

SURFACE TRANSPORTATION BOARD
2007 Annual Employee Survey Results

1. Interpretation of results:

2. How the survey was conducted:

The STB survey was conducted online from December 12-28, 2007, and then extended through January 25, 2008 because of the large number of employees absent over the holiday season. The invitation to take the survey was sent from our Human Resources Director and included a link to the survey web site. Employee participation was electronic and there were no paper copies of the survey submitted.

3. Description of sample:

The population of employees participating in the FY2007 survey consisted of all employees who were employed by the agency as of December 2007 as required by OPM for all agencies smaller than 800 employees. The total number of on-board employees as of December 10, 2007 was 139 against a ceiling of 150. Although we are administratively affiliated with the Department of Transportation (DOT), we conducted our survey independently, and our survey results were not included in the DOT survey report. The STB survey also included demographic identification such as series, grade level, age, sex, and race and national origin.

4. Number of employees surveyed, number responded, and representativeness of respondents:

Of the total agency on-boards of 139, approximately 126 employees participated in the survey. The majority of employees responded to all of the questions, however, some did not respond to 1 or 2 questions as noted in the summary attached. The response rate was about 91%.

SURFACE TRANSPORTATION BOARD
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Survey Results – Content Questions

1. The work I do is important.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 59 | 47% |
| Agree | 58 | 46% |
| Neutral | 8 | 6% |
| Disagree | 0 | - |
| Strongly Disagree | 1 | - |
| Does Not Apply | 0 | - |
| TOTAL: | 126 | |

2. The people I work with cooperate to get the job done.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 62 | 49% |
| Agree | 57 | 45% |
| Neutral | 4 | 3% |
| Disagree | 3 | 2% |
| Strongly Disagree | 0 | - |
| Does Not Apply | 0 | - |
| TOTAL: | 126 | - |

3. I am given ample opportunity to apply my abilities to the job.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 57 | 45% |
| Agree | 49 | 39% |
| Neutral | 14 | 11% |
| Disagree | 5 | 4% |
| Strongly Disagree | 1 | - |
| Does Not Apply | 0 | - |
| TOTAL: | 126 | |

4. I am permitted an opportunity to actively participate in important decisions affecting my work.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 49 | 39% |
| Agree | 50 | 40% |
| Neutral | 15 | 12% |
| Disagree | 8 | 6% |
| Strongly Disagree | 3 | 2% |
| Does Not Apply | 1 | - |
| TOTAL: | 126 | |

5. I know how my work relates to the agency's goals, objectives and priorities.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 64 | 51% |
| Agree | 52 | 41% |
| Neutral | 9 | 7% |
| Disagree | 1 | - |
| Strongly Disagree | 0 | - |
| Does Not Apply | 0 | - |
| TOTAL: | 126 | |

6. I like the kind of work I do.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 62 | 49% |
| Agree | 51 | 40% |
| Neutral | 12 | 10% |
| Disagree | 1 | - |
| Strongly Disagree | 0 | - |
| Does Not Apply | 0 | - |
| TOTAL: | 126 | |

7. The work I do uses my full potential and capabilities.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 38 | 30% |
| Agree | 41 | 33% |
| Neutral | 25 | 20% |
| Disagree | 19 | 15% |
| Strongly Disagree | 3 | 2% |
| Does Not Apply | 0 | - |
| TOTAL: | 126 | |

8. I am limited in my current position because I am not permitted to use my full potential, skills, competencies or capabilities.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 7 | 6% |
| Agree | 27 | 22% |
| Neutral | 20 | 16% |
| Disagree | 28 | 22% |
| Strongly Disagree | 40 | 32% |
| Does Not Apply | 3 | 2% |
| TOTAL: | 125 | |

9. I am given a real opportunity to improve my skills in my organizational unit.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 31 | 25% |
| Agree | 57 | 46% |
| Neutral | 23 | 18% |
| Disagree | 12 | 10% |
| Strongly Disagree | 1 | - |
| Does Not Apply | 1 | - |
| TOTAL: | 125 | |

10. My supervisor supports my need to balance work and family issues.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 84 | 67% |
| Agree | 28 | 22% |
| Neutral | 5 | 4% |
| Disagree | 1 | - |
| Strongly Disagree | 0 | - |
| Does Not Apply | 7 | 6% |
| TOTAL: | 125 | |

11. Employees in my work unit willingly share job knowledge with each other.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 61 | 48% |
| Agree | 53 | 42% |
| Neutral | 10 | 8% |
| Disagree | 2 | 2% |
| Strongly Disagree | 0 | - |
| Does Not Apply | 0 | - |
| TOTAL: | 126 | |

12. My work gives me a feeling of personal accomplishment and satisfaction.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 43 | 34% |
| Agree | 58 | 46% |
| Neutral | 22 | 17% |
| Disagree | 2 | 2% |
| Strongly Disagree | 1 | - |
| Does Not Apply | 0 | - |
| TOTAL: | 126 | |

13. Considering everything, I am satisfied with the pay I receive for the work I do.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 38 | 30% |
| Agree | 52 | 41% |
| Neutral | 24 | 19% |
| Disagree | 10 | 8% |
| Strongly Disagree | 2 | 2% |
| Does Not Apply | 0 | - |
| TOTAL: | 126 | |

14. Supervisors in my work unit provide employees with the opportunities to demonstrate their leadership skills.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 37 | 30% |
| Agree | 53 | 42% |
| Neutral | 16 | 13% |
| Disagree | 14 | 11% |
| Strongly Disagree | 3 | 2% |
| Does Not Apply | 2 | 2% |
| TOTAL: | 125 | |

15. I am satisfied with the amount and type of training I receive for my present job.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 34 | 27% |
| Agree | 58 | 46% |
| Neutral | 20 | 16% |
| Disagree | 8 | 6% |
| Strongly Disagree | 1 | - |
| Does Not Apply | 5 | 4% |
| TOTAL: | 126 | |

16. I am satisfied with my involvement in decisions that affect my work.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 38 | 30% |
| Agree | 49 | 39% |
| Neutral | 23 | 18% |
| Disagree | 11 | 9% |
| Strongly Disagree | 4 | 3% |
| Does Not Apply | 0 | - |
| TOTAL: | 125 | |

17. I am satisfied with my opportunity to get a better job at the Board.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 22 | 17% |
| Agree | 36 | 29% |
| Neutral | 40 | 32% |
| Disagree | 12 | 10% |
| Strongly Disagree | 6 | 5% |
| Does Not Apply | 10 | 8% |
| TOTAL: | 126 | |

18. I am held accountable for achieving results.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 54 | 43% |
| Agree | 61 | 48% |
| Neutral | 8 | 6% |
| Disagree | 2 | 2% |
| Strongly Disagree | 0 | - |
| Does Not Apply | 1 | - |
| TOTAL: | 126 | |

19. My performance appraisals have been a fair reflection of my performance.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 54 | 43% |
| Agree | 50 | 40% |
| Neutral | 11 | 9% |
| Disagree | 4 | 3% |
| Strongly Disagree | 2 | 2% |
| Does Not Apply | 4 | 3% |
| TOTAL: | 125 | |

20. Managers review and evaluate the Board's progress toward meeting its goals and objectives.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 28 | 22% |
| Agree | 54 | 43% |
| Neutral | 33 | 26% |
| Disagree | 3 | 2% |
| Strongly Disagree | 0 | - |
| Does Not Apply | 8 | 6% |
| TOTAL: | 126 | |

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

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 41 | 33% |
| Agree | 51 | 40% |
| Neutral | 23 | 18% |
| Disagree | 5 | 4% |
| Strongly Disagree | 5 | 4% |
| Does Not Apply | 1 | - |
| TOTAL: | 126 | |

22. Worker product and service in my work unit are improved based on employee/customer/public input.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 20 | 16% |
| Agree | 57 | 45% |
| Neutral | 32 | 25% |
| Disagree | 6 | 5% |
| Strongly Disagree | 0 | - |
| Does Not Apply | 11 | 9% |
| TOTAL: | 126 | |

23. Employees have a feeling of personal empowerment with respect to work processes and are permitted to take risks without fear of retribution.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 15 | 12% |
| Agree | 55 | 44% |
| Neutral | 33 | 26% |
| Disagree | 12 | 10% |
| Strongly Disagree | 5 | 4% |
| Does Not Apply | 5 | 4% |
| TOTAL: | 125 | |

24. Awards in my work unit depend on how well employees perform their jobs.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 31 | 25% |
| Agree | 44 | 36% |
| Neutral | 29 | 24% |
| Disagree | 8 | 7% |
| Strongly Disagree | 3 | 2% |
| Does Not Apply | 8 | 7% |
| TOTAL: | 123 | |

25. Creativity and innovation is encouraged and rewarded.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 29 | 23% |
| Agree | 48 | 39% |
| Neutral | 24 | 19% |
| Disagree | 14 | 11% |
| Strongly Disagree | 8 | 6% |
| Does Not Apply | 1 | - |
| TOTAL: | 124 | |

26. Promotions in my work unit are based on merit.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 25 | 20% |
| Agree | 44 | 35% |
| Neutral | 34 | 27% |
| Disagree | 7 | 6% |
| Strongly Disagree | 6 | 5% |
| Does Not Apply | 8 | 6% |
| TOTAL: | 124 | |

27. In my work unit, differences in performance are recognized in a meaningful way.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 16 | 13% |
| Agree | 50 | 41% |
| Neutral | 40 | 33% |
| Disagree | 7 | 6% |
| Strongly Disagree | 4 | 3% |
| Does Not Apply | 6 | 5% |
| TOTAL: | 123 | |

28. Within my work unit I can predict who will be rewarded for job accomplishments before they are received.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 10 | 8% |
| Agree | 44 | 35% |
| Neutral | 39 | 31% |
| Disagree | 11 | 9% |
| Strongly Disagree | 6 | 5% |
| Does Not Apply | 14 | 11% |
| TOTAL: | 124 | |

29. In my work unit, prompt steps are taken to deal with a poor performer who cannot or will not improve.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 5 | 4% |
| Agree | 33 | 27% |
| Neutral | 49 | 40% |
| Disagree | 15 | 12% |
| Strongly Disagree | 5 | 4% |
| Does Not Apply | 16 | 13% |
| TOTAL: | 123 | |

30. Overall, I believe my immediate supervisor is doing a good job.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 65 | 52% |
| Agree | 46 | 37% |
| Neutral | 7 | 6% |
| Disagree | 4 | 3% |
| Strongly Disagree | 1 | - |
| Does Not Apply | 2 | 2% |
| TOTAL: | 125 | |

31. My talents are used well in the workplace.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 42 | 34% |
| Agree | 54 | 43% |
| Neutral | 15 | 12% |
| Disagree | 10 | 8% |
| Strongly Disagree | 4 | 3% |
| Does Not Apply | 0 | - |
| TOTAL: | 125 | |

32. My workload is reasonable.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 29 | 23% |
| Agree | 72 | 58% |
| Neutral | 18 | 14% |
| Disagree | 5 | 4% |
| Strongly Disagree | 1 | - |
| Does Not Apply | 0 | - |
| TOTAL: | 125 | |

33. Supervisors communicate the goals and priorities of the Board to me on a regular basis.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 32 | 26% |
| Agree | 49 | 39% |
| Neutral | 19 | 15% |
| Disagree | 18 | 14% |
| Strongly Disagree | 3 | 2% |
| Does Not Apply | 4 | 3% |
| TOTAL: | 125 | |

34. Discussions with my supervisor about my performance are worthwhile.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 34 | 27% |
| Agree | 59 | 48% |
| Neutral | 18 | 15% |
| Disagree | 6 | 5% |
| Strongly Disagree | 4 | 3% |
| Does Not Apply | 3 | 2% |
| TOTAL: | 124 | |

35. I have a high level of respect for the Board's senior leaders.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 44 | 35% |
| Agree | 51 | 41% |
| Neutral | 22 | 18% |
| Disagree | 2 | 2% |
| Strongly Disagree | 5 | 4% |
| Does Not Apply | 1 | - |
| TOTAL: | 125 | |

36. Senior leaders at the Board maintain high standards of honesty and integrity.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 51 | 41% |
| Agree | 47 | 38% |
| Neutral | 22 | 18% |
| Disagree | 1 | - |
| Strongly Disagree | 1 | - |
| Does Not Apply | 1 | - |
| TOTAL: | 123 | |

37. I am satisfied with the information I receive from management on what's going on at the Board.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 35 | 28% |
| Agree | 45 | 36% |
| Neutral | 20 | 16% |
| Disagree | 15 | 12% |
| Strongly Disagree | 10 | 8% |
| Does Not Apply | 0 | - |
| TOTAL: | 125 | |

38. I am satisfied with the policies and practices of my senior leaders.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 29 | 23% |
| Agree | 53 | 43% |
| Neutral | 33 | 27% |
| Disagree | 4 | 3% |
| Strongly Disagree | 3 | 2% |
| Does Not Apply | 2 | 2% |
| TOTAL: | 124 | |

39. Within the Board, leaders generate high levels of motivation and commitment in the workforce.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 28 | 23% |
| Agree | 47 | 38% |
| Neutral | 33 | 27% |
| Disagree | 9 | 7% |
| Strongly Disagree | 5 | 4% |
| Does Not Apply | 1 | - |
| TOTAL: | 123 | |

40. Supervisors within the Board are approachable on any matters of concern to me.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 47 | 38% |
| Agree | 49 | 39% |
| Neutral | 19 | 15% |
| Disagree | 6 | 5% |
| Strongly Disagree | 2 | 2% |
| Does Not Apply | 2 | 2% |
| TOTAL: | 125 | |

41. Supervisors at the Board are receptive to comments and recommendations I provide to improve overall performance and employee morale.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 33 | 26% |
| Agree | 43 | 34% |
| Neutral | 34 | 27% |
| Disagree | 8 | 6% |
| Strongly Disagree | 2 | 2% |
| Does Not Apply | 5 | 4% |
| TOTAL: | 125 | |

42. Senior managers make no distinctions between various offices with the Board (e.g. Proceedings versus General Counsel).

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 9 | 7% |
| Agree | 27 | 22% |
| Neutral | 37 | 30% |
| Disagree | 26 | 21% |
| Strongly Disagree | 15 | 12% |
| Does Not Apply | 10 | 8% |
| TOTAL: | 124 | |

43. Supervisors at the Board freely share information of interest to me.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 26 | 21% |
| Agree | 43 | 35% |
| Neutral | 33 | 27% |
| Disagree | 15 | 12% |
| Strongly Disagree | 5 | 4% |
| Does Not Apply | 2 | 2% |
| TOTAL: | 124 | |

44. Supervisors provide information needed to permit me to make informed decisions.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 31 | 25% |
| Agree | 58 | 46% |
| Neutral | 26 | 21% |
| Disagree | 5 | 4% |
| Strongly Disagree | 2 | 2% |
| Does Not Apply | 3 | 2% |
| TOTAL: | 125 | |

45. Supervisors withhold critical information and create an environment of suspicion.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 4 | 3% |
| Agree | 8 | 6% |
| Neutral | 24 | 19% |
| Disagree | 35 | 28% |
| Strongly Disagree | 46 | 37% |
| Does Not Apply | 8 | 6% |
| TOTAL: | 125 | |

46. Training opportunities are readily available to me at the Board.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 34 | 28% |
| Agree | 57 | 46% |
| Neutral | 23 | 19% |
| Disagree | 7 | 6% |
| Strongly Disagree | 0 | - |
| Does Not Apply | 2 | 2% |
| TOTAL: | 123 | |

47. I have ample promotion opportunities at the Board.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 9 | 7% |
| Agree | 28 | 23% |
| Neutral | 40 | 33% |
| Disagree | 28 | 23% |
| Strongly Disagree | 9 | 7% |
| Does Not Apply | 9 | 7% |
| TOTAL: | 123 | |

48. I believe recognition/awards for job performance at the Board is given fairly and based on merit.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 22 | 19% |
| Agree | 48 | 39% |
| Neutral | 35 | 28% |
| Disagree | 12 | 10% |
| Strongly Disagree | 3 | 2% |
| Does Not Apply | 3 | 2% |
| TOTAL: | 123 | |

49. The Board makes appropriate accommodations for people with disabilities.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 36 | 29% |
| Agree | 56 | 45% |
| Neutral | 12 | 10% |
| Disagree | 3 | 2% |
| Strongly Disagree | 2 | 2% |
| Does Not Apply | 16 | 13% |
| TOTAL: | 125 | |

50. There is a climate of discrimination within my work unit.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 2 | 2% |
| Agree | 8 | 6% |
| Neutral | 13 | 10% |
| Disagree | 36 | 29 |
| Strongly Disagree | 62 | 50% |
| Does Not Apply | 4 | 3% |
| TOTAL: | 125 | |

51. Sexual harassment is not permitted within my work unit.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 71 | 57% |
| Agree | 44 | 35% |
| Neutral | 6 | 5% |
| Disagree | 1 | - |
| Strongly Disagree | 2 | 2% |
| Does Not Apply | 1 | - |
| TOTAL: | 125 | |

52. Other forms of harassment other than sexual harassment are present in my work unit.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 4 | 3% |
| Agree | 8 | 6% |
| Neutral | 10 | 8% |
| Disagree | 39 | 31% |
| Strongly Disagree | 61 | 49% |
| Does Not Apply | 3 | 2% |
| TOTAL: | 125 | |

53. I am free from retaliation in connection with EEO matters if I decided to file such a complaint.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 29 | 24% |
| Agree | 31 | 25% |
| Neutral | 36 | 29% |
| Disagree | 7 | 6% |
| Strongly Disagree | 1 | - |
| Does Not Apply | 19 | 15% |
| TOTAL: | 123 | |

54. The Board could improve work methods and assignment of work.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 16 | 13% |
| Agree | 43 | 34% |
| Neutral | 47 | 38% |
| Disagree | 14 | 11% |
| Strongly Disagree | 4 | 3% |
| Does Not Apply | 1 | - |
| TOTAL: | 125 | |

55. There are areas within my work unit where employees do not have enough work to do.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 14 | 11% |
| Agree | 27 | 22% |
| Neutral | 32 | 26% |
| Disagree | 34 | 27% |
| Strongly Disagree | 16 | 13% |
| Does Not Apply | 2 | 2% |
| TOTAL: | 125 | |

56. My work unit is being overworked as compared to other areas of the Board.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 2 | 2% |
| Agree | 14 | 11% |
| Neutral | 50 | 40% |
| Disagree | 43 | 35% |
| Strongly Disagree | 11 | 9% |
| Does Not Apply | 4 | 3% |
| TOTAL: | 124 | |

57. A transfer of assignment to my work unit is considered a special privilege and honor.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 11 | 10% |
| Agree | 32 | 26% |
| Neutral | 46 | 37% |
| Disagree | 16 | 13% |
| Strongly Disagree | 5 | 4% |
| Does Not Apply | 13 | 11% |
| TOTAL: | 123 | |

58. Supervisors are receptive to Alternative Work Schedules (AWS).

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 18 | 15% |
| Agree | 57 | 47% |
| Neutral | 20 | 17% |
| Disagree | 8 | 7% |
| Strongly Disagree | 12 | 10% |
| Does Not Apply | 6 | 5% |
| TOTAL: | 121 | |

59. Telecommuting practices and policies are fair and equitable.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 28 | 23% |
| Agree | 50 | 40% |
| Neutral | 12 | 10% |
| Disagree | 15 | 12% |
| Strongly Disagree | 13 | 10% |
| Does Not Apply | 6 | 5% |
| TOTAL: | 124 | |

60. Supervisors at the Board are sensitive to family related responsibilities.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 67 | 54% |
| Agree | 43 | 34% |
| Neutral | 9 | 7% |
| Disagree | 0 | - |
| Strongly Disagree | 0 | - |
| Does Not Apply | 6 | 5% |
| TOTAL: | 125 | |

61. I would recommend the Board as a place to work to a family member or friend.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 49 | 40% |
| Agree | 53 | 43% |
| Neutral | 20 | 16% |
| Disagree | 0 | - |
| Strongly Disagree | 1 | - |
| Does Not Apply | 0 | - |
| TOTAL: | 123 | |

62. I know where to find Board policies and procedures that may affect me.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 30 | 24% |
| Agree | 67 | 54% |
| Neutral | 20 | 16% |
| Disagree | 4 | 3% |
| Strongly Disagree | 2 | 2% |
| Does Not Apply | 1 | - |
| TOTAL: | 124 | |

63. I am aware of the Board's Strategic Plan and the role I play in accomplishing the goals and objectives of the Plan.

| Response | Frequencies | Percentage |
|-------------------|-------------|------------|
| Strongly Agree | 24 | 19% |
| Agree | 49 | 39% |
| Neutral | 31 | 25% |
| Disagree | 15 | 12% |
| Strongly Disagree | 3 | 3% |
| Does Not Apply | 3 | 3% |
| TOTAL: | 125 | |

