



Police

2009 City of Minneapolis Employee Engagement Survey

Survey Administered: September 2009

KeneXa

Confidential - Prepared by Kenexa

2009 City of Minneapolis Employee Engagement Survey

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Response Summary

Report Grouping	Headcount	Surveys Completed	Response Rate
City Overall	4,002	2,436	61%
Police	1,101	543	49%
Administrative Services Division	99	53	54%
Crime Lab	33	22	67%
Criminal Investigations Division	157	85	54%
Precinct 1	123	57	46%
Precinct 2	84	40	48%
Precinct 3	139	70	50%
Precinct 4	131	62	47%
Precinct 5	109	36	33%
Special Operations Division	106	46	43%
Strategic Information & Crime Management (SICM)	32	16	50%
Support Services Division	47	34	72%
Traffic Control	41	22	54%

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Understanding Your Report

Overview

Survey Goals

The 2009 employee engagement survey has three simple goals:

1. Provide each employee an opportunity to share thoughts on what is working well and where there are opportunities for improvement at the City.
2. Develop effective action plans that respond to department-specific and Citywide employee engagement issues.
3. Institutionalize lasting change to our work environment that makes the City a great place to work, and supports the achievement of our organizational goals.

We are pleased that we had such success in achieving our first goal; however, our work has just begun. Findings from this report and each of the department reports will pave the path for achieving goal number two. Finally, only through the work of all of us will we be able to achieve our third goal, which is lasting change.

Recognition

Thank you to everyone who completed the survey. The development and administration of the survey was done by the following employees multi-department team:

Mayor R.T. Rybak	Council President Barbara Johnson	Steven Bosacker, City Coordinator
Pamela French, HR Director	Chuck Bernardy, HR & 2009 Survey Co-Chair	Lea Bittner-Eddy, HR & 2009 Survey Co-Chair
Dana Beasley, Assessor's Office	Krista Bergert, CPED	Mike Bloom, City Attorney's Office
Katharine Bonneson, Convention Center	Lisa Cerney, Public Works	Ed Daley, CPED
Trina Chernos, City Attorney's Office	Linda Denson, Convention Center	Monica Diaz, Civil Rights
Tom Donohoe, 911	Lalonne Ericson-Baker, Finance	Sergeant Jesse Garcia, Police
Robin Harris, Public Works	Janna Hottinger, Mayor's Office	Captain Jenny Kawaters, Fire
Dawn Misencik, 311	Gopal Narayan, Health & Family Support	Lori Olson, Regulatory Services
Mark Paulsen, BIS	Alisha Raglund, Health & Family Support	LaVae Robinson, 911
Lynn Schwartz, Communications	Jennifer Smith, Public Works	Jay Stroebel, City Coordinator's Office
Beth Toal, HR	Rachel Usher, HR Intern Extraordinaire	Maryam Williams, 911
Susan Young, Public Works	Doreen Caruth, Kenexa	Dr. Nancy Delay, Kenexa
Vanessa Ostlund, Kenexa		

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What's Next

For the 2009 employee survey, the City used the survey research firm Kenexa to provide expertise in developing and administering the survey. In terms of next steps, Kenexa will also provide support to City leadership and departments as they interpret the results, identify key priorities and create action plans that engage employees and address the survey findings.

This report represents the first step in making lasting improvements to the City of Minneapolis as a workplace. In partnership with our Kenexa Consultant, Department Heads will identify one or two priorities across the City, based on the survey results. All departments are encouraged to develop employee survey response teams to address these Citywide priorities and any department opportunities for improvement identified in the department-specific reports.

The City Coordinator's Office and the Department of Human Resources will assist and monitor department efforts and help develop any necessary enterprise-wide actions to address the survey response priorities. Department "Survey Champions" will also have access to online tools (Kenexa Survey Scorecard) to assist them in action planning and tracking progress.

Thank you for your commitment to the next steps in this important work!

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Understanding Your Report

Before you can share survey results with others in your organization, it is essential to understand the data yourself. This report presents results for your organization and is arranged into several key sections:

Sections within Your Report

Engagement Summary

Engagement is a combination of perceptions that have a positive impact on behavior. These perceptions include satisfaction, commitment, pride, loyalty, a strong sense of personal responsibility, and a willingness to be an advocate for the organization.

Engagement Priority Items

This section of the report displays the Engagement Index results and the top priorities for engagement. The Engagement Index is a subset of survey items specifically designed to measure the engagement of respondents. The engagement priority items, listed in rank order of importance, identify the issues that are most likely to influence engagement in your work population.

The engagement priority items have been determined using a Pearson correlation analysis technique. This analysis utilizes your survey data to determine how closely specific attitudes/opinions, measured by your survey items, are related to the engagement of your work population. These priorities can have a significant influence on engagement, and should be a focus for action planning. An improvement in the priority item scores will have the greatest impact on engagement.

A minimum of 30 valid responses is required to perform the analysis. If your workgroup had fewer than 30 valid responses, you will see the priority items for a higher level in the organization, which is noted above the priority items.

Performance Excellence Summary

Performance Excellence focuses on critical areas leading to an organization's success such as customer focus and an emphasis on quality. These are things that support employees' ability to get the work done.

Most Favorable / Most Unfavorable Summary

This section reflects your team's highest and lowest scoring items. Specifically, the Most Favorable items represent those with the highest Percent Favorable and the Most Unfavorable items represent those with the highest Percent Unfavorable scores.

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Theme Summary

To facilitate interpretation, your survey items are grouped into topic areas, or themes. These results are provided to give an overall representation for items with a similar focus.

Item Summary

This section uses a combination of bar charts and tables to display results and comparative data for all of your survey items, which are grouped by theme.

What to look for...

When comparing your results to those of other groups or to previous survey results, use the following guidelines to determine whether differences are meaningful.

If number of respondents in smallest unit compared is ...	Look for differences in Percent Favorable of...
100 or more	5% or more
50 to 99	10% or more
Less than 50	15% or more

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Understanding Your Report

Sample Results

Report Grouping	Valid Returns	Percent Favorable					2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
		Percent Favorable		Percent Neutral		Percent Unfavorable							
City Overall	500	28		38		16	10	8	66%	64%	75%	89%	S
Department	100	8	15	30	27	20	23%	30%	75%	89%	O		
Division	3						--	--	--	--	--		

Bar Chart

To facilitate the interpretation of results, responses are grouped into three categories:

Percent Favorable - Top two most favorable responses (i.e. Strongly Agree & Agree)

Percent Neutral - Neither favorable nor unfavorable response (i.e. Neither Agree nor Disagree)

Percent Unfavorable - Bottom two least favorable responses (i.e. Strongly Disagree & Disagree)

2009 % Fav

The percentage of respondents who selected the most positive responses, typically the top two.

2009 % Unfav

The percentage of respondents who selected the most negative responses, typically the bottom two.

2006 % Fav

The percentage of respondents who selected the most positive responses, typically the top two. These values, if present, are reported from the previous survey administration.

City's Most Engaged Units

In order to calculate the "Most Engaged Units" we rank the work units within the City by their Employee Engagement scores; then, we select the top 20%. These groups make up the "Most Engaged Units" and become your internal benchmark. Scores for each question on the survey are then calculated for this group and offered for comparison purpose.

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Gov't Work Trend

This column compares your results to WorkTrends™, which is a normative database of employee opinions collected regularly by Kenexa Research Institute (KRI) from a nationwide survey of 10,000 workers. This representative sample of the workforce is drawn to match the latest U.S. census statistics with regard to key demographics. The Government Work Trend Norm contains responses from individuals who report they work for a government agency.

S/O (Strengths / Opportunities)

An "S" or an "O" in this column identifies items that are possible Strengths or Opportunities for improvement scores. The guidelines below were used to determine which items represent strengths and which are opportunities for your organization. If your results don't meet either of the criteria, consider them "midrange" results.

	Percent Favorable	Percent Unfavorable
Strengths	65% or more	20% or less
Opportunities for Improvement	50% or less	20% or more

These guidelines should be used in interpreting all of the theme and item results contained in this report.

Insufficient Data to Report

Double dashes (--) are displayed for a report group when the number of responses for the item or theme being reported did not meet the minimum requirement of 10 responses for reporting, or when scores are not available for an item or them.

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Engagement Summary

	Percent Favorable		Percent Neutral		Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Engagement											
City Overall	22	36	22	12	8	57%	63%	73%	64%		
Police	14	35	23	17	11	49%	62%	73%	64%	O	
Administrative Services Division	26	41	20	11		67%	--	73%	64%	S	
Crime Lab	10	50	31	6		60%	--	73%	64%		
Criminal Investigations Division	16	37	26	14	6	53%	--	73%	64%		
Precinct 1	11	30	26	20	13	41%	--	73%	64%	O	
Precinct 2	5	26	25	25	19	31%	--	73%	64%	O	
Precinct 3	6	35	25	14	19	42%	--	73%	64%	O	
Precinct 4	7	33	21	20	19	40%	--	73%	64%	O	
Precinct 5	15	38	18	17	10	54%	--	73%	64%		
Special Operations Division	11	25	22	33	10	36%	--	73%	64%	O	
Strategic Information & Crime Management (SICM)	13	41	17	19	10	54%	--	73%	64%		
Support Services Division	32	38	17	10		69%	--	73%	64%	S	
Traffic Control	32	32	22	8	7	64%	--	73%	64%		

Survey Items Included

29. I rarely think about looking for a new job with another organization. (If you are retiring within the next twelve months, or taking a leave of absence, please do not answer this question.)
30. I am proud to work for the City.
31. I would recommend the City as a great place to work.
32. Overall, I am extremely satisfied with the City as a place to work.

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Priority Items

Items Determined by: Police

Scores Displayed for: Police

	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
51. I feel valued as an employee of the City. (Recognition)	27%	--	66%	--	O
6. There is a promising future for me at the City. (City Overall)	40%	42%	60%	54%	O
2. My Department Leadership demonstrates that employees are important to the success of the City. (Department Leadership)	37%	21%	73%	49%	O
4. I have confidence in the future of my department. (City Overall)	36%	50%	71%	66%	O
5. City Leadership shows concern for the well-being and morale of employees. (City Overall)	16%	21%	56%	45%	O
27. City employees are encouraged to participate in making decisions that affect their work. (Employee Involvement)	27%	22%	58%	52%	O
3. My Department Leadership has the ability to deal with the challenges we face. (Department Leadership)	40%	31%	76%	50%	O
58. I am satisfied with the learning and development offerings provided by the City. (Training and Development)	37%	--	67%	--	O
25. When employees have good ideas, management makes use of them. (Employee Involvement)	17%	20%	51%	47%	O
26. City employees are encouraged to be innovative, that is, to develop new and better ways of doing things. (Employee Involvement)	28%	23%	61%	51%	O

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Performance Excellence Summary

						2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable							
Performance Excellence Index										
City Overall	15	40	24	13	8	55%	56%	69%	60%	
Police	9	34	27	19	11	43%	45%	69%	60%	O
Administrative Services Division	18	43	20	13	6	61%	--	69%	60%	
Crime Lab	7	45	27	18		52%	--	69%	60%	
Criminal Investigations Division	8	32	34	18	7	41%	--	69%	60%	O
Precinct 1	10	33	29	16	13	43%	--	69%	60%	O
Precinct 2	8	32	24	20	16	40%	--	69%	60%	O
Precinct 3	7	32	24	21	16	39%	--	69%	60%	O
Precinct 4	8	26	25	21	20	34%	--	69%	60%	O
Precinct 5	6	34	27	21	11	40%	--	69%	60%	O
Special Operations Division	9	29	29	22	12	37%	--	69%	60%	O
Strategic Information & Crime Management (SICM)	8	32	37	19		40%	--	69%	60%	O
Support Services Division	16	36	21	18	9	52%	--	69%	60%	
Traffic Control	8	43	27	14	8	51%	--	69%	60%	

Survey Items Included

- 15. Where I work, customer feedback is used to improve our work processes.
- 18. Where I work, employees are getting the training and development needed to keep up with customer demands.
- 19. Customer problems get corrected quickly.
- 27. City employees are encouraged to participate in making decisions that affect their work.
- 45. Where I work, we set clear performance standards for product/service quality.
- 46. City Leadership is committed to providing high quality products and services to external customers.
- 61. The people I work with cooperate to get the job done.

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Most Favorable/Most Unfavorable Summary

	2009 % Fav	2009 % Unfav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend
Most Favorable Items					
Police					
61. The people I work with cooperate to get the job done.	81%	8%	74%	80%	67%
64. It is important to me to have alternative work arrangements available (i.e. flexible work hours, working remotely or from home, working 4 x 10 hour days instead of 5 x 8 hours, etc.).	78%	9%	--	75%	--
40. My immediate supervisor treats employees fairly.	77%	13%	69%	75%	68%
44. I understand my total compensation (i.e. pay and benefits) package.	75%	12%	--	88%	--
13. I have a positive relationship with the communities we serve.	73%	6%	--	81%	--
49. I had a performance appraisal in the past 12 months.	73%	20%	--	72%	--
41. My immediate supervisor clearly communicates what I am expected to do.	72%	14%	68%	77%	--
38. My immediate supervisor does a good job at "managing the work," that is, making appropriate work assignments, setting priorities, scheduling, etc.	71%	17%	62%	72%	60%
22. City Leadership demonstrates commitment to diversity.	69%	10%	62%	77%	68%
59. My immediate supervisor supports my ongoing learning and development.	69%	9%	67%	75%	--
Most Unfavorable Items					
Police					
5. City Leadership shows concern for the well-being and morale of employees.	16%	66%	21%	56%	45%
25. When employees have good ideas, management makes use of them.	17%	59%	20%	51%	47%
60. The process for selecting people for special assignments/projects is fair.	21%	57%	35%	53%	--
7. Where I work, we are told of upcoming changes in time to prepare for them.	23%	56%	38%	63%	--
24. Sufficient effort is made to get the opinions and thinking of people who work at the City.	24%	55%	19%	55%	47%
62. Where I work, we have enough people to get the work done.	34%	52%	17%	57%	49%
27. City employees are encouraged to participate in making decisions that affect their work.	27%	50%	22%	58%	52%
51. I feel valued as an employee of the City.	27%	49%	--	66%	--
8. I am well informed about relevant departmental issues.	30%	48%	--	62%	--
2. My Department Leadership demonstrates that employees are important to the success of the City.	37%	47%	21%	73%	49%

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Theme Summary

	Percent Favorable		Percent Neutral		Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Department Leadership											
City Overall	15	35	20	17	13	50%	33%	73%	48%	O	
Police	7	30	19	24	20	37%	24%	73%	48%	O	
Administrative Services Division	20	43	15	13	9	64%	--	73%	48%		
Crime Lab	5	55	32		9	59%	--	73%	48%		
Criminal Investigations Division	8	34	20	27	11	42%	--	73%	48%	O	
Precinct 1		31	22	23	20	35%	--	73%	48%	O	
Precinct 2	20	13	28		38	22%	--	73%	48%	O	
Precinct 3	21	18	30		30	23%	--	73%	48%	O	
Precinct 4	16	18	29		36	17%	--	73%	48%	O	
Precinct 5		33	22	21	19	37%	--	73%	48%	O	
Special Operations Division	22		20	28	27	25%	--	73%	48%	O	
Strategic Information & Crime Management (SICM)	13	42	21	15	10	54%	--	73%	48%		
Support Services Division	23	34	17	20	7	57%	--	73%	48%		
Traffic Control	8	35	24	20	14	42%	--	73%	48%	O	

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Theme Summary

	Percent Favorable		Percent Neutral		Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
City Overall	12	30	25	17	16		42%	44%	62%	55%	O
Police	6	25	25	21	24		31%	38%	62%	55%	O
Administrative Services Division	16	42	19	14	9		58%	--	62%	55%	
Crime Lab		42	30	20	5		45%	--	62%	55%	O
Criminal Investigations Division	5	26	32	22	15		31%	--	62%	55%	O
Precinct 1		27	19	21	28		32%	--	62%	55%	O
Precinct 2	18	13	26		42		18%	--	62%	55%	O
Precinct 3	18	23	21		36		20%	--	62%	55%	O
Precinct 4	16	28	22		32		17%	--	62%	55%	O
Precinct 5	7	21	29	25	18		29%	--	62%	55%	O
Special Operations Division	14	19	30		33		17%	--	62%	55%	O
Strategic Information & Crime Management (SICM)	8	25	35	17	15		33%	--	62%	55%	O
Support Services Division	18	38	23	8	14		56%	--	62%	55%	
Traffic Control	8	21	32	24	15		29%	--	62%	55%	O

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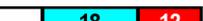
Theme Summary

	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Communications										
City Overall	13	40	20	17	9	53%	56%	70%	--	
Police	7	35	20	24	14	41%	54%	70%	--	O
Administrative Services Division	17	37	22	18	7	53%	--	70%	--	
Crime Lab	5	40	27	22	7	44%	--	70%	--	O
Criminal Investigations Division	8	37	22	23	11	45%	--	70%	--	O
Precinct 1	5	41	25	16	14	46%	--	70%	--	O
Precinct 2	7	31	23	26	13	38%	--	70%	--	O
Precinct 3		31	21	28	16	35%	--	70%	--	O
Precinct 4		27	15	35	19	31%	--	70%	--	O
Precinct 5	7	34	18	28	13	41%	--	70%	--	O
Special Operations Division		29	21	24	23	32%	--	70%	--	O
Strategic Information & Crime Management (SICM)	5	38	23	27	8	42%	--	70%	--	O
Support Services Division	10	44	11	24	12	54%	--	70%	--	
Traffic Control	9	35	20	19	16	44%	--	70%	--	O

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Theme Summary

				2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable					
Community Engagement								
City Overall				64%	--	76%	--	
Police				59%	--	76%	--	
Administrative Services Division				65%	--	76%	--	S
Crime Lab				62%	--	76%	--	
Criminal Investigations Division				57%	--	76%	--	
Precinct 1				56%	--	76%	--	
Precinct 2				56%	--	76%	--	
Precinct 3				56%	--	76%	--	
Precinct 4				49%	--	76%	--	O
Precinct 5				68%	--	76%	--	S
Special Operations Division				58%	--	76%	--	
Strategic Information & Crime Management (SICM)				69%	--	76%	--	S
Support Services Division				67%	--	76%	--	S
Traffic Control				56%	--	76%	--	

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Theme Summary

		Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Customer Service and Quality											
City Overall		18	39	23	12	7	58%	59%	73%	60%	
Police		10	35	29	17	10	45%	45%	73%	60%	O
Administrative Services Division		22	40	22	12	5	62%	--	73%	60%	
Crime Lab		14	45	27	12		60%	--	73%	60%	
Criminal Investigations Division		8	32	36	18	5	40%	--	73%	60%	O
Precinct 1		8	35	34	14	10	42%	--	73%	60%	O
Precinct 2		7	33	30	19	12	39%	--	73%	60%	O
Precinct 3		8	34	26	18	14	41%	--	73%	60%	O
Precinct 4		6	29	28	20	18	34%	--	73%	60%	O
Precinct 5		10	36	27	18	9	45%	--	73%	60%	O
Special Operations Division		7	34	31	16	11	42%	--	73%	60%	O
Strategic Information & Crime Management (SICM)		9	35	35	19		44%	--	73%	60%	O
Support Services Division		24	36	16	16	8	60%	--	73%	60%	
Traffic Control		14	39	23	15	10	53%	--	73%	60%	

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Theme Summary

	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Performance Excellence Index										
City Overall	15	40	24	13	8	55%	56%	69%	60%	
Police	9	34	27	19	11	43%	45%	69%	60%	O
Administrative Services Division	18	43	20	13	6	61%	--	69%	60%	
Crime Lab	7	45	27	18	1	52%	--	69%	60%	
Criminal Investigations Division	8	32	34	18	7	41%	--	69%	60%	O
Precinct 1	10	33	29	16	13	43%	--	69%	60%	O
Precinct 2	8	32	24	20	16	40%	--	69%	60%	O
Precinct 3	7	32	24	21	16	39%	--	69%	60%	O
Precinct 4	8	26	25	21	20	34%	--	69%	60%	O
Precinct 5	6	34	27	21	11	40%	--	69%	60%	O
Special Operations Division	9	29	29	22	12	37%	--	69%	60%	O
Strategic Information & Crime Management (SICM)	8	32	37	19	1	40%	--	69%	60%	O
Support Services Division	16	36	21	18	9	52%	--	69%	60%	
Traffic Control	8	43	27	14	8	51%	--	69%	60%	

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Theme Summary

		Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Diversity and Inclusion									
City Overall		21	44	24	65%	61%	74%	--	S
Police		21	43	23	65%	61%	74%	--	S
Administrative Services Division		25	50	16	75%	--	74%	--	S
Crime Lab		14	49	32	63%	--	74%	--	
Criminal Investigations Division		18	52	20	70%	--	74%	--	S
Precinct 1		21	39	27	59%	--	74%	--	
Precinct 2		24	48	19	73%	--	74%	--	S
Precinct 3		17	39	29	55%	--	74%	--	
Precinct 4		25	36	21	61%	--	74%	--	
Precinct 5		17	47	19	64%	--	74%	--	
Special Operations Division		27	38	22	65%	--	74%	--	S
Strategic Information & Crime Management (SICM)		17	45	25	63%	--	74%	--	
Support Services Division		25	36	29	61%	--	74%	--	
Traffic Control		26	43	15	69%	--	74%	--	S

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Theme Summary

	Percent Favorable		Percent Neutral		Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Employee Involvement											
City Overall	11	35	24	18	13	46%	42%	62%	--	O	
Police	6	26	24	25	20	32%	31%	62%	--	O	
Administrative Services Division	12	41	18	19	10	53%	--	62%	--		
Crime Lab		33	24	34	8	35%	--	62%	--	O	
Criminal Investigations Division	6	27	30	24	13	32%	--	62%	--	O	
Precinct 1	5	27	26	23	19	32%	--	62%	--	O	
Precinct 2		24	16	25	33	27%	--	62%	--	O	
Precinct 3		18	23	30	27	20%	--	62%	--	O	
Precinct 4		17	23	24	33	20%	--	62%	--	O	
Precinct 5		27	17	29	23	31%	--	62%	--	O	
Special Operations Division		19	28	31	20	21%	--	62%	--	O	
Strategic Information & Crime Management (SICM)	8	34	31	16	11	41%	--	62%	--	O	
Support Services Division	19	29	21	18	14	48%	--	62%	--	O	
Traffic Control	8	38	30	15	8	46%	--	62%	--	O	

2009 City of Minneapolis Employee Engagement Survey

Police

Theme Summary

		Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Engagement									
City Overall		22	36	22	57%	63%	73%	64%	
Police		14	35	23	49%	62%	73%	64%	O
Administrative Services Division		26	41	20	67%	--	73%	64%	S
Crime Lab		10	50	31	60%	--	73%	64%	
Criminal Investigations Division		16	37	26	53%	--	73%	64%	
Precinct 1		11	30	26	41%	--	73%	64%	O
Precinct 2		5	26	25	31%	--	73%	64%	O
Precinct 3		6	35	25	42%	--	73%	64%	O
Precinct 4		7	33	21	40%	--	73%	64%	O
Precinct 5		15	38	18	54%	--	73%	64%	
Special Operations Division		11	25	22	36%	--	73%	64%	O
Strategic Information & Crime Management (SICM)		13	41	17	54%	--	73%	64%	
Support Services Division		32	38	17	69%	--	73%	64%	S
Traffic Control		32	32	22	64%	--	73%	64%	

2009 City of Minneapolis Employee Engagement Survey

Police

Theme Summary

	Percent Favorable		Percent Neutral		Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Ethics											
City Overall	18	39	24	10	9	56%	55%	68%	--		
Police	13	34	23	14	16	47%	54%	68%	--	O	
Administrative Services Division	24	37	21	11	8	61%	--	68%	--		
Crime Lab	7	55	24	15		62%	--	68%	--		
Criminal Investigations Division	11	35	24	15	15	46%	--	68%	--	O	
Precinct 1	9	35	24	18	14	45%	--	68%	--	O	
Precinct 2	11	29	20	12	29	40%	--	68%	--	O	
Precinct 3	12	33	23	14	18	45%	--	68%	--	O	
Precinct 4	11	28	21	15	25	39%	--	68%	--	O	
Precinct 5	13	38	19	13	17	51%	--	68%	--		
Special Operations Division	13	24	24	20	19	37%	--	68%	--	O	
Strategic Information & Crime Management (SICM)	9	39	30	11	11	48%	--	68%	--	O	
Support Services Division	21	34	21	11	14	55%	--	68%	--		
Traffic Control	16	34	31	13	6	50%	--	68%	--		

2009 City of Minneapolis Employee Engagement Survey

Police

Theme Summary

	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Immediate Supervisor								
City Overall	29	39	15 9 8	68%	64%	74%	--	S
Police	33	39	12 8 7	72%	65%	74%	--	S
Administrative Services Division	37	34	8 8 12	71%	--	74%	--	S
Crime Lab	49	24	18 9	49%	--	74%	--	O
Criminal Investigations Division	36	38	14 10	73%	--	74%	--	S
Precinct 1	41	44	12	85%	--	74%	--	S
Precinct 2	29	47	6 6 13	76%	--	74%	--	S
Precinct 3	42	41	9	83%	--	74%	--	S
Precinct 4	46	30	11 10	76%	--	74%	--	S
Precinct 5	20	52	15 8 6	72%	--	74%	--	S
Special Operations Division	31	33	17 7 13	64%	--	74%	--	
Strategic Information & Crime Management (SICM)	23	48	16 9	72%	--	74%	--	S
Support Services Division	29	24	11 18 18	52%	--	74%	--	
Traffic Control	16	43	17 9 15	59%	--	74%	--	

2009 City of Minneapolis Employee Engagement Survey

Police

Theme Summary

	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Pay and Benefits										
City Overall	17	49	16	12	7	65%	42%	74%	--	S
Police	11	46	16	17	10	56%	35%	74%	--	
Administrative Services Division	25	44	13	14		69%	--	74%	--	S
Crime Lab		50	17	21	9	53%	--	74%	--	
Criminal Investigations Division	11	57	15	11	6	68%	--	74%	--	S
Precinct 1	10	33	16	25	16	43%	--	74%	--	O
Precinct 2	5	51	21	15	8	56%	--	74%	--	
Precinct 3	7	43	14	18	18	50%	--	74%	--	O
Precinct 4	7	42	16	22	13	49%	--	74%	--	O
Precinct 5	12	41	18	22	7	53%	--	74%	--	
Special Operations Division	9	41	17	18	14	51%	--	74%	--	
Strategic Information & Crime Management (SICM)	13	52	10	19	6	65%	--	74%	--	
Support Services Division	11	52	25	6	7	63%	--	74%	--	
Traffic Control	14	45	20	17	5	59%	--	74%	--	

2009 City of Minneapolis Employee Engagement Survey

Police

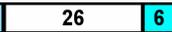
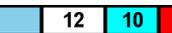
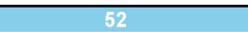
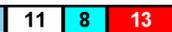
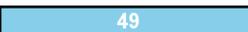
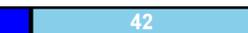
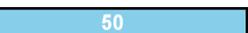
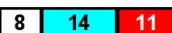
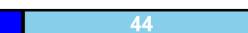
Theme Summary

	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Senior Management										
City Overall	13	42	29	10	7	54%	--	69%	64%	
Police	5	30	35	18	12	35%	--	69%	64%	O
Administrative Services Division	11	49	26	9		60%	--	69%	64%	
Crime Lab		50	41	9		50%	--	69%	64%	
Criminal Investigations Division	5	29	39	17	11	34%	--	69%	64%	O
Precinct 1		23	43	18	13	27%	--	69%	64%	O
Precinct 2	5	30	38	15	13	35%	--	69%	64%	O
Precinct 3		25	34	22	19	25%	--	69%	64%	O
Precinct 4		16	31	29	21	19%	--	69%	64%	O
Precinct 5		33	44	11	8	36%	--	69%	64%	
Special Operations Division	9	20	30	28	13	28%	--	69%	64%	O
Strategic Information & Crime Management (SICM)	6	38	44	13		44%	--	69%	64%	
Support Services Division	12	35	26	21	6	47%	--	69%	64%	O
Traffic Control	9	36	36	9	9	45%	--	69%	64%	

2009 City of Minneapolis Employee Engagement Survey

Police

Theme Summary

				2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable					
Performance Feedback								
City Overall				66%	59%	72%	--	S
Police				67%	60%	72%	--	S
Administrative Services Division				57%	--	72%	--	
Crime Lab				68%	--	72%	--	S
Criminal Investigations Division				65%	--	72%	--	S
Precinct 1				75%	--	72%	--	S
Precinct 2				68%	--	72%	--	
Precinct 3				70%	--	72%	--	S
Precinct 4				69%	--	72%	--	S
Precinct 5				67%	--	72%	--	
Special Operations Division				70%	--	72%	--	S
Strategic Information & Crime Management (SICM)				48%	--	72%	--	O
Support Services Division				71%	--	72%	--	S
Traffic Control				65%	--	72%	--	S

2009 City of Minneapolis Employee Engagement Survey

Police

Theme Summary

	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Recognition										
City Overall	12	35	24	17	12	47%	42%	63%	--	O
Police	8	29	24	22	17	37%	32%	63%	--	O
Administrative Services Division	14	39	23	15	9	54%	--	63%	--	
Crime Lab	5	48	32	15		52%	--	63%	--	
Criminal Investigations Division	10	29	27	23	11	39%	--	63%	--	O
Precinct 1	9	29	26	16	20	38%	--	63%	--	O
Precinct 2		24	22	28	23	28%	--	63%	--	O
Precinct 3	7	25	23	24	21	32%	--	63%	--	O
Precinct 4	6	28	20	23	24	33%	--	63%	--	O
Precinct 5		26	29	22	20	28%	--	63%	--	O
Special Operations Division	5	18	24	28	24	23%	--	63%	--	O
Strategic Information & Crime Management (SICM)		36	30	27	5	39%	--	63%	--	O
Support Services Division	21	29	20	18	13	49%	--	63%	--	O
Traffic Control	7	39	15	22	18	45%	--	63%	--	O

2009 City of Minneapolis Employee Engagement Survey

Police

Theme Summary

	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Work Environment								
City Overall	21	42	18	63%	53%	72%	68%	
Police	20	34	18	54%	40%	72%	68%	
Administrative Services Division	26	45	15	72%	--	72%	68%	S
Crime Lab	14	39	14	52%	--	72%	68%	
Criminal Investigations Division	14	35	20	49%	--	72%	68%	O
Precinct 1	23	31	23	54%	--	72%	68%	
Precinct 2	19	30	16	49%	--	72%	68%	O
Precinct 3	27	32	19	59%	--	72%	68%	
Precinct 4	19	27	13	47%	--	72%	68%	O
Precinct 5	24	35	13	58%	--	72%	68%	
Special Operations Division	20	38	16	58%	--	72%	68%	
Strategic Information & Crime Management (SICM)	13	44	28	56%	--	72%	68%	
Support Services Division	21	28	16	49%	--	72%	68%	O
Traffic Control	16	34	20	50%	--	72%	68%	O

2009 City of Minneapolis Employee Engagement Survey

Police

Theme Summary

	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Training and Development										
City Overall	13	39	24	13	11	52%	55%	65%	--	
Police	10	33	23	18	17	43%	47%	65%	--	O
Administrative Services Division	20	35	25	13	8	55%	--	65%	--	
Crime Lab		38	32	20	8	40%	--	65%	--	O
Criminal Investigations Division	9	35	22	19	15	44%	--	65%	--	O
Precinct 1	7	38	18	18	19	46%	--	65%	--	O
Precinct 2	7	32	22	18	22	38%	--	65%	--	O
Precinct 3	5	26	19	24	24	32%	--	65%	--	O
Precinct 4	10	32	22	18	18	42%	--	65%	--	O
Precinct 5	7	33	19	19	21	41%	--	65%	--	O
Special Operations Division	8	29	23	18	22	37%	--	65%	--	O
Strategic Information & Crime Management (SICM)		30	48	8	13	33%	--	65%	--	
Support Services Division	22	37	24	9	8	59%	--	65%	--	
Traffic Control	11	36	24	14	14	48%	--	65%	--	O

2009 City of Minneapolis Employee Engagement Survey

Police

Theme Summary

	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Work Support										
City Overall	16	43	16	16	9	59%	58%	71%	62%	
Police	13	41	14	20	11	55%	49%	71%	62%	
Administrative Services Division	26	40	14	12	8	66%	--	71%	62%	S
Crime Lab	8	44	23	21	5	52%	--	71%	62%	
Criminal Investigations Division	13	50	19	14		63%	--	71%	62%	
Precinct 1	15	38	12	29	5	53%	--	71%	62%	
Precinct 2	13	43	8	19	18	55%	--	71%	62%	
Precinct 3	12	41	11	18	17	54%	--	71%	62%	
Precinct 4	12	40	11	20	17	53%	--	71%	62%	
Precinct 5	9	31	19	23	17	41%	--	71%	62%	O
Special Operations Division	12	36	12	25	15	48%	--	71%	62%	O
Strategic Information & Crime Management (SICM)	13	38	21	21	8	50%	--	71%	62%	O
Support Services Division	7	47	15	21	11	54%	--	71%	62%	
Traffic Control	12	42	21	20	5	55%	--	71%	62%	

2009 City of Minneapolis Employee Engagement Survey

Police

Theme Summary

	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Work-Life Balance								
City Overall	41	30	19	71%	--	75%	--	S
Police	45	33	13	78%	--	75%	--	S
Administrative Services Division	55	28	9	83%	--	75%	--	S
Crime Lab	55	23	23	77%	--	75%	--	S
Criminal Investigations Division	52	36	8	88%	--	75%	--	S
Precinct 1	46	32	14	77%	--	75%	--	S
Precinct 2	40	30	13	70%	--	75%	--	S
Precinct 3	49	34	10	83%	--	75%	--	S
Precinct 4	35	39	13	74%	--	75%	--	S
Precinct 5	44	31	19	75%	--	75%	--	S
Special Operations Division	50	30	9	80%	--	75%	--	S
Strategic Information & Crime Management (SICM)	50	31	19	81%	--	75%	--	S
Support Services Division	26	32	24	59%	--	75%	--	
Traffic Control	36	32	23	68%	--	75%	--	S

2009 City of Minneapolis Employee Engagement Survey

Police

Theme Summary

	Percent Favorable		Percent Neutral		Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Elected Officials											
City Overall	33	38	15	7	7		72%	67%	78%	--	S
Police	26	32	14	11	16		59%	55%	78%	--	
Administrative Services Division	25	43	15	8	9		68%	--	78%	--	S
Crime Lab	23	32	23	14	9		55%	--	78%	--	
Criminal Investigations Division	26	36	14	8	15		62%	--	78%	--	
Precinct 1	25	37	12	12	14		61%	--	78%	--	
Precinct 2	23	33	13	15	18		55%	--	78%	--	
Precinct 3	21	26	16	10	27		47%	--	78%	--	O
Precinct 4	29	27	6	16	21		56%	--	78%	--	
Precinct 5	28	31	19	8	14		58%	--	78%	--	
Special Operations Division	22	33	11	11	24		54%	--	78%	--	
Strategic Information & Crime Management (SICM)	38	25	19	19			63%	--	78%	--	
Support Services Division	35	29	21	6	9		65%	--	78%	--	S
Traffic Control	41	27	5	14	14		68%	--	78%	--	

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable			2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Department Leadership															
City Overall		15	35	20	17	13		50%	33%	73%	48%	O			
Police		7	30	19	24	20		37%	24%	73%	48%	O			
Administrative Services Division		20	43	15	13	9		64%	--	73%	48%				
Crime Lab		5	55	32	9			59%	--	73%	48%				
Criminal Investigations Division		8	34	20	27	11		42%	--	73%	48%	O			
Precinct 1		31	22	23	20			35%	--	73%	48%	O			
Precinct 2		20	13	28	38			22%	--	73%	48%	O			
Precinct 3		21	18	30	30			23%	--	73%	48%	O			
Precinct 4		16	18	29	36			17%	--	73%	48%	O			
Precinct 5		33	22	21	19			37%	--	73%	48%	O			
Special Operations Division		22	20	28	27			25%	--	73%	48%	O			
Strategic Information & Crime Management (SICM)		13	42	21	15	10		54%	--	73%	48%				
Support Services Division		23	34	17	20	7		57%	--	73%	48%				
Traffic Control		8	35	24	20	14		42%	--	73%	48%	O			

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral					Percent Unfavorable					2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Department Leadership																					
3. My Department Leadership has the ability to deal with the challenges we face.																					
City Overall	2,428	16	35	21	14	14	51%	36%	76%	50%											
Police	543	8	32	19	20	21	40%	31%	76%	50%	O										
Administrative Services Division	53	21	49	11	13	6	70%	--	76%	50%	S										
Crime Lab	22	9	55	27	9	64%	--	76%	50%												
Criminal Investigations Division	85	9	36	22	22	9	46%	--	76%	50%	O										
Precinct 1	57	28	26	18	25	32%	--	76%	50%	O											
Precinct 2	40	23	13	25	40	23%	--	76%	50%	O											
Precinct 3	70	19	23	24	31	21%	--	76%	50%	O											
Precinct 4	62	19	16	27	35	21%	--	76%	50%	O											
Precinct 5	36	6	42	17	17	19	47%	--	76%	50%	O										
Special Operations Division	46	20	26	20	30	24%	--	76%	50%	O											
Strategic Information & Crime Management (SICM)	16	25	38	13	19	6	63%	--	76%	50%											
Support Services Division	34	26	44	6	18	6	71%	--	76%	50%											
Traffic Control	22	5	50	23	9	14	55%	--	76%	50%											

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Department Leadership														
2. My Department Leadership demonstrates that employees are important to the success of the City.														
City Overall	2,430	15	35	17	17	15	51%	32%	73%	49%				
Police	543	7	30	16	23	24	37%	21%	73%	49%	O			
Administrative Services Division	53	21	45	13	8	13	66%	--	73%	49%				
Crime Lab	22	68					27	5	68%	--	73%	49%	S	
Criminal Investigations Division	85	7	32	19	31	12	39%	--	73%	49%	O			
Precinct 1	57	5	32	14	25	25	37%	--	73%	49%	O			
Precinct 2	40	15	10	30	43		18%	--	73%	49%	O			
Precinct 3	70	17	17	29	36		19%	--	73%	49%	O			
Precinct 4	62	18	19	24	39		18%	--	73%	49%	O			
Precinct 5	36	36		22	14	25	39%	--	73%	49%	O			
Special Operations Division	46	24	9	33	33		26%	--	73%	49%	O			
Strategic Information & Crime Management (SICM)	16	6	56			19	6	13	63%	--	73%	49%		
Support Services Division	34	26	32	12	21	9	59%	--	73%	49%				
Traffic Control	22	9	27	23	27	14	36%	--	73%	49%	O			

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Department Leadership														
1. My Department Leadership gives employees a clear picture of the direction that the City is headed.														
City Overall	2,426	13	35	21	19	12		48%	31%	70%	46%	O		
Police	542	6	27	22	28	16		34%	20%	70%	46%	O		
Administrative Services Division	53	19	36	21	17	8		55%	--	70%	46%			
Crime Lab	22	5	41	41	14		45%	--	70%	46%				
Criminal Investigations Division	84	8	33	20	27	11		42%	--	70%	46%	O		
Precinct 1	57		33	25	26	12		37%	--	70%	46%	O		
Precinct 2	40		23	15	28	33		25%	--	70%	46%	O		
Precinct 3	70		27	13	36	21		30%	--	70%	46%	O		
Precinct 4	62	11	19	35	34		11%	--	70%	46%	O			
Precinct 5	36		22	28	33	14		25%	--	70%	46%	O		
Special Operations Division	46		22	24	33	17		26%	--	70%	46%	O		
Strategic Information & Crime Management (SICM)	16	6	31	31	19	13		38%	--	70%	46%	O		
Support Services Division	34	15	26	32	21	6		41%	--	70%	46%	O		
Traffic Control	22	9	27	27	23	14		36%	--	70%	46%	O		

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable		Percent Neutral		Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
City Overall		12	30	25	17	16	42%	44%	62%	55%	O	
Police		6	25	25	21	24	31%	38%	62%	55%	O	
Administrative Services Division		16	42	19	14	9	58%	--	62%	55%		
Crime Lab			42	30	20	5	45%	--	62%	55%	O	
Criminal Investigations Division		5	26	32	22	15	31%	--	62%	55%	O	
Precinct 1			27	19	21	28	32%	--	62%	55%	O	
Precinct 2		18	13	26		42	18%	--	62%	55%	O	
Precinct 3		18	23	21		36	20%	--	62%	55%	O	
Precinct 4		16	28	22		32	17%	--	62%	55%	O	
Precinct 5		7	21	29	25	18	29%	--	62%	55%	O	
Special Operations Division		14	19	30		33	17%	--	62%	55%	O	
Strategic Information & Crime Management (SICM)		8	25	35	17	15	33%	--	62%	55%	O	
Support Services Division		18	38	23	8	14	56%	--	62%	55%		
Traffic Control		8	21	32	24	15	29%	--	62%	55%	O	

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
City Overall									
6. There is a promising future for me at the City.									
City Overall	2,426	<div style="display: flex; justify-content: space-between;">1132331410</div>			43%	47%	60%	54%	O
Police	542	<div style="display: flex; justify-content: space-between;">733351510</div>			40%	42%	60%	54%	O
Administrative Services Division	53	<div style="display: flex; justify-content: space-between;">11473066</div>			58%	--	60%	54%	
Crime Lab	22	<div style="display: flex; justify-content: space-between;">5545</div>			55%	--	60%	54%	
Criminal Investigations Division	85	<div style="display: flex; justify-content: space-between;">73241166</div>			39%	--	60%	54%	
Precinct 1	57	<div style="display: flex; justify-content: space-between;">740231416</div>			47%	--	60%	54%	O
Precinct 2	39	<div style="display: flex; justify-content: space-between;">28212821</div>			31%	--	60%	54%	O
Precinct 3	70	<div style="display: flex; justify-content: space-between;">29391019</div>			33%	--	60%	54%	O
Precinct 4	62	<div style="display: flex; justify-content: space-between;">26481310</div>			29%	--	60%	54%	O
Precinct 5	36	<div style="display: flex; justify-content: space-between;">142833196</div>			42%	--	60%	54%	O
Special Operations Division	46	<div style="display: flex; justify-content: space-between;">72426359</div>			30%	--	60%	54%	O
Strategic Information & Crime Management (SICM)	16	<div style="display: flex; justify-content: space-between;">61956136</div>			25%	--	60%	54%	
Support Services Division	34	<div style="display: flex; justify-content: space-between;">1547269</div>			62%	--	60%	54%	
Traffic Control	22	<div style="display: flex; justify-content: space-between;">52750145</div>			32%	--	60%	54%	

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable		Percent Neutral		Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
City Overall												
4. I have confidence in the future of my department.												
City Overall	2,430	16	30	22	16	16	46%	53%	71%	66%	O	
Police	543	8	28	21	20	23	36%	50%	71%	66%	O	
Administrative Services Division	53	25	49	9	9	8	74%	--	71%	66%	S	
Crime Lab	22	9	55	23	9	5	64%	--	71%	66%		
Criminal Investigations Division	85	6	34	31	19	11	40%	--	71%	66%	O	
Precinct 1	57	26	21	28	21		30%	--	71%	66%	O	
Precinct 2	40	20	8	23	50		20%	--	71%	66%	O	
Precinct 3	70	21	19	21	37		23%	--	71%	66%	O	
Precinct 4	62	15	26	23	35		16%	--	71%	66%	O	
Precinct 5	36	8	28	28	22	14	36%	--	71%	66%	O	
Special Operations Division	46	9	26	33	28		13%	--	71%	66%	O	
Strategic Information & Crime Management (SICM)	16	13	31	25	13	19	44%	--	71%	66%	O	
Support Services Division	34	24	44	12	6	15	68%	--	71%	66%		
Traffic Control	22	14	18	18	27	23	32%	--	71%	66%	O	

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable		Percent Neutral		Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
City Overall												
5. <input type="checkbox"/> City Leadership shows concern for the well-being and morale of employees.												
City Overall	2,423	9	27	21	21	22	36%	31%	56%	45%	O	
Police	543	13	17	28	38		16%	21%	56%	45%	O	
Administrative Services Division	53	11	30	19	26	13	42%	--	56%	45%	O	
Crime Lab	22	18	23	50	9		18%	--	56%	45%	O	
Criminal Investigations Division	85	12	25	29	32		14%	--	56%	45%	O	
Precinct 1	57	16	14	21	47		18%	--	56%	45%	O	
Precinct 2	40	5	13	28	55		5%	--	56%	45%	O	
Precinct 3	70	11	31	53			4%	--	56%	45%	O	
Precinct 4	62	6	11	31	52		6%	--	56%	45%	O	
Precinct 5	36	8	25	33	33		8%	--	56%	45%	O	
Special Operations Division	46	9	24	63			9%	--	56%	45%	O	
Strategic Information & Crime Management (SICM)	16	6	25	25	25	19	31%	--	56%	45%	O	
Support Services Division	34	15	24	29	15	18	38%	--	56%	45%	O	
Traffic Control	22	5	18	27	32	18	23%	--	56%	45%	O	

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Communications									
City Overall		13 40	20	17 9	53%	56%	70%	--	
Police		7 35	20	24 14	41%	54%	70%	--	O
Administrative Services Division		17 37	22	18 7	53%	--	70%	--	
Crime Lab		5 40	27	22 7	44%	--	70%	--	O
Criminal Investigations Division		8 37	22	23 11	45%	--	70%	--	O
Precinct 1		5 41	25	16 14	46%	--	70%	--	O
Precinct 2		7 31	23	26 13	38%	--	70%	--	O
Precinct 3		31	21	28 16	35%	--	70%	--	O
Precinct 4		27	15	35 19	31%	--	70%	--	O
Precinct 5		7 34	18	28 13	41%	--	70%	--	O
Special Operations Division		29	21	24 23	32%	--	70%	--	O
Strategic Information & Crime Management (SICM)		5 38	23	27 8	42%	--	70%	--	O
Support Services Division		10 44	11	24 12	54%	--	70%	--	
Traffic Control		9 35	20	19 16	44%	--	70%	--	O

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Communications											
10. I can easily access the information I need to do my job.											
City Overall	2,425	15	49	18	12	6	64%	67%	74%	66%	
Police	543	10	52	17	13	8	62%	69%	74%	66%	
Administrative Services Division	53	21	42	19	11	8	62%	--	74%	66%	
Crime Lab	22	9	59	27	5		68%	--	74%	66%	S
Criminal Investigations Division	85	14	60	13	9		74%	--	74%	66%	S
Precinct 1	57	14	54	14	9	9	68%	--	74%	66%	S
Precinct 2	40	13	55	20	13		68%	--	74%	66%	S
Precinct 3	70	7	54	16	16	7	61%	--	74%	66%	
Precinct 4	62	8	47	15	13	18	55%	--	74%	66%	
Precinct 5	36	8	50	11	25	6	58%	--	74%	66%	
Special Operations Division	46		54	15	13	15	57%	--	74%	66%	
Strategic Information & Crime Management (SICM)	16	6	38	44	6	6	44%	--	74%	66%	
Support Services Division	34	6	50	15	18	12	56%	--	74%	66%	
Traffic Control	22	5	36	27	18	14	41%	--	74%	66%	O

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns				2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Communications											
9. I understand how my work fits into the goals of the City.											
City Overall	2,426	18	46	19	10	7	64%	--	80%	85%	
Police	543	10	41	22	18	10	51%	--	80%	85%	
Administrative Services Division	53	19	47	21	9		66%	--	80%	85%	S
Crime Lab	22	9	64	23	5		73%	--	80%	85%	S
Criminal Investigations Division	85	12	44	24	16	5	55%	--	80%	85%	
Precinct 1	57		46	30	7	14	49%	--	80%	85%	O
Precinct 2	40	8	33	28	18	15	40%	--	80%	85%	O
Precinct 3	70	6	27	29	27	11	33%	--	80%	85%	O
Precinct 4	62		31	15	39	13	34%	--	80%	85%	O
Precinct 5	36	14	39	22	17	8	53%	--	80%	85%	
Special Operations Division	46	7	30	24	22	17	37%	--	80%	85%	O
Strategic Information & Crime Management (SICM)	16	13	63	6	6	13	75%	--	80%	85%	S
Support Services Division	34	18	56	9	9	9	74%	--	80%	85%	S
Traffic Control	22	18	55	9	9	9	73%	--	80%	85%	S

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Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Communications									
8. I am well informed about relevant departmental issues.									
City Overall	2,427	10 32	23	24 11	42%	--	62%	--	O
Police	543	26	22	32 16	30%	--	62%	--	O
Administrative Services Division	53	13 32	28	19 8	45%	--	62%	--	O
Crime Lab	22	23	27	45 5	23%	--	62%	--	O
Criminal Investigations Division	85	24	28	31 14	27%	--	62%	--	O
Precinct 1	57	33	26	25 14	35%	--	62%	--	O
Precinct 2	40	5 25	23	30 18	30%	--	62%	--	O
Precinct 3	70	19	26	36 19	20%	--	62%	--	O
Precinct 4	62	24	15	40 19	26%	--	62%	--	O
Precinct 5	36	31	22	31 14	33%	--	62%	--	O
Special Operations Division	46	20	17	35 28	20%	--	62%	--	O
Strategic Information & Crime Management (SICM)	16	31	19	44 6	31%	--	62%	--	O
Support Services Division	34	9 38	6	32 15	47%	--	62%	--	O
Traffic Control	22	9 23	23	27 18	32%	--	62%	--	O

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
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Communications

7. Where I work, we are told of upcoming changes in time to prepare for them.

City Overall	2,431	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 10%; background-color: #000080; color: white; text-align: center;">10</div> <div style="width: 22%; background-color: #add8e6; text-align: center;">32</div> <div style="width: 19%; background-color: #ffffff; text-align: center;">21</div> <div style="width: 23%; background-color: #008080; color: white; text-align: center;">23</div> <div style="width: 26%; background-color: #ff0000; color: white; text-align: center;">13</div> </div>			42%	45%	63%	--	O
Police	543	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 13%; background-color: #000080; color: white; text-align: center;">20</div> <div style="width: 8%; background-color: #ffffff; text-align: center;">21</div> <div style="width: 14%; background-color: #add8e6; text-align: center;">35</div> <div style="width: 10%; background-color: #ff0000; color: white; text-align: center;">21</div> </div>			23%	38%	63%	--	O
Administrative Services Division	53	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 13%; background-color: #000080; color: white; text-align: center;">13</div> <div style="width: 13%; background-color: #add8e6; text-align: center;">26</div> <div style="width: 13%; background-color: #ffffff; text-align: center;">19</div> <div style="width: 14%; background-color: #008080; color: white; text-align: center;">32</div> <div style="width: 47%; background-color: #ff0000; color: white; text-align: center;">9</div> </div>			40%	--	63%	--	O
Crime Lab	22	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 14%; background-color: #add8e6; text-align: center;">14</div> <div style="width: 18%; background-color: #ffffff; text-align: center;">32</div> <div style="width: 14%; background-color: #008080; color: white; text-align: center;">32</div> <div style="width: 14%; background-color: #ff0000; color: white; text-align: center;">23</div> </div>			14%	--	63%	--	O
Criminal Investigations Division	85	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 13%; background-color: #000080; color: white; text-align: center;">20</div> <div style="width: 12%; background-color: #ffffff; text-align: center;">22</div> <div style="width: 13%; background-color: #add8e6; text-align: center;">35</div> <div style="width: 12%; background-color: #ff0000; color: white; text-align: center;">20</div> </div>			22%	--	63%	--	O
Precinct 1	57	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 30%; background-color: #add8e6; text-align: center;">30</div> <div style="width: 12%; background-color: #ffffff; text-align: center;">28</div> <div style="width: 13%; background-color: #008080; color: white; text-align: center;">23</div> <div style="width: 15%; background-color: #ff0000; color: white; text-align: center;">18</div> </div>			32%	--	63%	--	O
Precinct 2	40	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 13%; background-color: #000080; color: white; text-align: center;">13</div> <div style="width: 7%; background-color: #ffffff; text-align: center;">20</div> <div style="width: 24%; background-color: #add8e6; text-align: center;">45</div> <div style="width: 16%; background-color: #ff0000; color: white; text-align: center;">20</div> </div>			15%	--	63%	--	O
Precinct 3	70	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 13%; background-color: #add8e6; text-align: center;">23</div> <div style="width: 7%; background-color: #ffffff; text-align: center;">16</div> <div style="width: 14%; background-color: #008080; color: white; text-align: center;">33</div> <div style="width: 16%; background-color: #ff0000; color: white; text-align: center;">27</div> </div>			24%	--	63%	--	O
Precinct 4	62	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 8%; background-color: #000080; color: white; text-align: center;">8</div> <div style="width: 8%; background-color: #ffffff; text-align: center;">16</div> <div style="width: 32%; background-color: #add8e6; text-align: center;">48</div> <div style="width: 12%; background-color: #ff0000; color: white; text-align: center;">26</div> </div>			10%	--	63%	--	O
Precinct 5	36	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 17%; background-color: #000080; color: white; text-align: center;">17</div> <div style="width: 10%; background-color: #ffffff; text-align: center;">17</div> <div style="width: 10%; background-color: #add8e6; text-align: center;">39</div> <div style="width: 16%; background-color: #ff0000; color: white; text-align: center;">25</div> </div>			19%	--	63%	--	O
Special Operations Division	46	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 11%; background-color: #000080; color: white; text-align: center;">11</div> <div style="width: 15%; background-color: #ffffff; text-align: center;">26</div> <div style="width: 12%; background-color: #add8e6; text-align: center;">28</div> <div style="width: 12%; background-color: #ff0000; color: white; text-align: center;">30</div> </div>			15%	--	63%	--	O
Strategic Information & Crime Management (SICM)	16	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 19%; background-color: #add8e6; text-align: center;">19</div> <div style="width: 6%; background-color: #ffffff; text-align: center;">25</div> <div style="width: 25%; background-color: #008080; color: white; text-align: center;">50</div> <div style="width: 50%; background-color: #ff0000; color: white; text-align: center;">6</div> </div>			19%	--	63%	--	O
Support Services Division	34	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 6%; background-color: #000080; color: white; text-align: center;">6</div> <div style="width: 26%; background-color: #add8e6; text-align: center;">32</div> <div style="width: 7%; background-color: #ffffff; text-align: center;">15</div> <div style="width: 12%; background-color: #008080; color: white; text-align: center;">35</div> <div style="width: 10%; background-color: #ff0000; color: white; text-align: center;">12</div> </div>			38%	--	63%	--	O
Traffic Control	22	<div style="display: flex; border: 1px solid black; background-color: #e0e0e0; padding: 2px;"> <div style="width: 5%; background-color: #000080; color: white; text-align: center;">5</div> <div style="width: 22%; background-color: #add8e6; text-align: center;">27</div> <div style="width: 11%; background-color: #ffffff; text-align: center;">23</div> <div style="width: 12%; background-color: #008080; color: white; text-align: center;">23</div> <div style="width: 14%; background-color: #ff0000; color: white; text-align: center;">23</div> </div>			32%	--	63%	--	O

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Community Engagement											
City Overall		19	45	25	7	64%	--	76%	--		
Police		13	45	25	11	6	59%	--	76%	--	
Administrative Services Division		24	42	21	11		65%	--	76%	--	S
Crime Lab		5	58	36			62%	--	76%	--	
Criminal Investigations Division		15	42	30	9		57%	--	76%	--	
Precinct 1		10	46	30	9	5	56%	--	76%	--	
Precinct 2		17	39	25	13	6	56%	--	76%	--	
Precinct 3		11	45	23	12	8	56%	--	76%	--	
Precinct 4		5	44	21	18	12	49%	--	76%	--	O
Precinct 5		10	57	19	9	5	68%	--	76%	--	S
Special Operations Division		11	47	22	14	6	58%	--	76%	--	
Strategic Information & Crime Management (SICM)		15	54	13	13	6	69%	--	76%	--	S
Support Services Division		22	45	25	6		67%	--	76%	--	S
Traffic Control		17	39	26	11	8	56%	--	76%	--	

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Community Engagement									
13. I have a positive relationship with the communities we serve.									
City Overall	2,427	25	50	21	75%	--	81%	--	S
Police	543	21	52	21	73%	--	81%	--	S
Administrative Services Division	53	26	43	26	70%	--	81%	--	S
Crime Lab	22	73		27	73%	--	81%	--	S
Criminal Investigations Division	85	22	54	18	76%	--	81%	--	S
Precinct 1	57	16	51	32	67%	--	81%	--	S
Precinct 2	40	28	40	23	68%	--	81%	--	S
Precinct 3	70	23	49	19	71%	--	81%	--	S
Precinct 4	62	10	50	18	60%	--	81%	--	S
Precinct 5	36	22	64	14	86%	--	81%	--	S
Special Operations Division	46	22	59	20	80%	--	81%	--	S
Strategic Information & Crime Management (SICM)	16	31	56	6	88%	--	81%	--	S
Support Services Division	34	26	56	15	82%	--	81%	--	S
Traffic Control	22	27	45	27	73%	--	81%	--	S

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns					2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable						
Community Engagement										
12. My department is actively working to strengthen its relationship with the communities we serve.										
City Overall	2,428	17	42	28	8	59%	--	74%	--	
Police	543	13	49	25	8	61%	--	74%	--	
Administrative Services Division	53	32	42	17	6	74%	--	74%	--	S
Crime Lab	22	9	50	41		59%	--	74%	--	
Criminal Investigations Division	85	16	45	32		61%	--	74%	--	
Precinct 1	57	9	49	33	5	58%	--	74%	--	
Precinct 2	40	18	43	30	5	60%	--	74%	--	
Precinct 3	70	7	53	21	13	60%	--	74%	--	
Precinct 4	62		52	23	11	55%	--	74%	--	
Precinct 5	36	6	64	17	8	69%	--	74%	--	S
Special Operations Division	46	7	54	17	17	61%	--	74%	--	
Strategic Information & Crime Management (SICM)	16	6	63	13	6	69%	--	74%	--	S
Support Services Division	34	24	41	24	6	65%	--	74%	--	S
Traffic Control	22	9	36	32	14	45%	--	74%	--	O

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns					2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity	
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Community Engagement											
11. My department has a positive relationship with the communities we serve.											
City Overall	2,428	15	43	26	10	5	58%	--	73%	--	
Police	543	6	35	29	20	9	42%	--	73%	--	O
Administrative Services Division	53	13	40	21	23		53%	--	73%	--	
Crime Lab	22	5	50	41	5		55%	--	73%	--	
Criminal Investigations Division	85	6	28	41	20	5	34%	--	73%	--	O
Precinct 1	57	5	39	25	21	11	44%	--	73%	--	O
Precinct 2	40	5	35	23	28	10	40%	--	73%	--	O
Precinct 3	70		34	30	19	14	37%	--	73%	--	O
Precinct 4	62		31	23	24	19	34%	--	73%	--	O
Precinct 5	36		44	25	19	8	47%	--	73%	--	O
Special Operations Division	46		28	30	24	13	33%	--	73%	--	O
Strategic Information & Crime Management (SICM)	16	6	44	19	25	6	50%	--	73%	--	O
Support Services Division	34	15	38	35	12		53%	--	73%	--	
Traffic Control	22	14	36	18	18	14	50%	--	73%	--	O

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Customer Service and Quality											
City Overall		18	39	23	12	7	58%	59%	73%	60%	
Police		10	35	29	17	10	45%	45%	73%	60%	O
Administrative Services Division		22	40	22	12	5	62%	--	73%	60%	
Crime Lab		14	45	27	12		60%	--	73%	60%	
Criminal Investigations Division		8	32	36	18	5	40%	--	73%	60%	O
Precinct 1		8	35	34	14	10	42%	--	73%	60%	O
Precinct 2		7	33	30	19	12	39%	--	73%	60%	O
Precinct 3		8	34	26	18	14	41%	--	73%	60%	O
Precinct 4		6	29	28	20	18	34%	--	73%	60%	O
Precinct 5		10	36	27	18	9	45%	--	73%	60%	O
Special Operations Division		7	34	31	16	11	42%	--	73%	60%	O
Strategic Information & Crime Management (SICM)		9	35	35	19		44%	--	73%	60%	O
Support Services Division		24	36	16	16	8	60%	--	73%	60%	
Traffic Control		14	39	23	15	10	53%	--	73%	60%	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable			2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Customer Service and Quality															
14. Where I work, we are continually improving the quality of our services.															
City Overall	2,428	22	43	18	10	6	65%	53%	79%	57%	S				
Police	542	17	41	23	13	6	58%	41%	79%	57%					
Administrative Services Division	53	34	47	13			81%	--	79%	57%	S				
Crime Lab	22	32	64	5			95%	--	79%	57%	S				
Criminal Investigations Division	84	15	46	24	13		62%	--	79%	57%					
Precinct 1	57	11	51	25	9	5	61%	--	79%	57%					
Precinct 2	40	5	30	43	20		35%	--	79%	57%	O				
Precinct 3	70	14	33	27	14	11	47%	--	79%	57%	O				
Precinct 4	62	8	32	24	19	16	40%	--	79%	57%	O				
Precinct 5	36	17	47	22	11		64%	--	79%	57%					
Special Operations Division	46	15	30	33	15	7	46%	--	79%	57%	O				
Strategic Information & Crime Management (SICM)	16	25	50	19	6		75%	--	79%	57%	S				
Support Services Division	34	29	35	6	21	9	65%	--	79%	57%					
Traffic Control	22	23	32	18	18	9	55%	--	79%	57%					

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Indicates Priority Item for Your Group

	Valid Returns				2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable					
Customer Service and Quality									
16. There is a strong emphasis on customer service in my department.									
City Overall	2,425	26	41	19	67%	68%	81%	68%	S
Police	543	13	39	30	51%	53%	81%	68%	
Administrative Services Division	53	21	34	30	55%	--	81%	68%	
Crime Lab	22	18	36	32	55%	--	81%	68%	
Criminal Investigations Division	85	7	33	36	40%	--	81%	68%	O
Precinct 1	57	9	35	44	44%	--	81%	68%	
Precinct 2	40	13	48	25	60%	--	81%	68%	
Precinct 3	70	10	46	24	56%	--	81%	68%	
Precinct 4	62	5	42	24	47%	--	81%	68%	O
Precinct 5	36	17	36	31	53%	--	81%	68%	
Special Operations Division	46		48	37	52%	--	81%	68%	
Strategic Information & Crime Management (SICM)	16	13	38	31	50%	--	81%	68%	
Support Services Division	34	32	32	12	65%	--	81%	68%	
Traffic Control	22	27	32	27	59%	--	81%	68%	

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Indicates Priority Item for Your Group

	Valid Returns						2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Customer Service and Quality											
45. Where I work, we set clear performance standards for product/service quality.											
City Overall	2,424	14	43	23	13	7	56%	--	69%	69%	
Police	542	10	41	24	16	9	51%	--	69%	69%	
Administrative Services Division	53	11	51	19	11	8	62%	--	69%	69%	
Crime Lab	22	14	55	23	9		68%	--	69%	69%	S
Criminal Investigations Division	85	11	36	31	19		47%	--	69%	69%	O
Precinct 1	57	12	35	28	14	11	47%	--	69%	69%	O
Precinct 2	40	10	33	23	20	15	43%	--	69%	69%	O
Precinct 3	69	6	49	23	12	10	55%	--	69%	69%	
Precinct 4	62	6	37	21	21	15	44%	--	69%	69%	O
Precinct 5	36	6	39	22	22	11	44%	--	69%	69%	O
Special Operations Division	46	11	43	20	15	11	54%	--	69%	69%	
Strategic Information & Crime Management (SICM)	16	6	31	31	19	13	38%	--	69%	69%	O
Support Services Division	34	21	41	15	15	9	62%	--	69%	69%	
Traffic Control	22	14	32	27	18	9	45%	--	69%	69%	O

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable			2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Customer Service and Quality															
17. Where I work, day-to-day decisions demonstrate that providing quality service is a top priority.															
City Overall	2,424	21	38	21	12	7	60%	58%	77%	53%					
Police	543	11	36	29	15	9	48%	47%	77%	53%				O	
Administrative Services Division	53	21	45	19	13		66%	--	77%	53%				S	
Crime Lab	22	23	41	32	5		64%	--	77%	53%					
Criminal Investigations Division	85	8	35	40	13		44%	--	77%	53%					
Precinct 1	57	5	30	47	12	5	35%	--	77%	53%					
Precinct 2	40	8	33	28	18	15	40%	--	77%	53%				O	
Precinct 3	70	11	36	23	20	10	47%	--	77%	53%				O	
Precinct 4	62	6	29	24	23	18	35%	--	77%	53%				O	
Precinct 5	36	14	44	19	8	14	58%	--	77%	53%					
Special Operations Division	46		43	28	11	13	48%	--	77%	53%				O	
Strategic Information & Crime Management (SICM)	16	6	31	31	31		38%	--	77%	53%				O	
Support Services Division	34	29	38	12	12	9	68%	--	77%	53%					
Traffic Control	22	9	36	32	9	14	45%	--	77%	53%				O	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Customer Service and Quality											
19. Customer problems get corrected quickly.											
City Overall	2,422	16	41	28	10	5	57%	56%	74%	58%	
Police	542	7	30	40	14	8	37%	38%	74%	58%	O
Administrative Services Division	53	17	38	30	13		55%	--	74%	58%	
Crime Lab	22	45	50	5			45%	--	74%	58%	
Criminal Investigations Division	85	24	53	16	5		26%	--	74%	58%	O
Precinct 1	57	9	25	40	18	9	33%	--	74%	58%	O
Precinct 2	40	8	30	35	13	15	38%	--	74%	58%	O
Precinct 3	69	28	41	16	12		32%	--	74%	58%	O
Precinct 4	62	23	34	21	19		26%	--	74%	58%	O
Precinct 5	36	6	28	44	14	8	33%	--	74%	58%	O
Special Operations Division	46	7	28	46	13	7	35%	--	74%	58%	
Strategic Information & Crime Management (SICM)	16	6	25	56	13		31%	--	74%	58%	
Support Services Division	34	18	44	26	6	6	62%	--	74%	58%	
Traffic Control	22	9	59	18	9	5	68%	--	74%	58%	S

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Customer Service and Quality											
15. Where I work, customer feedback is used to improve our work processes.											
City Overall	2,427	16	35	26	14	8	51%	--	70%	53%	
Police	543	8	27	31	22	11	36%	--	70%	53%	O
Administrative Services Division	53	26	34	26	8	6	60%	--	70%	53%	
Crime Lab	22	9	23	41	27		32%	--	70%	53%	O
Criminal Investigations Division	85	6	25	40	24	6	31%	--	70%	53%	O
Precinct 1	57		33	33	16	14	37%	--	70%	53%	O
Precinct 2	40		33	38	23	5	35%	--	70%	53%	O
Precinct 3	70	6	26	23	27	19	31%	--	70%	53%	O
Precinct 4	62	5	16	39	19	21	21%	--	70%	53%	O
Precinct 5	36	6	31	22	33	8	36%	--	70%	53%	O
Special Operations Division	46	9	20	33	24	15	28%	--	70%	53%	O
Strategic Information & Crime Management (SICM)	16	6	38	44	13		44%	--	70%	53%	
Support Services Division	34	18	26	21	26	9	44%	--	70%	53%	O
Traffic Control	22	9	45	14	18	14	55%	--	70%	53%	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity			
Customer Service and Quality												
18. Where I work, employees are getting the training and development needed to keep up with customer demands.												
City Overall	2,425	12	35	25	17	10	48%	--	63%	61%	O	
Police	542	6	28	24	24	18	35%	--	63%	61%	O	
Administrative Services Division	53	21	34	13	19	13	55%	--	63%	61%		
Crime Lab	22	5	55	9	23	9	59%	--	63%	61%		
Criminal Investigations Division	85	7	27	31	22	13	34%	--	63%	61%	O	
Precinct 1	57		33	21	21	21	37%	--	63%	61%	O	
Precinct 2	40		23	20	28	28	25%	--	63%	61%	O	
Precinct 3	69		19	25	29	26	20%	--	63%	61%	O	
Precinct 4	62	5	23	27	21	24	27%	--	63%	61%	O	
Precinct 5	36		25	31	28	14	28%	--	63%	61%	O	
Special Operations Division	46		26	24	33	15	28%	--	63%	61%	O	
Strategic Information & Crime Management (SICM)	16		31	31	31	6	31%	--	63%	61%	O	
Support Services Division	34		18	35	24	12	12	53%	--	63%	61%	
Traffic Control	22	5	36	23	23	14	41%	--	63%	61%	O	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Diversity and Inclusion											
City Overall		21	44	24	6	65%	61%	74%	--	S	
Police		21	43	23	8	5	65%	61%	74%	--	S
Administrative Services Division		25	50	16	6	75%	--	74%	--	S	
Crime Lab		14	49	32	6	63%	--	74%	--		
Criminal Investigations Division		18	52	20	6	70%	--	74%	--	S	
Precinct 1		21	39	27	10	59%	--	74%	--		
Precinct 2		24	48	19	8	73%	--	74%	--	S	
Precinct 3		17	39	29	9	7	55%	--	74%	--	
Precinct 4		25	36	21	10	8	61%	--	74%	--	
Precinct 5		17	47	19	7	10	64%	--	74%	--	
Special Operations Division		27	38	22	9	65%	--	74%	--	S	
Strategic Information & Crime Management (SICM)		17	45	25	11	63%	--	74%	--		
Support Services Division		25	36	29	7	61%	--	74%	--		
Traffic Control		26	43	15	10	6	69%	--	74%	--	S

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity	
Diversity and Inclusion										
22. City Leadership demonstrates commitment to diversity.										
City Overall	2,425	22	47	23	5	68%	61%	77%	68%	S
Police	542	23	46	20	6	69%	62%	77%	68%	S
Administrative Services Division	53	30	55	9		85%	--	77%	68%	S
Crime Lab	22	23	45	32		68%	--	77%	68%	S
Criminal Investigations Division	85	21	56	15	6	78%	--	77%	68%	S
Precinct 1	57	18	44	28	9	61%	--	77%	68%	
Precinct 2	40	28	53	13	8	80%	--	77%	68%	S
Precinct 3	69	17	41	28	7	58%	--	77%	68%	
Precinct 4	62	29	34	21	11	63%	--	77%	68%	
Precinct 5	36	19	53	11	14	72%	--	77%	68%	S
Special Operations Division	46	28	41	20	7	70%	--	77%	68%	S
Strategic Information & Crime Management (SICM)	16	19	44	38		63%	--	77%	68%	
Support Services Division	34	21	44	26	6	65%	--	77%	68%	S
Traffic Control	22	18	45	18	9	64%	--	77%	68%	

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Indicates Priority Item for Your Group

	Valid Returns					2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable						
Diversity and Inclusion										
20. My department has a strong track record of hiring people from diverse backgrounds.										
City Overall	2,422	24	39	25	7	5	63%	62%	73%	75%
Police	542	21	44	22	7	5	66%	56%	73%	75% S
Administrative Services Division	53	26	51	13	6		77%	--	73%	75% S
Crime Lab	22	9	36	45		9	45%	--	73%	75%
Criminal Investigations Division	85	15	55	22			71%	--	73%	75% S
Precinct 1	57	21	39	30		9	60%	--	73%	75%
Precinct 2	40	30	45	18		8	75%	--	73%	75% S
Precinct 3	69	13	42	29	9	7	55%	--	73%	75%
Precinct 4	62	24	40	15	10	11	65%	--	73%	75%
Precinct 5	36	17	53	19	6	6	69%	--	73%	75% S
Special Operations Division	46	22	46	22	7		67%	--	73%	75% S
Strategic Information & Crime Management (SICM)	16	19	44	13		25	63%	--	73%	75%
Support Services Division	34	29	29	29		9	59%	--	73%	75%
Traffic Control	22	45	36	9	5	5	82%	--	73%	75% S

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Diversity and Inclusion									
21. The City makes it easy for people from diverse backgrounds to fit in and be accepted.									
City Overall	2,426	19	44	27	6	63%	60%	69%	74%
Police	542	20	43	26	7	63%	64%	69%	74%
Administrative Services Division	53	17	51	26		68%	--	69%	74% S
Crime Lab	22	14	59	27		73%	--	69%	74% S
Criminal Investigations Division	85	18	52	20	8	69%	--	69%	74% S
Precinct 1	57	25	37	25	11	61%	--	69%	74%
Precinct 2	40	18	53	25	5	70%	--	69%	74% S
Precinct 3	69	19	33	33	6	52%	--	69%	74%
Precinct 4	62	23	32	32	5	55%	--	69%	74%
Precinct 5	36	17	44	22	6	61%	--	69%	74%
Special Operations Division	46	28	37	26	7	65%	--	69%	74% S
Strategic Information & Crime Management (SICM)	16	19	44	25	6	63%	--	69%	74%
Support Services Division	34	24	38	29	9	62%	--	69%	74%
Traffic Control	22	23	41	14	18	64%	--	69%	74%

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	Valid Returns	Percent Favorable		Percent Neutral		Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Diversity and Inclusion												
23. The City values diversity in gender, race, disability, and thought.												
City Overall	2,425	20	45	23	7	5	65%	--	75%	--	S	
Police	542	21	40	22	12	6	61%	--	75%	--		
Administrative Services Division	53	25	45	15	11		70%	--	75%	--	S	
Crime Lab	22	9	55	23	14		64%	--	75%	--		
Criminal Investigations Division	85	19	45	21	7	8	64%	--	75%	--		
Precinct 1	57	19	35	26	12	7	54%	--	75%	--		
Precinct 2	40	23	43	23	10		65%	--	75%	--	S	
Precinct 3	69	17	39	25	13	6	57%	--	75%	--		
Precinct 4	62	26	37	18	13	6	63%	--	75%	--		
Precinct 5	36	14	39	22	14	11	53%	--	75%	--		
Special Operations Division	46	30	28	20	15	7	59%	--	75%	--		
Strategic Information & Crime Management (SICM)	16	13	50	25	13		63%	--	75%	--		
Support Services Division	34	26	32	29	12		59%	--	75%	--		
Traffic Control	22	18	50	18	9	5	68%	--	75%	--	S	

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Employee Involvement									
City Overall		11 35	24	18 13	46%	42%	62%	--	O
Police		6 26	24	25 20	32%	31%	62%	--	O
Administrative Services Division		12 41	18	19 10	53%	--	62%	--	
Crime Lab		33	24	34 8	35%	--	62%	--	O
Criminal Investigations Division		6 27	30	24 13	32%	--	62%	--	O
Precinct 1		5 27	26	23 19	32%	--	62%	--	O
Precinct 2		24	16	25 33	27%	--	62%	--	O
Precinct 3		18	23	30 27	20%	--	62%	--	O
Precinct 4		17	23	24 33	20%	--	62%	--	O
Precinct 5		27	17	29 23	31%	--	62%	--	O
Special Operations Division		19	28	31 20	21%	--	62%	--	O
Strategic Information & Crime Management (SICM)		8 34	31	16 11	41%	--	62%	--	O
Support Services Division		19 29	21	18 14	48%	--	62%	--	O
Traffic Control		8 38	30	15 8	46%	--	62%	--	O

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	Valid Returns					2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable						
Employee Involvement										
28. I believe part of my job responsibility is to take the initiative to improve City services.										
City Overall	2,428	25	48	16	6	5	74%	76%	85%	-- S
Police	543	15	48	21	10	6	63%	68%	85%	--
Administrative Services Division	53	34	45	13			79%	--	85%	-- S
Crime Lab	22	5	59	18	18		64%	--	85%	--
Criminal Investigations Division	85	16	52	22	8		68%	--	85%	-- S
Precinct 1	57	14	51	21	11		65%	--	85%	-- S
Precinct 2	40	13	50	15	10	13	63%	--	85%	--
Precinct 3	70	9	39	26	16	11	47%	--	85%	-- O
Precinct 4	62	10	44	21	11	15	53%	--	85%	--
Precinct 5	36	6	56	31	8		61%	--	85%	--
Special Operations Division	46		41	33	15	7	46%	--	85%	-- O
Strategic Information & Crime Management (SICM)	16	13	69	6	6	6	81%	--	85%	-- S
Support Services Division	34	35	38	21	6		74%	--	85%	-- S
Traffic Control	22	36	55			9	91%	--	85%	-- S

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Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Employee Involvement									
26. City employees are encouraged to be innovative, that is, to develop new and better ways of doing things.									
City Overall	2,427	9 36	24	19 12	45%	36%	61%	51%	O
Police	542	23	29	27 16	28%	23%	61%	51%	O
Administrative Services Division	53	8 43	23	19 8	51%	--	61%	51%	
Crime Lab	22	5 32	27	32 5	36%	--	61%	51%	O
Criminal Investigations Division	85	5 20	40	26 9	25%	--	61%	51%	O
Precinct 1	57	23	37	21 16	26%	--	61%	51%	O
Precinct 2	40	25	20	28 28	25%	--	61%	51%	O
Precinct 3	69	14 28	35	23	14%	--	61%	51%	O
Precinct 4	62	13 24	31	29	16%	--	61%	51%	O
Precinct 5	36	6 22	17	36 19	28%	--	61%	51%	O
Special Operations Division	46	20	33	35 11	22%	--	61%	51%	O
Strategic Information & Crime Management (SICM)	16	13 25	38	19 6	38%	--	61%	51%	O
Support Services Division	34	18 24	24	21 15	41%	--	61%	51%	O
Traffic Control	22	41	32	18 9	41%	--	61%	51%	O

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable				Percent Neutral	Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Employee Involvement													
27. <input type="checkbox"/> City employees are encouraged to participate in making decisions that affect their work.													
City Overall	2,428	8	33	25	21	13	41%	36%	58%	52%	O		
Police	543	24	23	31	20	27%	22%	58%	52%	O			
Administrative Services Division	53	6	47	15	26	6	53%	--	58%	52%	O		
Crime Lab	22	23	18	50	9	23%	--	58%	52%	O			
Criminal Investigations Division	85	28	32	26	12	31%	--	58%	52%	O			
Precinct 1	57	30	26	19	23	32%	--	58%	52%	O			
Precinct 2	40	13	15	38	35	13%	--	58%	52%	O			
Precinct 3	70	17	14	44	24	17%	--	58%	52%	O			
Precinct 4	62	10	24	27	35	13%	--	58%	52%	O			
Precinct 5	36	25	11	36	25	28%	--	58%	52%	O			
Special Operations Division	46	11	33	37	17	13%	--	58%	52%	O			
Strategic Information & Crime Management (SICM)	16	6	19	31	31	13	25%	--	58%	52%	O		
Support Services Division	34	15	26	18	26	15	41%	--	58%	52%	O		
Traffic Control	22	41	41	9	9	41%	--	58%	52%	O			

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Employee Involvement											
24. Sufficient effort is made to get the opinions and thinking of people who work at the City.											
City Overall	2,421	7 31	25	21 15	38%	32%	55%	47%	O		
Police	542	21	21	26 28	24%	19%	55%	47%	O		
Administrative Services Division	53	8 36	19	23 15	43%	--	55%	47%	O		
Crime Lab	22	36	32	18 14	36%	--	55%	47%	O		
Criminal Investigations Division	85	21	22	28 25	25%	--	55%	47%	O		
Precinct 1	57	18	23	35 23	19%	--	55%	47%	O		
Precinct 2	40	23	13	23 43	23%	--	55%	47%	O		
Precinct 3	69	10	25	29 36	10%	--	55%	47%	O		
Precinct 4	62	6	21	26 47	6%	--	55%	47%	O		
Precinct 5	36	25	8	33 31	28%	--	55%	47%	O		
Special Operations Division	46	13	20	30 33	17%	--	55%	47%	O		
Strategic Information & Crime Management (SICM)	16	6	25	31	19	19	31%	--	55%	47%	O
Support Services Division	34	12	38	18	15	18	50%	--	55%	47%	O
Traffic Control	22	5	27	41	18	9	32%	--	55%	47%	O

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Indicates Priority Item for Your Group

	Valid Returns					2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity	
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Employee Involvement											
25. When employees have good ideas, management makes use of them.											
City Overall	2,426	6	26	28	22	18	32%	31%	51%	47%	O
Police	543	15	24	29	29		17%	20%	51%	47%	O
Administrative Services Division	53	8	32	19	25	17	40%	--	51%	47%	O
Crime Lab	22	14	23	50	14		14%	--	51%	47%	O
Criminal Investigations Division	85	12	35	33	19		13%	--	51%	47%	O
Precinct 1	57	14	25	30	30		16%	--	51%	47%	O
Precinct 2	40	10	15	28	48		10%	--	51%	47%	O
Precinct 3	70	7	21	29	41		9%	--	51%	47%	O
Precinct 4	62	13	24	23	40		13%	--	51%	47%	O
Precinct 5	36	8	17	33	39		11%	--	51%	47%	O
Special Operations Division	46	9	22	39	30		9%	--	51%	47%	O
Strategic Information & Crime Management (SICM)	16	31	50	6	13		31%	--	51%	47%	
Support Services Division	34	15	18	24	21	24	32%	--	51%	47%	O
Traffic Control	22	27	27	32	14		27%	--	51%	47%	O

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Engagement											
City Overall		22	36	22	12	8	57%	63%	73%	64%	
Police		14	35	23	17	11	49%	62%	73%	64%	O
Administrative Services Division		26	41	20	11		67%	--	73%	64%	S
Crime Lab		10	50	31	6		60%	--	73%	64%	
Criminal Investigations Division		16	37	26	14	6	53%	--	73%	64%	
Precinct 1		11	30	26	20	13	41%	--	73%	64%	O
Precinct 2		5	26	25	25	19	31%	--	73%	64%	O
Precinct 3		6	35	25	14	19	42%	--	73%	64%	O
Precinct 4		7	33	21	20	19	40%	--	73%	64%	O
Precinct 5		15	38	18	17	10	54%	--	73%	64%	
Special Operations Division		11	25	22	33	10	36%	--	73%	64%	O
Strategic Information & Crime Management (SICM)		13	41	17	19	10	54%	--	73%	64%	
Support Services Division		32	38	17	10		69%	--	73%	64%	S
Traffic Control		32	32	22	8	7	64%	--	73%	64%	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Engagement											
30. I am proud to work for the City.											
City Overall	2,428	31	39	19	6	5	70%	63%	84%	67%	S
Police	543	21	39	22	10	8	60%	57%	84%	67%	
Administrative Services Division	53	42	36	19			77%	--	84%	67%	S
Crime Lab	22	18	55	27			73%	--	84%	67%	S
Criminal Investigations Division	85	25	41	22	7	5	66%	--	84%	67%	S
Precinct 1	57	16	33	25	14	12	49%	--	84%	67%	O
Precinct 2	40	13	30	23	20	15	43%	--	84%	67%	O
Precinct 3	70	9	49	17	11	14	57%	--	84%	67%	
Precinct 4	62	10	39	29	10	13	48%	--	84%	67%	O
Precinct 5	36	22	47	14	11	6	69%	--	84%	67%	S
Special Operations Division	46	11	28	35	20	7	39%	--	84%	67%	O
Strategic Information & Crime Management (SICM)	16	19	44	25	6	6	63%	--	84%	67%	
Support Services Division	34	47	32	15			79%	--	84%	67%	S
Traffic Control	22	50	32	14	5		82%	--	84%	67%	S

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Indicates Priority Item for Your Group

	Valid Returns						2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Engagement											
29. I rarely think about looking for a new job with another organization. (If you are retiring within the next twelve months, or taking a leave of absence, please do not answer this question.)											
City Overall	2,357	19	31	19	18	13	49%	60%	62%	61%	O
Police	531	16	34	15	21	14	50%	63%	62%	61%	O
Administrative Services Division	50	24	34	12	22	8	58%	--	62%	61%	
Crime Lab	22	9	45	32		14	55%	--	62%	61%	
Criminal Investigations Division	84	14	44	17	18	7	58%	--	62%	61%	
Precinct 1	54	13	33	17	20	17	46%	--	62%	61%	O
Precinct 2	39	8	33	10	26	23	41%	--	62%	61%	O
Precinct 3	68	10	40	15	13	22	50%	--	62%	61%	O
Precinct 4	62	16	31	11	21	21	47%	--	62%	61%	O
Precinct 5	35	20	26	14	29	11	46%	--	62%	61%	O
Special Operations Division	46	15	28	15	30	11	43%	--	62%	61%	O
Strategic Information & Crime Management (SICM)	15	20	27	7	33	13	47%	--	62%	61%	O
Support Services Division	34	24	38	15	18	6	62%	--	62%	61%	
Traffic Control	22	32	14	18	23	14	45%	--	62%	61%	O

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable			2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Engagement															
32. Overall, I am extremely satisfied with the City as a place to work.															
City Overall	2,428	18	37	25	13	7		55%	68%	73%	64%				
Police	543	9	34	25	21	11		43%	66%	73%	64%		O		
Administrative Services Division	53	19	47	23	9			66%	--	73%	64%		S		
Crime Lab	22	9	41	36	14			50%	--	73%	64%				
Criminal Investigations Division	85	11	34	33	16	6		45%	--	73%	64%		O		
Precinct 1	57	9	26	25	28	12		35%	--	73%	64%		O		
Precinct 2	40	18	33	30	20			18%	--	73%	64%		O		
Precinct 3	70	27	30	19	20			31%	--	73%	64%		O		
Precinct 4	62	32	19	23	24			34%	--	73%	64%		O		
Precinct 5	36	8	42	19	19	11		50%	--	73%	64%		O		
Special Operations Division	46	9	22	17	43	9		30%	--	73%	64%		O		
Strategic Information & Crime Management (SICM)	16	6	50	19	19	6		56%	--	73%	64%				
Support Services Division	34	29	44	12	12			74%	--	73%	64%		S		
Traffic Control	22	14	45	27	9	5		59%	--	73%	64%				

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Engagement														
31. I would recommend the City as a great place to work.														
City Overall	2,430	18	37	26	11	7		55%	--	72%	65%			
Police	543	10	32	29	17	11		42%	--	72%	65%	O		
Administrative Services Division	53	19	45	25	9			64%	--	72%	65%			
Crime Lab	22	5	59	27	9			64%	--	72%	65%			
Criminal Investigations Division	85	13	31	33	16	7		44%	--	72%	65%	O		
Precinct 1	57	7	28	37	18	11		35%	--	72%	65%	O		
Precinct 2	40	23	35	23	20			23%	--	72%	65%	O		
Precinct 3	70	26	37	13	21			29%	--	72%	65%	O		
Precinct 4	62	29	24	27	18			31%	--	72%	65%	O		
Precinct 5	36	11	39	25	11	14		50%	--	72%	65%	O		
Special Operations Division	46	9	22	20	37	13		30%	--	72%	65%	O		
Strategic Information & Crime Management (SICM)	16	6	44	19	19	13		50%	--	72%	65%	O		
Support Services Division	34	26	35	26	9			62%	--	72%	65%			
Traffic Control	22	32	36	27	5			68%	--	72%	65%	S		

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Ethics											
City Overall		18	39	24	10	9	56%	55%	68%	--	
Police		13	34	23	14	16	47%	54%	68%	--	O
Administrative Services Division		24	37	21	11	8	61%	--	68%	--	
Crime Lab		7	55	24	15		62%	--	68%	--	
Criminal Investigations Division		11	35	24	15	15	46%	--	68%	--	O
Precinct 1		9	35	24	18	14	45%	--	68%	--	O
Precinct 2		11	29	20	12	29	40%	--	68%	--	O
Precinct 3		12	33	23	14	18	45%	--	68%	--	O
Precinct 4		11	28	21	15	25	39%	--	68%	--	O
Precinct 5		13	38	19	13	17	51%	--	68%	--	
Special Operations Division		13	24	24	20	19	37%	--	68%	--	O
Strategic Information & Crime Management (SICM)		9	39	30	11	11	48%	--	68%	--	O
Support Services Division		21	34	21	11	14	55%	--	68%	--	
Traffic Control		16	34	31	13	6	50%	--	68%	--	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Ethics											
34. The people I work with comply with the City's Ethics in Government Code.											
City Overall	2,425	21	45	21	7	6	66%	--	74%	--	S
Police	543	22	42	20	7	8	64%	--	74%	--	
Administrative Services Division	53	28	38	13	13	8	66%	--	74%	--	
Crime Lab	22	9	59	14	18		68%	--	74%	--	S
Criminal Investigations Division	85	13	45	27	6	9	58%	--	74%	--	
Precinct 1	57	25	40	26	5		65%	--	74%	--	S
Precinct 2	40	18	45	28		8	63%	--	74%	--	
Precinct 3	70	27	50	14	7		77%	--	74%	--	S
Precinct 4	62	32	39	18	11		71%	--	74%	--	S
Precinct 5	36	17	44	17	11	11	61%	--	74%	--	
Special Operations Division	46	28	33	24		11	61%	--	74%	--	
Strategic Information & Crime Management (SICM)	16	13	44	25	13	6	56%	--	74%	--	
Support Services Division	34	24	35	18	6	18	59%	--	74%	--	
Traffic Control	22	9	41	18	27	5	50%	--	74%	--	O

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity	
Ethics										
37. I would report suspected violations of the City's Ethics Code.										
City Overall	2,421	22	44	24	6	66%	67%	73%	--	S
Police	543	17	44	26	7	62%	65%	73%	--	
Administrative Services Division	53	25	51	17		75%	--	73%	--	S
Crime Lab	22	5	59	32	5	64%	--	73%	--	
Criminal Investigations Division	85	16	52	21	7	68%	--	73%	--	S
Precinct 1	57	14	35	33	16	49%	--	73%	--	
Precinct 2	40	20	43	20	5	63%	--	73%	--	
Precinct 3	70	14	37	40		51%	--	73%	--	
Precinct 4	62	11	40	24	15	52%	--	73%	--	
Precinct 5	36	22	56	14	6	78%	--	73%	--	S
Special Operations Division	46	15	30	33	11	46%	--	73%	--	O
Strategic Information & Crime Management (SICM)	16	13	56	19	13	69%	--	73%	--	S
Support Services Division	34	26	50	15	6	76%	--	73%	--	S
Traffic Control	22	32	36	32		68%	--	73%	--	S

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Ethics											
36. My Department Leadership practices high standards of ethical conduct.											
City Overall	2,422	20	36	23	11	10	56%	65%	74%	70%	
Police	541	12	34	21	16	17	46%	75%	74%	70%	O
Administrative Services Division	53	26	40	21	8	6	66%	--	74%	70%	S
Crime Lab	22	14	59	18	9		73%	--	74%	70%	S
Criminal Investigations Division	85	15	34	22	14	14	49%	--	74%	70%	O
Precinct 1	57		47	16	19	16	49%	--	74%	70%	O
Precinct 2	40	8	20	18	13	43	28%	--	74%	70%	O
Precinct 3	68	9	35	13	24	19	44%	--	74%	70%	O
Precinct 4	62	6	23	23	21	27	29%	--	74%	70%	O
Precinct 5	36	11	36	22	11	19	47%	--	74%	70%	O
Special Operations Division	46	9	22	28	24	17	30%	--	74%	70%	O
Strategic Information & Crime Management (SICM)	16	6	38	31		25	44%	--	74%	70%	O
Support Services Division	34	21	35	21	15	9	56%	--	74%	70%	
Traffic Control	22	14	36	32	14	5	50%	--	74%	70%	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Ethics											
33. Where I work, ethical issues can be discussed without negative consequences.											
City Overall	2,426	13	36	24	15	13	48%	48%	60%	60%	O
Police	543	8	28	21	22	22	36%	46%	60%	60%	O
Administrative Services Division	53	25	26	26	15	8	51%	--	60%	60%	
Crime Lab	22	5	55	18	23		59%	--	60%	60%	
Criminal Investigations Division	85	6	26	21	25	22	32%	--	60%	60%	O
Precinct 1	57		39	19	19	21	40%	--	60%	60%	O
Precinct 2	40	5	30	13	25	28	35%	--	60%	60%	O
Precinct 3	70		23	23	23	27	27%	--	60%	60%	O
Precinct 4	62		23	19	18	37	26%	--	60%	60%	O
Precinct 5	36	8	28	14	19	31	36%	--	60%	60%	O
Special Operations Division	46	7	24	15	35	20	30%	--	60%	60%	O
Strategic Information & Crime Management (SICM)	16	6	38	25	19	13	44%	--	60%	60%	O
Support Services Division	34	21	21	24	18	18	41%	--	60%	60%	O
Traffic Control	22	14	18	36	14	18	32%	--	60%	60%	O

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	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Ethics														
35. City Leadership practices high standards of ethical conduct.														
City Overall	2,425	13	32	30	13	13			45%	39%	60%	62%	O	
Police	543	7	20	27	19	27			27%	31%	60%	62%	O	
Administrative Services Division	53	15	30	28	13	13			45%	--	60%	62%	O	
Crime Lab	22	5	41	36	18				45%	--	60%	62%		
Criminal Investigations Division	85	5	19	28	25	24			24%	--	60%	62%	O	
Precinct 1	57	5	14	26	28	26			19%	--	60%	62%	O	
Precinct 2	40	5	8	20	13	55			13%	--	60%	62%	O	
Precinct 3	70	6	19	26	16	34			24%	--	60%	62%	O	
Precinct 4	62	16	19	21	42				18%	--	60%	62%	O	
Precinct 5	36	6	25	31	17	22			31%	--	60%	62%	O	
Special Operations Division	46	7	11	22	26	35			17%	--	60%	62%	O	
Strategic Information & Crime Management (SICM)	16	6	19	50	13	13			25%	--	60%	62%	O	
Support Services Division	34	15	26	29	12	18			41%	--	60%	62%	O	
Traffic Control	22	14	36	36	9	5			50%	--	60%	62%		

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Immediate Supervisor									
City Overall		29	39	15 9 8	68%	64%	74%	--	S
Police		33	39	12 8 7	72%	65%	74%	--	S
Administrative Services Division		37	34	8 8 12	71%	--	74%	--	S
Crime Lab		49	24	18 9	49%	--	74%	--	O
Criminal Investigations Division		36	38	14 10	73%	--	74%	--	S
Precinct 1		41	44	12	85%	--	74%	--	S
Precinct 2		29	47	6 6 13	76%	--	74%	--	S
Precinct 3		42	41	9	83%	--	74%	--	S
Precinct 4		46	30	11 10	76%	--	74%	--	S
Precinct 5		20	52	15 8 6	72%	--	74%	--	S
Special Operations Division		31	33	17 7 13	64%	--	74%	--	
Strategic Information & Crime Management (SICM)		23	48	16 9	72%	--	74%	--	S
Support Services Division		29	24	11 18 18	52%	--	74%	--	
Traffic Control		16	43	17 9 15	59%	--	74%	--	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Immediate Supervisor											
40. My immediate supervisor treats employees fairly.											
City Overall	2,426	33	37	14	7	8	70%	69%	75%	68%	S
Police	543	38	39	10	6	8	77%	69%	75%	68%	S
Administrative Services Division	53	43	34	8	11		77%	--	75%	68%	S
Crime Lab	22	64	18	9	9		64%	--	75%	68%	
Criminal Investigations Division	85	44	40	5	9		84%	--	75%	68%	S
Precinct 1	57	46	40	11			86%	--	75%	68%	S
Precinct 2	40	33	48	8	5	8	80%	--	75%	68%	S
Precinct 3	70	46	43	6			89%	--	75%	68%	S
Precinct 4	62	47	34	11	6		81%	--	75%	68%	S
Precinct 5	36	28	44	17	6	6	72%	--	75%	68%	S
Special Operations Division	46	35	30	17		15	65%	--	75%	68%	S
Strategic Information & Crime Management (SICM)	16	31	50	6		13	81%	--	75%	68%	S
Support Services Division	34	32	18	15	12	24	50%	--	75%	68%	O
Traffic Control	22	18	41	9	14	18	59%	--	75%	68%	

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Immediate Supervisor									
41. My immediate supervisor clearly communicates what I am expected to do.									
City Overall	2,426	28	42	16 8 7	70%	66%	77%	--	S
Police	543	31	40	15 7 6	72%	68%	77%	--	S
Administrative Services Division	53	34	34	9 9 13	68%	--	77%	--	
Crime Lab	22	45	32	14 9	45%	--	77%	--	O
Criminal Investigations Division	85	32	39	19 9	71%	--	77%	--	S
Precinct 1	57	33	51	12	84%	--	77%	--	S
Precinct 2	40	30	38	10 10 13	68%	--	77%	--	
Precinct 3	70	39	46	11	84%	--	77%	--	S
Precinct 4	62	50	26	11 10	76%	--	77%	--	S
Precinct 5	36	19	56	14 8	75%	--	77%	--	S
Special Operations Division	46	28	37	20 9 7	65%	--	77%	--	S
Strategic Information & Crime Management (SICM)	16	19	50	19 6 6	69%	--	77%	--	S
Support Services Division	34	29	29	12 15 15	59%	--	77%	--	
Traffic Control	22	18	50	18 14	68%	--	77%	--	S

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Immediate Supervisor									
38. My immediate supervisor does a good job at "managing the work," that is, making appropriate work assignments, setting priorities, scheduling, etc.									
City Overall	2,425	27	39	15 10 8	67%	60%	72%	60%	S
Police	543	31	40	12 10 7	71%	62%	72%	60%	S
Administrative Services Division	53	32	38	9 9 11	70%	--	72%	60%	
Crime Lab	22	45	23	23 9	45%	--	72%	60%	O
Criminal Investigations Division	85	31	40	16 12	71%	--	72%	60%	S
Precinct 1	57	42	40	14	82%	--	72%	60%	S
Precinct 2	40	25	53	8 15	78%	--	72%	60%	
Precinct 3	70	41	37	9 9	79%	--	72%	60%	S
Precinct 4	62	44	31	11 11	74%	--	72%	60%	S
Precinct 5	36	17	56	17 6 6	72%	--	72%	60%	S
Special Operations Division	46	30	37	13 15	67%	--	72%	60%	S
Strategic Information & Crime Management (SICM)	16	19	50	19 6 6	69%	--	72%	60%	S
Support Services Division	34	32	24	6 26 12	56%	--	72%	60%	
Traffic Control	22	9	50	18 9 14	59%	--	72%	60%	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Immediate Supervisor											
39. My immediate supervisor does a good job at "people management," that is, dealing with the people who work for him/her.											
City Overall	2,425	28	37	13	11	10	65%	60%	71%	56%	
Police	543	33	36	13	10	9	69%	62%	71%	56%	S
Administrative Services Division	53	38	32	8	11	11	70%	--	71%	56%	
Crime Lab	22	41	23	27	9		41%	--	71%	56%	O
Criminal Investigations Division	85	36	32	18	11		68%	--	71%	56%	S
Precinct 1	57	42	44	11			86%	--	71%	56%	S
Precinct 2	40	28	50	5	15		78%	--	71%	56%	S
Precinct 3	70	41	40	9	6		81%	--	71%	56%	S
Precinct 4	62	45	29	10	11	5	74%	--	71%	56%	S
Precinct 5	36	17	53	11	11	8	69%	--	71%	56%	S
Special Operations Division	46	30	26	17	11	15	57%	--	71%	56%	
Strategic Information & Crime Management (SICM)	16	25	44	19	13		69%	--	71%	56%	S
Support Services Division	34	21	24	12	21	24	44%	--	71%	56%	O
Traffic Control	22	18	32	23	14	14	50%	--	71%	56%	O

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Pay and Benefits											
City Overall		17	49	16	12	7	65%	42%	74%	--	S
Police		11	46	16	17	10	56%	35%	74%	--	
Administrative Services Division		25	44	13	14		69%	--	74%	--	S
Crime Lab			50	17	21	9	53%	--	74%	--	
Criminal Investigations Division		11	57	15	11	6	68%	--	74%	--	S
Precinct 1		10	33	16	25	16	43%	--	74%	--	O
Precinct 2		5	51	21	15	8	56%	--	74%	--	
Precinct 3		7	43	14	18	18	50%	--	74%	--	O
Precinct 4		7	42	16	22	13	49%	--	74%	--	O
Precinct 5		12	41	18	22	7	53%	--	74%	--	
Special Operations Division		9	41	17	18	14	51%	--	74%	--	
Strategic Information & Crime Management (SICM)		13	52	10	19	6	65%	--	74%	--	
Support Services Division		11	52	25	6	7	63%	--	74%	--	
Traffic Control		14	45	20	17	5	59%	--	74%	--	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Pay and Benefits											
44. I understand my total compensation (i.e. pay and benefits) package.											
City Overall	2,425	24	57	11	5	82%	--	88%	--	S	
Police	542	17	58	13	10	75%	--	88%	--	S	
Administrative Services Division	53	32	51	9	8	83%	--	88%	--	S	
Crime Lab	22	5	73	23		77%	--	88%	--	S	
Criminal Investigations Division	84	17	61	14	7	77%	--	88%	--	S	
Precinct 1	57	16	44	14	18	9	60%	--	88%	--	
Precinct 2	40	15	63	10	13	78%	--	88%	--	S	
Precinct 3	70	14	57	13	10	6	71%	--	88%	--	S
Precinct 4	62	13	55	11	16	5	68%	--	88%	--	
Precinct 5	36	17	67	8	8	83%	--	88%	--	S	
Special Operations Division	46	22	61	9	7	83%	--	88%	--	S	
Strategic Information & Crime Management (SICM)	16	19	63	13	6	81%	--	88%	--	S	
Support Services Division	34	18	59	21		76%	--	88%	--	S	
Traffic Control	22	18	59	14	9	77%	--	88%	--	S	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable			Percent Neutral			Percent Unfavorable			2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Pay and Benefits															
42. The employee benefit plans offered by the City meet my needs.															
City Overall	2,426	15	49	19	11	6	64%	48%	74%	--					
Police	542	9	46	20	16	8	56%	40%	74%	--					
Administrative Services Division	53	26	42	15	11	6	68%	--	74%	--				S	
Crime Lab	22	5	55	14	27		59%	--	74%	--					
Criminal Investigations Division	85	8	58	18	11	6	66%	--	74%	--				S	
Precinct 1	57	11	32	25	25	9	42%	--	74%	--				O	
Precinct 2	40		53	28	13	8	53%	--	74%	--					
Precinct 3	69	6	38	22	19	16	43%	--	74%	--				O	
Precinct 4	62	5	48	18	16	13	53%	--	74%	--					
Precinct 5	36	11	44	17	22	6	56%	--	74%	--					
Special Operations Division	46		41	24	24	7	46%	--	74%	--				O	
Strategic Information & Crime Management (SICM)	16	13	50	19	19		63%	--	74%	--					
Support Services Division	34	12	56	24	9		68%	--	74%	--				S	
Traffic Control	22	18	45	27	5	5	64%	--	74%	--					

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Indicates Priority Item for Your Group

	Valid Returns						2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Pay and Benefits											
43. My pay is competitive compared to people doing similar jobs in other organizations.											
City Overall	2,422	10	40	19	19	12	50%	35%	61%	--	O
Police	543	5	33	16	25	21	38%	29%	61%	--	O
Administrative Services Division	53	15	40	13	25	8	55%	--	61%	--	
Crime Lab	22	23	14	36	27		23%	--	61%	--	O
Criminal Investigations Division	85	9	52	14	14	11	61%	--	61%	--	
Precinct 1	57	25	9	33	30		28%	--	61%	--	O
Precinct 2	40	38	25	20	18		38%	--	61%	--	O
Precinct 3	70	34	7	26	31		36%	--	61%	--	O
Precinct 4	62	23	18	34	23		26%	--	61%	--	O
Precinct 5	36	8	11	28	36	17	19%	--	61%	--	O
Special Operations Division	46	22	17	24	35		24%	--	61%	--	O
Strategic Information & Crime Management (SICM)	16	6	44	31	19		50%	--	61%	--	O
Support Services Division	34	41	29	6	21		44%	--	61%	--	O
Traffic Control	22	5	32	18	36	9	36%	--	61%	--	O

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Senior Management											
City Overall		13	42	29	10	7	54%	--	69%	64%	
Police		5	30	35	18	12	35%	--	69%	64%	O
Administrative Services Division		11	49	26	9		60%	--	69%	64%	
Crime Lab			50	41	9		50%	--	69%	64%	
Criminal Investigations Division		5	29	39	17	11	34%	--	69%	64%	O
Precinct 1			23	43	18	13	27%	--	69%	64%	O
Precinct 2		5	30	38	15	13	35%	--	69%	64%	O
Precinct 3			25	34	22	19	25%	--	69%	64%	O
Precinct 4			16	31	29	21	19%	--	69%	64%	O
Precinct 5			33	44	11	8	36%	--	69%	64%	
Special Operations Division		9	20	30	28	13	28%	--	69%	64%	O
Strategic Information & Crime Management (SICM)		6	38	44	13		44%	--	69%	64%	
Support Services Division		12	35	26	21	6	47%	--	69%	64%	O
Traffic Control		9	36	36	9	9	45%	--	69%	64%	

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Senior Management											
46. City Leadership is committed to providing high quality products and services to external customers.											
City Overall	2,418	13	42	29	10	7	54%	--	69%	64%	
Police	538	5	30	35	18	12	35%	--	69%	64%	O
Administrative Services Division	53	11	49	26	9		60%	--	69%	64%	
Crime Lab	22		50	41	9		50%	--	69%	64%	
Criminal Investigations Division	83	5	29	39	17	11	34%	--	69%	64%	O
Precinct 1	56		23	43	18	13	27%	--	69%	64%	O
Precinct 2	40	5	30	38	15	13	35%	--	69%	64%	O
Precinct 3	68		25	34	22	19	25%	--	69%	64%	O
Precinct 4	62		16	31	29	21	19%	--	69%	64%	O
Precinct 5	36		33	44	11	8	36%	--	69%	64%	
Special Operations Division	46	9	20	30	28	13	28%	--	69%	64%	O
Strategic Information & Crime Management (SICM)	16	6	38	44	13		44%	--	69%	64%	
Support Services Division	34	12	35	26	21	6	47%	--	69%	64%	O
Traffic Control	22	9	36	36	9	9	45%	--	69%	64%	

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Performance Feedback											
City Overall		22	44	16	10	8	66%	59%	72%	--	S
Police		21	46	15	10	8	67%	60%	72%	--	S
Administrative Services Division		19	38	15	16	12	57%	--	72%	--	
Crime Lab		6	62	26	6		68%	--	72%	--	S
Criminal Investigations Division		17	48	16	12	7	65%	--	72%	--	S
Precinct 1		24	51	12	10		75%	--	72%	--	S
Precinct 2		17	52	11	8	13	68%	--	72%	--	
Precinct 3		21	49	15	7	9	70%	--	72%	--	S
Precinct 4		27	42	15	9	8	69%	--	72%	--	S
Precinct 5		17	50	8	14	11	67%	--	72%	--	
Special Operations Division		25	44	16	9	5	70%	--	72%	--	S
Strategic Information & Crime Management (SICM)		10	38	23	19	10	48%	--	72%	--	O
Support Services Division		34	36	15	7	8	71%	--	72%	--	S
Traffic Control		17	48	15	11	9	65%	--	72%	--	S

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Performance Feedback									
49. I had a performance appraisal in the past 12 months.									
City Overall	2,412	27	42	10 12 9	69%	--	72%	--	
Police	539	28	45	6 11 9	73%	--	72%	--	S
Administrative Services Division	53	17	30 11	25 17	47%	--	72%	--	O
Crime Lab	22	9	73	9 9	82%	--	72%	--	S
Criminal Investigations Division	84	20	48	5 15 12	68%	--	72%	--	
Precinct 1	56	36	54		89%	--	72%	--	S
Precinct 2	40	25	53	5 10 8	78%	--	72%	--	S
Precinct 3	68	32	41	7 9 10	74%	--	72%	--	S
Precinct 4	62	37	37	10 13	74%	--	72%	--	
Precinct 5	36	25	47	11 17	72%	--	72%	--	
Special Operations Division	46	37	46	7 9	83%	--	72%	--	S
Strategic Information & Crime Management (SICM)	16	6	19 25	25 25	25%	--	72%	--	O
Support Services Division	34	41	50	6	91%	--	72%	--	S
Traffic Control	22	23	59	14 5	82%	--	72%	--	S

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Performance Feedback											
48. My immediate supervisor gives me useful feedback on how well I'm doing my job.											
City Overall	2,421	21	42	19	10	7	63%	60%	70%	59%	
Police	540	21	44	18	11	6	66%	59%	70%	59%	S
Administrative Services Division	53	23	42	9	15	11	64%	--	70%	59%	
Crime Lab	22	5	50	36	9		55%	--	70%	59%	
Criminal Investigations Division	84	19	46	24	10		65%	--	70%	59%	S
Precinct 1	57	23	51	16	9		74%	--	70%	59%	S
Precinct 2	40	20	48	13	8	13	68%	--	70%	59%	S
Precinct 3	68	22	50	15	6	7	72%	--	70%	59%	S
Precinct 4	62	32	39	16	8	5	71%	--	70%	59%	S
Precinct 5	36	14	53	14	17		67%	--	70%	59%	S
Special Operations Division	46	17	41	24	11	7	59%	--	70%	59%	
Strategic Information & Crime Management (SICM)	16	19	38	25	19		56%	--	70%	59%	
Support Services Division	34	32	24	21	12	12	56%	--	70%	59%	
Traffic Control	22	14	45	9	18	14	59%	--	70%	59%	

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Performance Feedback											
47. My performance on the job is evaluated fairly.											
City Overall	2,420	17	48	20	8	7	65%	57%	74%	66%	S
Police	540	13	49	20	10	8	62%	61%	74%	66%	
Administrative Services Division	53	19	42	25	8	8	60%	--	74%	66%	
Crime Lab	22	5	64	32			68%	--	74%	66%	S
Criminal Investigations Division	84	11	51	19	12	7	62%	--	74%	66%	
Precinct 1	57	12	49	18	18		61%	--	74%	66%	
Precinct 2	40	5	55	15	8	18	60%	--	74%	66%	
Precinct 3	68	9	54	22	6	9	63%	--	74%	66%	
Precinct 4	62	13	50	24	8	5	63%	--	74%	66%	
Precinct 5	36	11	50	11	14	14	61%	--	74%	66%	
Special Operations Division	46	22	46	17	9	7	67%	--	74%	66%	S
Strategic Information & Crime Management (SICM)	16	6	56	19	13	6	63%	--	74%	66%	
Support Services Division	34	29	35	18	9	9	65%	--	74%	66%	S
Traffic Control	22	14	41	23	9	14	55%	--	74%	66%	

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Recognition									
City Overall		12 35	24	17 12	47%	42%	63%	--	O
Police		8 29	24	22 17	37%	32%	63%	--	O
Administrative Services Division		14 39	23	15 9	54%	--	63%	--	
Crime Lab		5 48	32	15	52%	--	63%	--	
Criminal Investigations Division		10 29	27	23 11	39%	--	63%	--	O
Precinct 1		9 29	26	16 20	38%	--	63%	--	O
Precinct 2		24	22	28 23	28%	--	63%	--	O
Precinct 3		7 25	23	24 21	32%	--	63%	--	O
Precinct 4		6 28	20	23 24	33%	--	63%	--	O
Precinct 5		26	29	22 20	28%	--	63%	--	O
Special Operations Division		5 18	24	28 24	23%	--	63%	--	O
Strategic Information & Crime Management (SICM)		36	30	27 5	39%	--	63%	--	O
Support Services Division		21 29	20	18 13	49%	--	63%	--	O
Traffic Control		7 39	15	22 18	45%	--	63%	--	O

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Recognition											
50. I am satisfied with the recognition I get for the work I do.											
City Overall	2,423	14	39	20	14	11	54%	42%	64%	48%	
Police	540	12	37	20	16	14	49%	32%	64%	48%	O
Administrative Services Division	53	13	42	19	15	11	55%	--	64%	48%	
Crime Lab	22	5	45	41	9		50%	--	64%	48%	
Criminal Investigations Division	84	14	38	24	12	12	52%	--	64%	48%	
Precinct 1	56	16	38	18	11	18	54%	--	64%	48%	
Precinct 2	40	8	38	15	23	18	45%	--	64%	48%	O
Precinct 3	69	12	39	16	13	20	51%	--	64%	48%	
Precinct 4	62	13	35	15	21	16	48%	--	64%	48%	O
Precinct 5	36		36	28	19	14	39%	--	64%	48%	O
Special Operations Division	46	11	26	26	24	13	37%	--	64%	48%	O
Strategic Information & Crime Management (SICM)	16	6	38	38	13	6	44%	--	64%	48%	
Support Services Division	34	24	41	15	9	12	65%	--	64%	48%	
Traffic Control	22	9	36	9	27	18	45%	--	64%	48%	O

2009 City of Minneapolis Employee Engagement Survey

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns					2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity	
		Percent Favorable	Percent Neutral	Percent Unfavorable							
Recognition											
53. Where I work, employees are recognized for delivering outstanding customer service.											
City Overall	2,422	11	36	25	17	11	47%	--	62%	52%	O
Police	540	7	31	24	21	15	39%	--	62%	52%	O
Administrative Services Division	53	15	32	32	13	8	47%	--	62%	52%	O
Crime Lab	22	73			23	5	73%	--	62%	52%	S
Criminal Investigations Division	84	10	30	26	27	7	39%	--	62%	52%	O
Precinct 1	57	9	35	30	7	19	44%	--	62%	52%	O
Precinct 2	40	28		25	25	20	30%	--	62%	52%	O
Precinct 3	68	6	26	28	24	16	32%	--	62%	52%	O
Precinct 4	62	32		18	26	21	35%	--	62%	52%	O
Precinct 5	36	28		25	19	25	31%	--	62%	52%	O
Special Operations Division	46	17	24	30	24		22%	--	62%	52%	O
Strategic Information & Crime Management (SICM)	16	44		25	31		44%	--	62%	52%	O
Support Services Division	34	21	24	15	24	18	44%	--	62%	52%	O
Traffic Control	22	9	41	9	23	18	50%	--	62%	52%	O

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Recognition														
52. I regularly receive appropriate recognition when I do a good job.														
City Overall	2,426	11	33	26	19	12			43%	--	58%	--	O	
Police	542	8	27	27	23	15			35%	--	58%	--	O	
Administrative Services Division	53	13	42	23	13	9			55%	--	58%	--		
Crime Lab	22	9	41	36	14				50%	--	58%	--		
Criminal Investigations Division	84	11	25	27	31	6			36%	--	58%	--	O	
Precinct 1	57	7	23	35	18	18			30%	--	58%	--	O	
Precinct 2	40		20	28	33	18			23%	--	58%	--	O	
Precinct 3	70	10	21	20	30	19			31%	--	58%	--	O	
Precinct 4	62	5	27	29	16	23			32%	--	58%	--	O	
Precinct 5	36		19	31	28	19			22%	--	58%	--	O	
Special Operations Division	46		20	26	28	24			22%	--	58%	--	O	
Strategic Information & Crime Management (SICM)	16		38	38	19	6			38%	--	58%	--	O	
Support Services Division	34	18	26	24	21	12			44%	--	58%	--	O	
Traffic Control	22	5	50	14	14	18			55%	--	58%	--		

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Recognition									
51. <input type="checkbox"/> I feel valued as an employee of the City.									
City Overall	2,427	11 34	24	17 14	45%	--	66%	--	O
Police	542	6 21	24	26 23	27%	--	66%	--	O
Administrative Services Division	52	15 42	17	17 8	58%	--	66%	--	
Crime Lab	22	5 32	27	32 5	36%	--	66%	--	O
Criminal Investigations Division	85	7 24	29	21 19	31%	--	66%	--	O
Precinct 1	57	5 19	23	28 25	25%	--	66%	--	O
Precinct 2	40	13 20	30	35	15%	--	66%	--	O
Precinct 3	70	13 29	29	29	14%	--	66%	--	O
Precinct 4	62	16 19	27	35	18%	--	66%	--	O
Precinct 5	36	19 33	22	22	22%	--	66%	--	O
Special Operations Division	46	9 20	30	37	13%	--	66%	--	O
Strategic Information & Crime Management (SICM)	16	6 25	19	44 6	31%	--	66%	--	O
Support Services Division	34	21 24	26	21 9	44%	--	66%	--	O
Traffic Control	22	5 27	27	23 18	32%	--	66%	--	O

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Work Environment											
City Overall		21	42	18	11	8	63%	53%	72%	68%	
Police		20	34	18	13	15	54%	40%	72%	68%	
Administrative Services Division		26	45	15	8	5	72%	--	72%	68%	S
Crime Lab		14	39	14	27	7	52%	--	72%	68%	
Criminal Investigations Division		14	35	20	17	14	49%	--	72%	68%	O
Precinct 1		23	31	23	12	11	54%	--	72%	68%	
Precinct 2		19	30	16	13	23	49%	--	72%	68%	O
Precinct 3		27	32	19	8	14	59%	--	72%	68%	
Precinct 4		19	27	13	15	25	47%	--	72%	68%	O
Precinct 5		24	35	13	17	13	58%	--	72%	68%	
Special Operations Division		20	38	16	11	15	58%	--	72%	68%	
Strategic Information & Crime Management (SICM)		13	44	28	13		56%	--	72%	68%	
Support Services Division		21	28	16	18	18	49%	--	72%	68%	O
Traffic Control		16	34	20	5	25	50%	--	72%	68%	O

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Work Environment											
54. Safety in the workplace is a high priority.											
City Overall	2,426	28	41	19	6	6	69%	71%	76%	70%	S
Police	542	28	34	19	7	12	62%	--	76%	70%	
Administrative Services Division	53	28	49	21			77%	--	76%	70%	S
Crime Lab	22	18	55	18	9		73%	--	76%	70%	S
Criminal Investigations Division	84	23	37	24	12	5	60%	--	76%	70%	
Precinct 1	57	30	25	23	7	16	54%	--	76%	70%	
Precinct 2	40	23	28	18	10	23	50%	--	76%	70%	O
Precinct 3	70	34	29	17		16	63%	--	76%	70%	
Precinct 4	62	31	34	10		23	65%	--	76%	70%	
Precinct 5	36	36	28	8	14	14	64%	--	76%	70%	
Special Operations Division	46	28	30	20	9	13	59%	--	76%	70%	
Strategic Information & Crime Management (SICM)	16	19	44	31		6	63%	--	76%	70%	
Support Services Division	34	29	32	21	9	9	62%	--	76%	70%	
Traffic Control	22	23	41	23		14	64%	--	76%	70%	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable			2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Work Environment															
55. I am satisfied with my overall physical work environment (e.g., ventilation, noise, lighting, space).															
City Overall	2,426	15	42	16	16	11		57%	49%	69%	66%				
Police	542	13	34	16	19	18		47%	40%	69%	66%			O	
Administrative Services Division	53	25	42	9	17	8		66%	--	69%	66%				
Crime Lab	22	9	23	9	45	14		32%	--	69%	66%			O	
Criminal Investigations Division	84	6	32	17	21	24		38%	--	69%	66%			O	
Precinct 1	57	16	37	23	18	7		53%	--	69%	66%				
Precinct 2	40	15	33	15	15	23		48%	--	69%	66%			O	
Precinct 3	70	20	36	20	11	13		56%	--	69%	66%				
Precinct 4	62	8	21	16	27	27		29%	--	69%	66%			O	
Precinct 5	36	11	42	17	19	11		53%	--	69%	66%				
Special Operations Division	46	11	46	13	13	17		57%	--	69%	66%				
Strategic Information & Crime Management (SICM)	16	6	44	25	19	6		50%	--	69%	66%			O	
Support Services Division	34	12	24	12	26	26		35%	--	69%	66%			O	
Traffic Control	22	9	27	18	9	36		36%	--	69%	66%			O	

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Training and Development											
City Overall		13	39	24	13	11	52%	55%	65%	--	
Police		10	33	23	18	17	43%	47%	65%	--	O
Administrative Services Division		20	35	25	13	8	55%	--	65%	--	
Crime Lab			38	32	20	8	40%	--	65%	--	O
Criminal Investigations Division		9	35	22	19	15	44%	--	65%	--	O
Precinct 1		7	38	18	18	19	46%	--	65%	--	O
Precinct 2		7	32	22	18	22	38%	--	65%	--	O
Precinct 3		5	26	19	24	24	32%	--	65%	--	O
Precinct 4		10	32	22	18	18	42%	--	65%	--	O
Precinct 5		7	33	19	19	21	41%	--	65%	--	O
Special Operations Division		8	29	23	18	22	37%	--	65%	--	O
Strategic Information & Crime Management (SICM)			30	48	8	13	33%	--	65%	--	
Support Services Division		22	37	24	9	8	59%	--	65%	--	
Traffic Control		11	36	24	14	14	48%	--	65%	--	O

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable		Percent Neutral		Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Training and Development												
59. My immediate supervisor supports my ongoing learning and development.												
City Overall	2,423	23	43	22	6	6	66%	68%	75%	--	S	
Police	542	22	46	22	6	6	69%	67%	75%	--	S	
Administrative Services Division	53	32	47	15			79%	--	75%	--	S	
Crime Lab	22	5	55	32		9	59%	--	75%	--		
Criminal Investigations Division	85	20	53	21			73%	--	75%	--	S	
Precinct 1	57	19	56	21			75%	--	75%	--	S	
Precinct 2	40	23	45	18	8	8	68%	--	75%	--	S	
Precinct 3	70	21	44	21	7	6	66%	--	75%	--	S	
Precinct 4	62	27	47	21			74%	--	75%	--	S	
Precinct 5	36	17	47	28		6	64%	--	75%	--		
Special Operations Division	46	20	41	26		9	61%	--	75%	--		
Strategic Information & Crime Management (SICM)	16	6	44	50			50%	--	75%	--		
Support Services Division	34	41	24	21	6	9	65%	--	75%	--	S	
Traffic Control	21	14	43	14	10	19	57%	--	75%	--		

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Training and Development											
56. I receive the training I need to perform my current job effectively.											
City Overall	2,426	14	48	19	12	8	62%	62%	74%	68%	
Police	542	8	43	17	19	13	51%	57%	74%	68%	
Administrative Services Division	53	17	45	15	11	11	62%	--	74%	68%	
Crime Lab	22	5	64	14	18		68%	--	74%	68%	S
Criminal Investigations Division	85	7	45	15	20	13	52%	--	74%	68%	
Precinct 1	57	5	40	16	26	12	46%	--	74%	68%	O
Precinct 2	40	8	35	28	15	15	43%	--	74%	68%	O
Precinct 3	70		31	14	34	17	34%	--	74%	68%	O
Precinct 4	62	5	42	15	21	18	47%	--	74%	68%	O
Precinct 5	36	6	53	14	17	11	58%	--	74%	68%	
Special Operations Division	46	11	41	13	22	13	52%	--	74%	68%	
Strategic Information & Crime Management (SICM)	16		38	44	6	13	38%	--	74%	68%	
Support Services Division	34	21	50	21	9		71%	--	74%	68%	S
Traffic Control	21	19	43	14	14	10	62%	--	74%	68%	

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Training and Development									
58. <input type="checkbox"/> I am satisfied with the learning and development offerings provided by the City.									
City Overall	2,425	10 42	26	13 9	52%	--	67%	--	
Police	541	6 32	27	20 15	37%	--	67%	--	O
Administrative Services Division	53	15 38	25	19	53%	--	67%	--	
Crime Lab	22	32	41	23 5	32%	--	67%	--	O
Criminal Investigations Division	85	6 27	27	26 14	33%	--	67%	--	O
Precinct 1	57	37	23	14 23	40%	--	67%	--	O
Precinct 2	40	40	20	23 18	40%	--	67%	--	O
Precinct 3	69	25 23	28	23	26%	--	67%	--	O
Precinct 4	62	6 27	27	24 15	34%	--	67%	--	O
Precinct 5	36	6 33	25	17 19	39%	--	67%	--	O
Special Operations Division	46	22 30	24	22	24%	--	67%	--	O
Strategic Information & Crime Management (SICM)	16	31	50	6 13	31%	--	67%	--	
Support Services Division	34	18 44	29	6	62%	--	67%	--	
Traffic Control	21	10 38	33	10 10	48%	--	67%	--	

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Training and Development														
57. I am satisfied at the opportunity for career development that the City provides.														
City Overall	2,423	9	34	27	17	13		43%	40%	57%	48%	O		
Police	540	6	31	25	21	17		36%	29%	57%	48%	O		
Administrative Services Division	53	19	25	32	21			43%	--	57%	48%	O		
Crime Lab	22		32	36	27	5		32%	--	57%	48%	O		
Criminal Investigations Division	85	6	36	20	20	18		42%	--	57%	48%	O		
Precinct 1	57	5	33	18	25	19		39%	--	57%	48%	O		
Precinct 2	39		33	26	13	26		36%	--	57%	48%	O		
Precinct 3	69		25	22	30	23		25%	--	57%	48%	O		
Precinct 4	62	5	34	26	16	19		39%	--	57%	48%	O		
Precinct 5	36	6	25	14	33	22		31%	--	57%	48%	O		
Special Operations Division	46		26	30	20	22		28%	--	57%	48%	O		
Strategic Information & Crime Management (SICM)	16		19	44	19	19		19%	--	57%	48%	O		
Support Services Division	34	15	41	26	12	6		56%	--	57%	48%			
Traffic Control	21	10	29	38	14	10		38%	--	57%	48%	O		

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Training and Development														
60. The process for selecting people for special assignments/projects is fair.														
City Overall	2,425	9	29	27	17	18	38%	35%	53%	--	O			
Police	542	6	15	22	23	34	21%	35%	53%	--	O			
Administrative Services Division	53	17	21	36	11	15	38%	--	53%	--	O			
Crime Lab	22	9	36	32	23		9%	--	53%	--	O			
Criminal Investigations Division	85	6	14	25	26	29	20%	--	53%	--	O			
Precinct 1	57	5	25	12	23	37	28%	--	53%	--	O			
Precinct 2	40	5	20	33	43		5%	--	53%	--	O			
Precinct 3	70	7	16	23	53		9%	--	53%	--	O			
Precinct 4	62	6	11	21	27	34	18%	--	53%	--	O			
Precinct 5	36	8	17	28	44		11%	--	53%	--	O			
Special Operations Division	46	7	13	17	20	43	20%	--	53%	--	O			
Strategic Information & Crime Management (SICM)	16	6	19	50	6	19	25%	--	53%	--	O			
Support Services Division	34	15	26	24	21	15	41%	--	53%	--	O			
Traffic Control	21	5	29	19	24	24	33%	--	53%	--	O			

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Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity		
Work Support											
City Overall		16	43	16	16	9	59%	58%	71%	62%	
Police		13	41	14	20	11	55%	49%	71%	62%	
Administrative Services Division		26	40	14	12	8	66%	--	71%	62%	S
Crime Lab		8	44	23	21	5	52%	--	71%	62%	
Criminal Investigations Division		13	50	19	14		63%	--	71%	62%	
Precinct 1		15	38	12	29	5	53%	--	71%	62%	
Precinct 2		13	43	8	19	18	55%	--	71%	62%	
Precinct 3		12	41	11	18	17	54%	--	71%	62%	
Precinct 4		12	40	11	20	17	53%	--	71%	62%	
Precinct 5		9	31	19	23	17	41%	--	71%	62%	O
Special Operations Division		12	36	12	25	15	48%	--	71%	62%	O
Strategic Information & Crime Management (SICM)		13	38	21	21	8	50%	--	71%	62%	O
Support Services Division		7	47	15	21	11	54%	--	71%	62%	
Traffic Control		12	42	21	20	5	55%	--	71%	62%	

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Work Support									
61. The people I work with cooperate to get the job done.									
City Overall	2,428	27	50	13 7	77%	74%	80%	67%	S
Police	543	26	55	10 6	81%	74%	80%	67%	S
Administrative Services Division	53	34	49	9 6	83%	--	80%	67%	S
Crime Lab	22	23	64	9 5	86%	--	80%	67%	S
Criminal Investigations Division	85	26	56	13	82%	--	80%	67%	S
Precinct 1	57	33	53	11	86%	--	80%	67%	S
Precinct 2	40	28	65	8	93%	--	80%	67%	S
Precinct 3	70	30	59	7	89%	--	80%	67%	S
Precinct 4	62	31	58	6 5	89%	--	80%	67%	S
Precinct 5	36	17	58	17 6	75%	--	80%	67%	S
Special Operations Division	46	22	52	15 9	74%	--	80%	67%	S
Strategic Information & Crime Management (SICM)	16	25	44	19 13	69%	--	80%	67%	S
Support Services Division	34	12	44	15 24 6	56%	--	80%	67%	
Traffic Control	22	9	50	32 9	59%	--	80%	67%	

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	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Work Support									
63. I have access to the resources (e.g. materials, equipment, technology) I need to do my job effectively.									
City Overall	2,428	13 47	18	14 8	60%	67%	74%	70%	
Police	543	8 42	19	20 12	49%	56%	74%	70%	O
Administrative Services Division	53	23 43	13	9 11	66%	--	74%	70%	
Crime Lab	22	45	36	18	45%	--	74%	70%	
Criminal Investigations Division	85	7 49	28	12	56%	--	74%	70%	
Precinct 1	57	5 44	18	26 7	49%	--	74%	70%	O
Precinct 2	40	8 43	10	25 15	50%	--	74%	70%	O
Precinct 3	70	6 40	13	23 19	46%	--	74%	70%	O
Precinct 4	62	5 42	18	18 18	47%	--	74%	70%	O
Precinct 5	36	6 22	31	22 19	28%	--	74%	70%	O
Special Operations Division	46	35	11	30 20	39%	--	74%	70%	O
Strategic Information & Crime Management (SICM)	16	13 38	19	31	50%	--	74%	70%	O
Support Services Division	34	6 44	18	18 15	50%	--	74%	70%	O
Traffic Control	22	14 45	14	18 9	59%	--	74%	70%	

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	Valid Returns	Percent Favorable					Percent Neutral	Percent Unfavorable		2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Work Support														
62. Where I work, we have enough people to get the work done.														
City Overall	2,426	9	31	17	26	17			40%	32%	57%	49%	O	
Police	543	6	28	14	34	18			34%	17%	57%	49%	O	
Administrative Services Division	53	21	28	19	21	11			49%	--	57%	49%	O	
Crime Lab	22	23	23	41	14				23%	--	57%	49%	O	
Criminal Investigations Division	85	6	44	15	27	8			49%	--	57%	49%	O	
Precinct 1	57	7	18	9	58	9			25%	--	57%	49%	O	
Precinct 2	40	20	15	25	38				23%	--	57%	49%	O	
Precinct 3	70	26	14	31	27				27%	--	57%	49%	O	
Precinct 4	62	21	15	35	27				23%	--	57%	49%	O	
Precinct 5	36	6	14	11	42	28			19%	--	57%	49%	O	
Special Operations Division	46	9	22	9	43	17			30%	--	57%	49%	O	
Strategic Information & Crime Management (SICM)	16	31	25	19	25				31%	--	57%	49%	O	
Support Services Division	34	53	12	21	12				56%	--	57%	49%		
Traffic Control	22	14	32	18	32	5			45%	--	57%	49%	O	

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Work-Life Balance									
City Overall		41	30	19 6	71%	--	75%	--	S
Police		45	33	13 6	78%	--	75%	--	S
Administrative Services Division		55	28	9 6	83%	--	75%	--	S
Crime Lab		55	23	23	77%	--	75%	--	S
Criminal Investigations Division		52	36	8	88%	--	75%	--	S
Precinct 1		46	32	14 7	77%	--	75%	--	S
Precinct 2		40	30	13 13 5	70%	--	75%	--	S
Precinct 3		49	34	10 6	83%	--	75%	--	S
Precinct 4		35	39	13 6 6	74%	--	75%	--	S
Precinct 5		44	31	19	75%	--	75%	--	S
Special Operations Division		50	30	9 7	80%	--	75%	--	S
Strategic Information & Crime Management (SICM)		50	31	19	81%	--	75%	--	S
Support Services Division		26	32	24 9 9	59%	--	75%	--	
Traffic Control		36	32	23 9	68%	--	75%	--	S

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Work-Life Balance									
64. It is important to me to have alternative work arrangements available (i.e. flexible work hours, working remotely or from home, working 4 x 10 hour days instead of 5 x 8 hours, etc.).									
City Overall	2,419	41	30	19 6	71%	--	75%	--	S
Police	543	45	33	13 6	78%	--	75%	--	S
Administrative Services Division	53	55	28	9 6	83%	--	75%	--	S
Crime Lab	22	55	23	23	77%	--	75%	--	S
Criminal Investigations Division	85	52	36	8	88%	--	75%	--	S
Precinct 1	57	46	32	14 7	77%	--	75%	--	S
Precinct 2	40	40	30	13 13 5	70%	--	75%	--	S
Precinct 3	70	49	34	10 6	83%	--	75%	--	S
Precinct 4	62	35	39	13 6 6	74%	--	75%	--	S
Precinct 5	36	44	31	19	75%	--	75%	--	S
Special Operations Division	46	50	30	9 7	80%	--	75%	--	S
Strategic Information & Crime Management (SICM)	16	50	31	19	81%	--	75%	--	S
Support Services Division	34	26	32	24 9 9	59%	--	75%	--	
Traffic Control	22	36	32	23 9	68%	--	75%	--	S

2009 City of Minneapolis Employee Engagement Survey

Police

Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Elected Officials									
City Overall		33	38	15 7 7	72%	67%	78%	--	S
Police		26	32	14 11 16	59%	55%	78%	--	
Administrative Services Division		25	43	15 8 9	68%	--	78%	--	S
Crime Lab		23	32	23 14 9	55%	--	78%	--	
Criminal Investigations Division		26	36	14 8 15	62%	--	78%	--	
Precinct 1		25	37	12 12 14	61%	--	78%	--	
Precinct 2		23	33	13 15 18	55%	--	78%	--	
Precinct 3		21	26	16 10 27	47%	--	78%	--	O
Precinct 4		29	27	6 16 21	56%	--	78%	--	
Precinct 5		28	31	19 8 14	58%	--	78%	--	
Special Operations Division		22	33	11 11 24	54%	--	78%	--	
Strategic Information & Crime Management (SICM)		38	25	19 19	63%	--	78%	--	
Support Services Division		35	29	21 6 9	65%	--	78%	--	S
Traffic Control		41	27	5 14 14	68%	--	78%	--	

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Item Summary

Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2009 % Fav	2006 % Fav	City's Most Engaged Units	Gov't Work Trend	Strength/ Opportunity
Elected Officials									
65. As a City employee, it matters very much to me what Elected Officials think about the work that we do.									
City Overall	2,424	33	38	15 7 7	72%	67%	78%	--	S
Police	542	26	32	14 11 16	59%	55%	78%	--	
Administrative Services Division	53	25	43	15 8 9	68%	--	78%	--	S
Crime Lab	22	23	32	23 14 9	55%	--	78%	--	
Criminal Investigations Division	84	26	36	14 8 15	62%	--	78%	--	
Precinct 1	57	25	37	12 12 14	61%	--	78%	--	
Precinct 2	40	23	33	13 15 18	55%	--	78%	--	
Precinct 3	70	21	26	16 10 27	47%	--	78%	--	O
Precinct 4	62	29	27	6 16 21	56%	--	78%	--	
Precinct 5	36	28	31	19 8 14	58%	--	78%	--	
Special Operations Division	46	22	33	11 11 24	54%	--	78%	--	
Strategic Information & Crime Management (SICM)	16	38	25	19 19	63%	--	78%	--	
Support Services Division	34	35	29	21 6 9	65%	--	78%	--	S
Traffic Control	22	41	27	5 14 14	68%	--	78%	--	

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About Kenexa

The employee survey research division of Kenexa was founded in 1994 and has experienced unprecedented growth and success over the last decade. Kenexa is now one of the world's largest providers of employee survey services. The company prides itself in combining the best that behavioral sciences and cutting edge technology bring to employee research.

Kenexa conducts employee survey projects designed to gather anonymous feedback that managers and leaders can use to earn trust, facilitate communication, monitor and respond to employee needs and create a work environment where employees can flourish and companies can prosper. Kenexa's Employee Engagement model has been utilized by some of the largest and most successful companies worldwide to monitor employee attitudes and improve the quality of the workplace.

Kenexa surveys millions of employees across hundreds of organizations of all sizes, representing virtually every industry. The company's base of operations is in the U. S. but research is conducted worldwide. Kenexa's client base includes nearly a third of the Fortune 500 and half of the Global 30. Individual clients range from small and mid-size organizations to companies employing hundreds of thousands living in up to 50 different countries and speaking up to 40 different languages.

The employees of Kenexa pride themselves in the commitment and professionalism they bring to the business of conducting employee research. This has resulted in unmatched reporting accuracy and leading edge analysis and consulting. Throughout Kenexa's history there has not been a single breach of confidentiality or the anonymity of an employee survey respondent.

To learn more about Kenexa, please visit <http://www.kenexa.com>