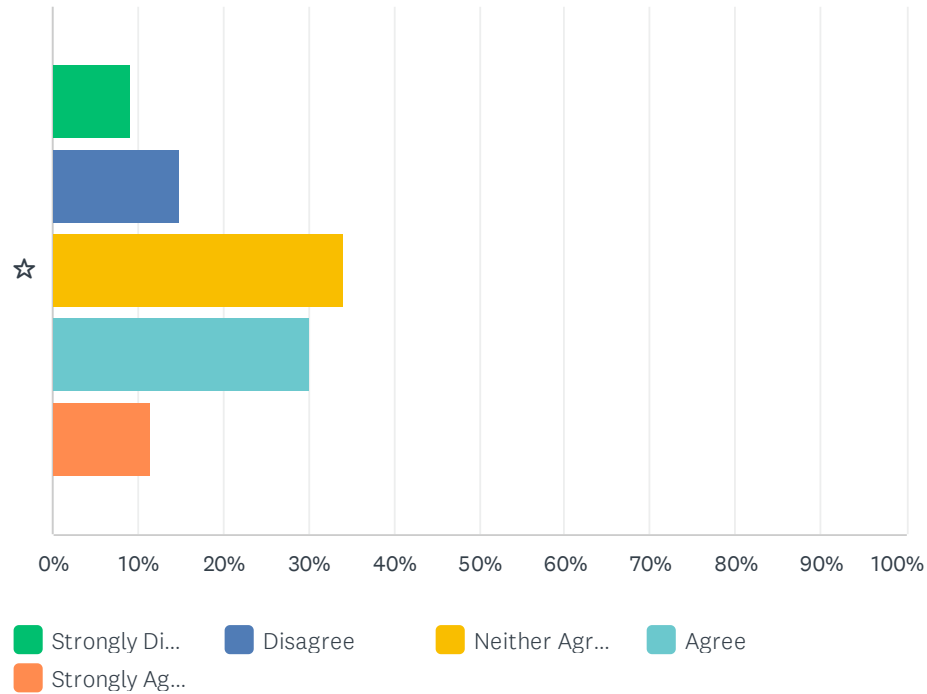
Answered: 174 Skipped: 14



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	2.87% 5	4.60% 8	32.18% 56	41.38% 72	18.97% 33	174	3.69

Q37 Within the last six months, the Township has provided me opportunities to learn and grow.

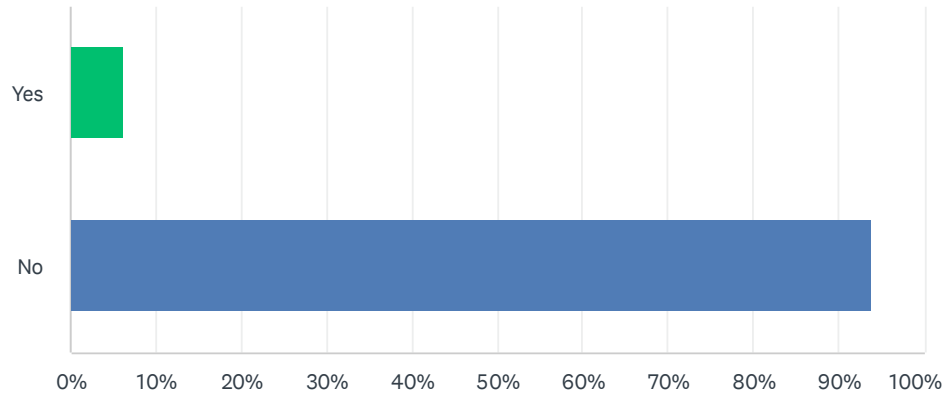
Answered: 173 Skipped: 15



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	9.25% 16	15.03% 26	34.10% 59	30.06% 52	11.56% 20	173	3.20

Q38 In the last three years, have you been promoted to a supervisor position?

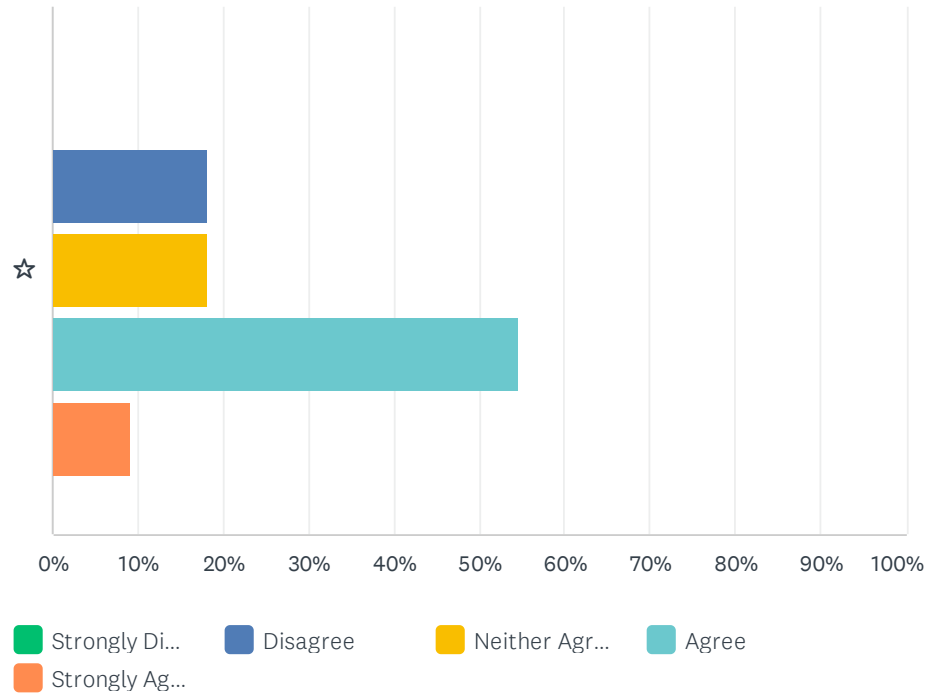
Answered: 176 Skipped: 12



ANSWER CHOICES	RESPONSES	
Yes	6.25%	11
No	93.75%	165
TOTAL		176

Q39 Before being promoted, my department provided me with opportunities to gain the knowledge and skills needed for my new position.

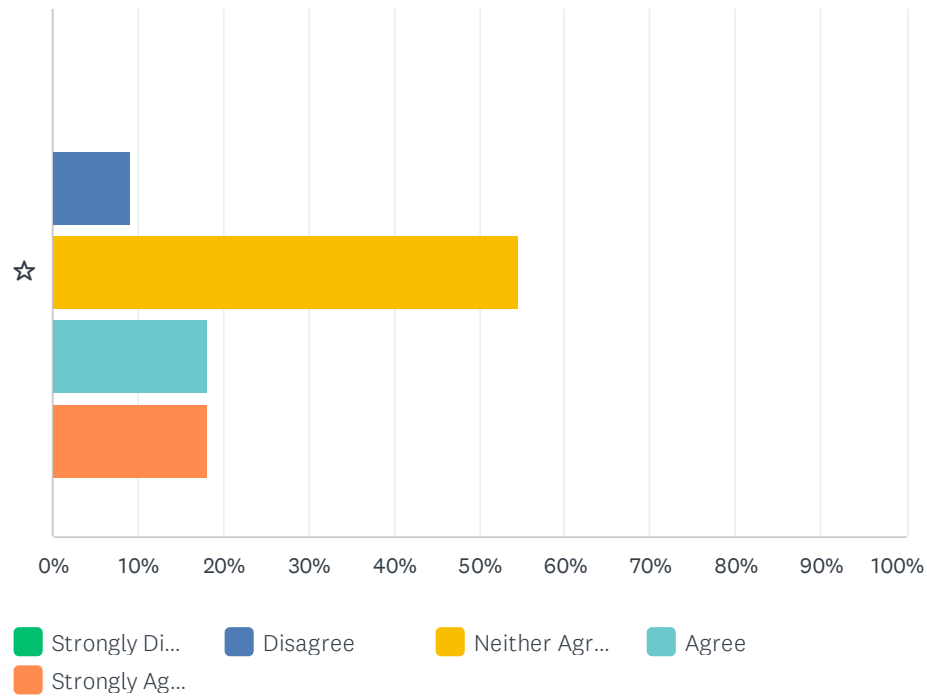
Answered: 11 Skipped: 177



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	0.00%	18.18%	18.18%	54.55%	9.09%	11	3.55
	0	2	2	6	1		

Q40 After being promoted, I received adequate support and guidance.

Answered: 11 Skipped: 177



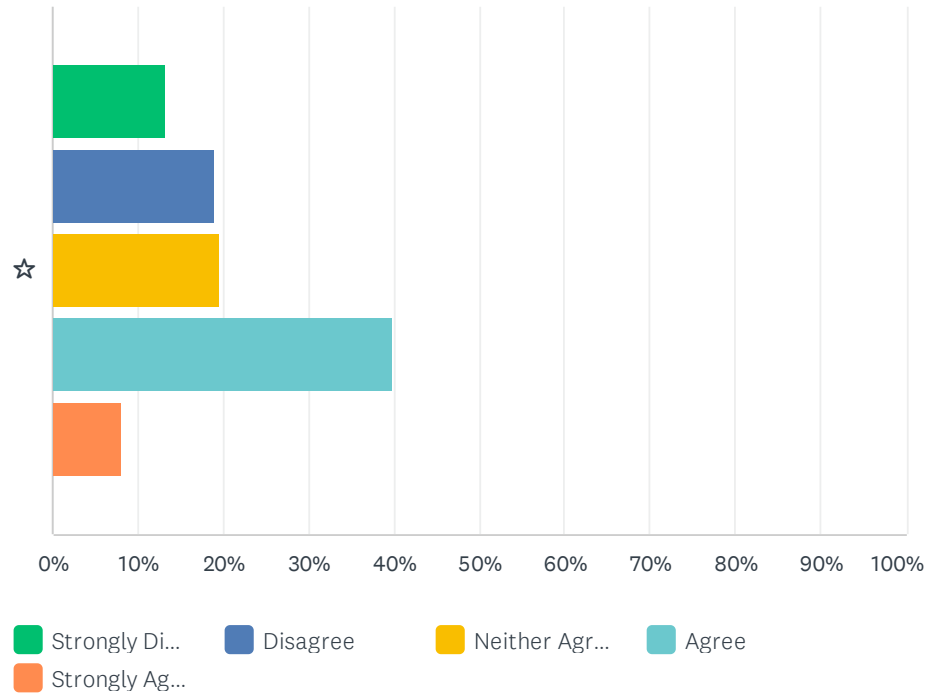
	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	9.09% 1	54.55% 6	18.18% 2	18.18% 2	11	3.45

Q41 How could your promotional process or experience as a new supervisor been improved?

Answered: 5 Skipped: 183

Q42 My pay and benefits are generally in line with other major employers in the region for performing similar work.

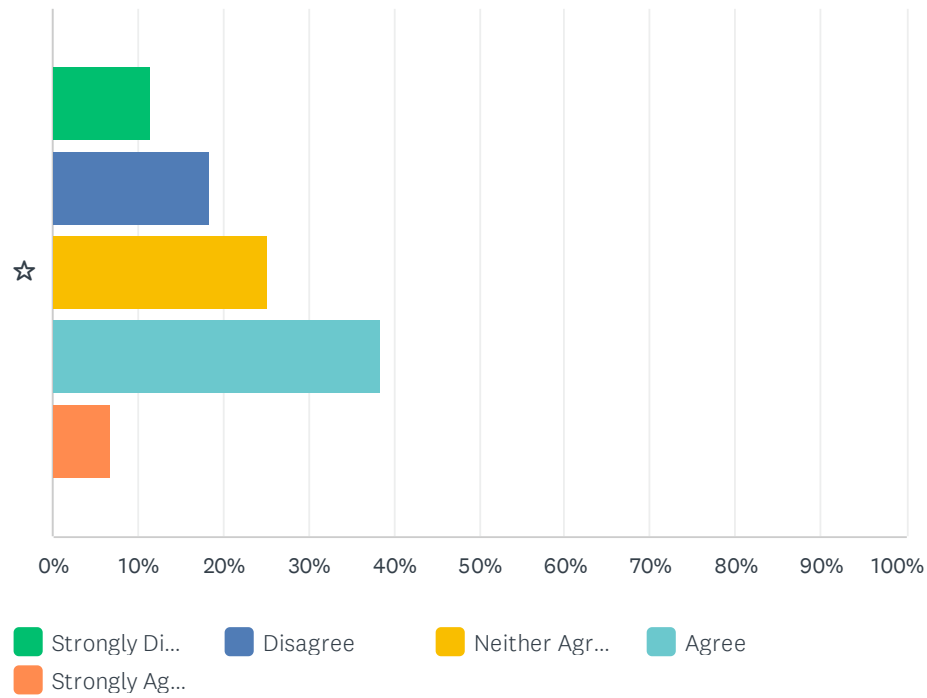
Answered: 173 Skipped: 15



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	13.29% 23	19.08% 33	19.65% 34	39.88% 69	8.09% 14	173	3.10

Q43 My salary is fair for my responsibilities.

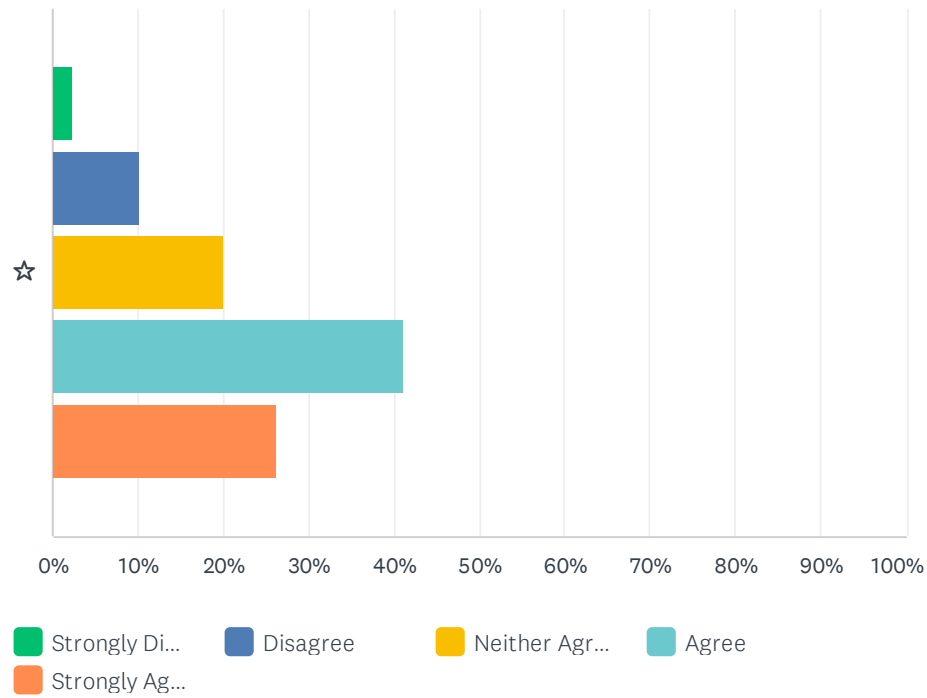
Answered: 175 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	11.43% 20	18.29% 32	25.14% 44	38.29% 67	6.86% 12	175	3.11

Q44 Safety concerns are quickly corrected in my department.

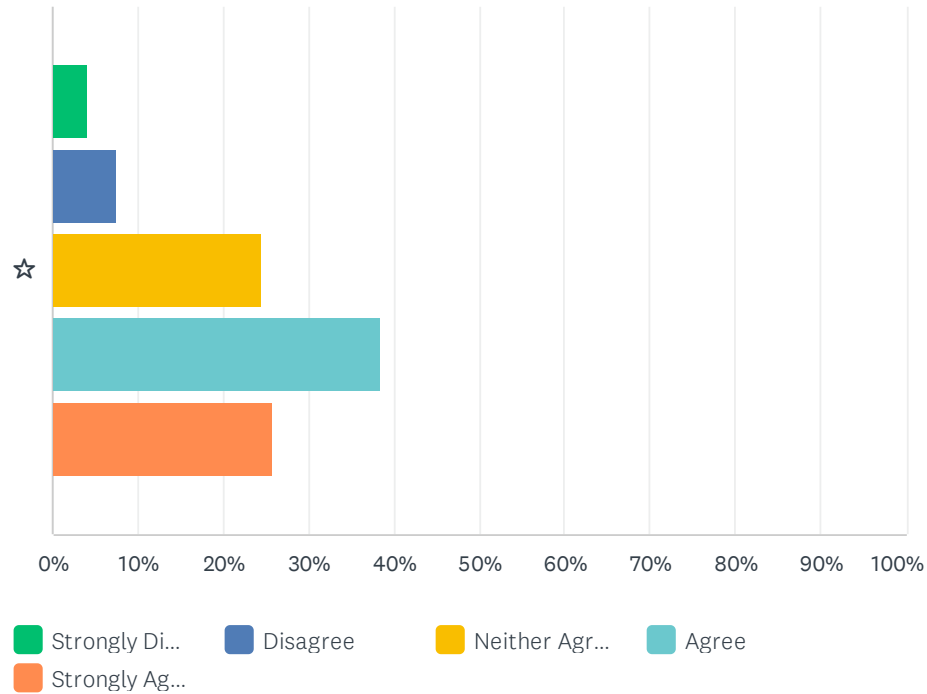
Answered: 175 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	2.29% 4	10.29% 18	20.00% 35	41.14% 72	26.29% 46	175	3.79

Q45 My department allows sufficient flexibility to take care of my personal responsibilities.

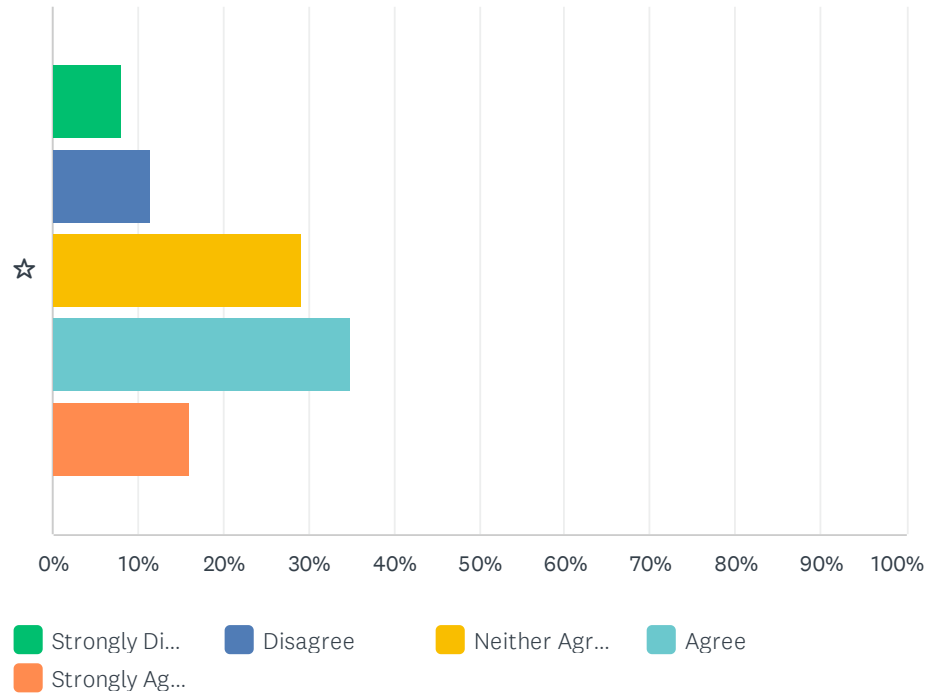
Answered: 175 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	4.00% 7	7.43% 13	24.57% 43	38.29% 67	25.71% 45	175	3.74

Q46 The Township's response to COVID-19 made me feel safe while at work.

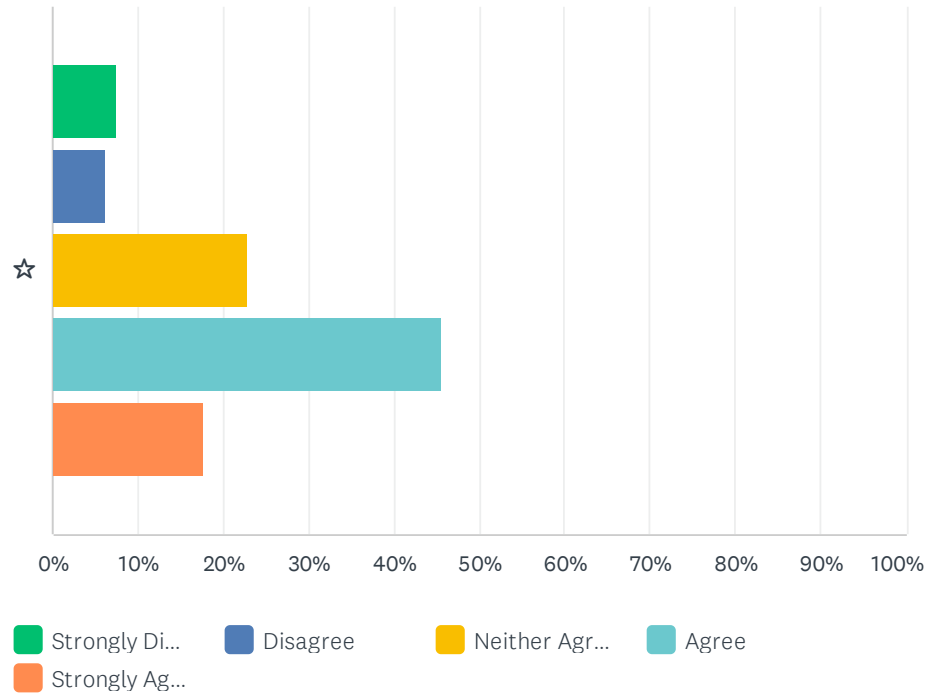
Answered: 174 Skipped: 14



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	8.05% 14	11.49% 20	29.31% 51	35.06% 61	16.09% 28	174	3.40

Q47 Township leadership has done a good job of sharing information regarding COVID-19.

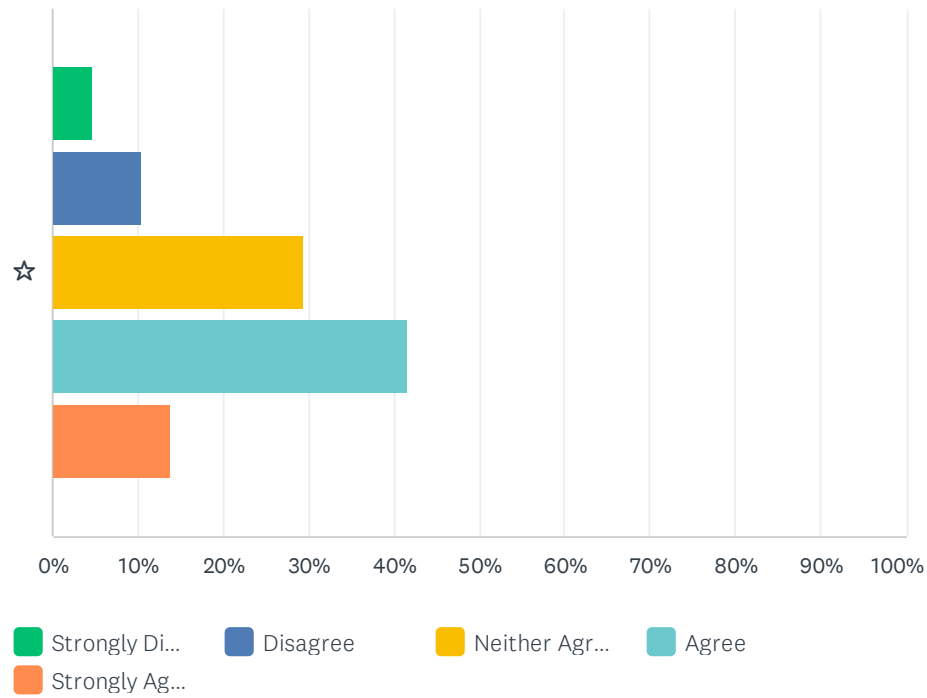
Answered: 175 Skipped: 13



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	7.43% 13	6.29% 11	22.86% 40	45.71% 80	17.71% 31	175	3.60

Q48 The Township's COVID-19 response supported me and my family.

Answered: 173 Skipped: 15



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
☆	4.62% 8	10.40% 18	29.48% 51	41.62% 72	13.87% 24	173	3.50

Q49 How could the Township's response to COVID-19 have been improved? (500 characters available)

Answered: 60 Skipped: 128

Q50 Is there something else you think we should have asked in this survey? (500 characters available)

Answered: 47 Skipped: 141

Q51 What 2-3 issues do we need to address to improve West Chester Township's performance? (500 characters available)

Answered: 84 Skipped: 104

Q52 Is there any additional information you would like to share? (500 characters available)

Answered: 46 Skipped: 142