

# MyMinneapolis

## Employee Engagement Survey

**Police**

**2014 My Minneapolis Employee Engagement Survey**

Survey Administered: May/June 2014



Confidential - Prepared by IBM

# 2014 My Minneapolis Employee Engagement Survey

## Police

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# I) Response Summary

## 2014 My Minneapolis Employee Engagement Survey

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#### I) Response Summary

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| <b>Report Grouping</b>  | <b>Headcount</b> | <b>Surveys Completed</b> | <b>Response Rate</b> |
|---|------------------|--------------------------|----------------------|
| City of Minneapolis Overall   | 3,708            | 2,461                    | 66%                  |
| Police  | 954              | 436                      | 46%                  |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 141              | 67                       | 48%                  |
| Crime Lab/Forensics   | 35               | 28                       | 80%                  |
| Precinct 1  | 112              | 34                       | 30%                  |
| Precinct 2  | 81               | 36                       | 44%                  |
| Precinct 3  | 125              | 34                       | 27%                  |
| Precinct 4  | 119              | 52                       | 44%                  |
| Precinct 5  | 95               | 42                       | 44%                  |
| Special Crimes Investigation  | 87               | 54                       | 62%                  |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 30               | 12                       | 40%                  |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 33               | 17                       | 52%                  |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 29               | 20                       | 69%                  |
| Violent Crime Investigations  | 67               | 40                       | 60%                  |

## II) Understanding Your Report

# 2014 My Minneapolis Employee Engagement Survey

## Police

### II) Understanding Your Report

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#### Survey Goals

The 2014 My Minneapolis Employee Engagement Survey has three goals:

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

In response to previous surveys, the City has successfully taken action and made changes designed to improve an employee's overall work experience. In response to the 2012 survey results, a team began work to improve employee recognition practices at both the enterprise and department levels. In May of 2014, the team announced a pilot Enterprise Employee Recognition Program.

Other examples of initiatives undertaken in response to previous surveys are:

1. Implementation of Business Process Improvement (BPI)
2. Total Compensation Statements
3. Minneapolis Matters Employee Newsletter
4. Alternative Work Arrangements Policy and procedures

In addition to City-wide efforts, departments have done significant work to take action in response to survey findings at the departmental level.

The concept of employee engagement is also incorporated into City goals and values which were approved by the City Council on March 28, 2014.

- Goal: "A City that works: City government runs well and connects to the community it serves. Engaged and talented employees reflect our community, have the resources they need to succeed and are empowered to improve our efficiency and effectiveness."
- Values: "We work by..."
  - o Showing employees they are valued - Employees are supported and take pride in public service.
  - o Innovating and being creative - New ideas drive continuous improvement.
  - o Driving toward results - Our efficient, effective work meets measurable goals for today and tomorrow.
  - o Engaging the community - All have a voice and are heard.
  - o Building public trust - All have access to services and information. We work in an open, ethical and transparent manner.
  - o Collaborating - We work better together as one team. We are a valued partner in the community."

Employee engagement was also integrated into other City processes including Results Minneapolis and Business Planning.

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### II) Understanding Your Report

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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 Index and Engagement Priority Items Summary

This section displays the Engagement Index results and the top priorities for improving engagement. Engagement is a combination of perceptions that have a positive impact on behavior; including commitment, pride and a willingness to be an advocate for the organization.

The engagement priority items are listed in rank order of importance. They identify the survey items most likely to influence engagement for your group. A minimum of 30 responses is required to perform the analysis. If your workgroup had fewer than 30 responses, you will see the priority items identified for a higher level in the organization (i.e. City Overall or Department), and the results for your specific work unit. This is noted above the priority items.

##### Performance Enablement Summary

Performance Enablement focuses on those things that reflect how the organization supports and enables employees' ability to get the work done.

##### Behavior Change Index

The Behavior Change Index measures the employee perception of the amount of action taken in response to the previous survey. Experience has demonstrated that constructively acting upon survey results leads to higher response rates and higher scores in subsequent surveys and consequent improvements in performance.

##### Theme Summary

Survey items are grouped into topic areas, or themes. Theme results give an overall representation for items with a similar focus.

Special note about Theme 2011% Favorable Scores: The following themes have been affected by changes made to the 2014 My Minneapolis Survey: Customer Service, Department Leadership, Equity, Ethics, Immediate Supervisor, Performance Management, Recognition and Work Environment. While the report shows a percent favorable rating for 2011, the rating may not be identical to the ratings shown on the reports published in 2011, as the items/questions which now make up these themes were changed. So, although all items in these themes were on your 2011 survey, they were grouped differently. IBM/Kenexa has recalculated the 2011 scores given the new 2014 theme configuration.

##### Item Summary

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

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## II) Understanding Your Report

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### 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                                     |

### 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.

## 2014 My Minneapolis Employee Engagement Survey

### Police

## II) Understanding Your Report

### Sample Results

| Report Grouping | Valid Returns | Percent Favorable |    |                 |    |                     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | 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             |                   |    |                 |    |                     | --         | --         | --                        | --                   | --                    |     |   |

### Valid Returns

This number indicates how many employees provided an answer for a specific item in the survey. An "Unable to Rate" response is not considered valid. Thus Unable to Rate responses are not included in the "Valid Returns" count.

### 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)

### 2014 % Fav

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

### 2014 % Unfav

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

### 2011 % 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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### II) Understanding Your Report

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#### Kenexa US World Norm

The Kenexa US World Norm is a composite of employee responses for US based organizations. It provides comparative results that represent the average scores across multiple organizations. When a value is not displayed in this column, a norm is not available.

#### S/O (Strengths / Opportunities)

An “S” or an “O” in this column identifies items that are possible Strengths or Opportunities for improvement when compared to the City’s Most Engaged Unit scores. The guidelines below are used to determine which items represent strengths and which are opportunities for your organization. If your results do not meet either of the criteria, consider them “mid-range” results.

|                     | Strengths           | Opportunities for Improvement |
|---------------------|---------------------|-------------------------------|
| Percent Favorable   | 65% or greater, and | 50% or less, and              |
| Percent Unfavorable | Less than 20%       | either 20% or greater, or     |
| Percent Neutral     | --                  | 30% or more                   |

These guidelines should be used in interpreting all 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 dimension being reported did not meet the minimum required for reporting, or when scores are not available for an item or dimension.

## III) Engagement Summary

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### III) Engagement Summary

|   | Percent Favorable |  |  |  |  | Percent Neutral |  |  |  |  | Percent Unfavorable |  |  |  |  | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|--|--|--|--|-----------------|--|--|--|--|---------------------|--|--|--|--|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Engagement</b>   |                   |  |  |  |  |                 |  |  |  |  |                     |  |  |  |  |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 27                |  |  |  |  | 36              |  |  |  |  | 19                  |  |  |  |  | 63%        | 56%        | 79%                       | 69%                  |                       |
| Police  | 18                |  |  |  |  | 33              |  |  |  |  | 19                  |  |  |  |  | 51%        | 51%        | 79%                       | 69%                  |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 20                |  |  |  |  | 30              |  |  |  |  | 16                  |  |  |  |  | 50%        | 70%        | 79%                       | 69%                  | O                     |
| Crime Lab/Forensics   | 28                |  |  |  |  | 38              |  |  |  |  | 23                  |  |  |  |  | 65%        | 68%        | 79%                       | 69%                  | S                     |
| Precinct 1  | 14                |  |  |  |  | 37              |  |  |  |  | 18                  |  |  |  |  | 51%        | 59%        | 79%                       | 69%                  |                       |
| Precinct 2  | 8                 |  |  |  |  | 35              |  |  |  |  | 22                  |  |  |  |  | 43%        | 50%        | 79%                       | 69%                  | O                     |
| Precinct 3  | 13                |  |  |  |  | 36              |  |  |  |  | 22                  |  |  |  |  | 48%        | 45%        | 79%                       | 69%                  | O                     |
| Precinct 4  | 22                |  |  |  |  | 25              |  |  |  |  | 15                  |  |  |  |  | 48%        | 34%        | 79%                       | 69%                  | O                     |
| Precinct 5  | 19                |  |  |  |  | 30              |  |  |  |  | 21                  |  |  |  |  | 49%        | 52%        | 79%                       | 69%                  | O                     |
| Special Crimes Investigation  | 16                |  |  |  |  | 27              |  |  |  |  | 19                  |  |  |  |  | 43%        | --         | 79%                       | 69%                  | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 17                |  |  |  |  | 36              |  |  |  |  | 21                  |  |  |  |  | 53%        | --         | 79%                       | 69%                  |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 15                |  |  |  |  | 33              |  |  |  |  | 28                  |  |  |  |  | 48%        | 61%        | 79%                       | 69%                  | O                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 14                |  |  |  |  | 40              |  |  |  |  | 18                  |  |  |  |  | 55%        | 49%        | 79%                       | 69%                  |                       |
| Violent Crime Investigations  | 21                |  |  |  |  | 44              |  |  |  |  | 14                  |  |  |  |  | 65%        | --         | 79%                       | 69%                  |                       |

### Survey Items Included

31. I rarely think about looking for a new job with another organization (If retiring or going on leave within the next 12 months, please do not answer this question).
32. I am proud to work for the City.
33. I would recommend the City as a great place to work.
34. 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

|   | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|------------|------------|---------------------------|----------------------|-----------------------|
| 53. There is a promising future for me at the City. (My Career)   | 41%        | 37%        | 65%                       | 58%                  | 0                     |
| 50. I feel valued as an employee of the City. (Recognition)   | 37%        | 36%        | 70%                       | 65%                  | 0                     |
| 55. I am satisfied with my opportunity for career development in the City. (My Career)                                    | 38%        | 38%        | 57%                       | 60%                  | 0                     |
| 5. I have confidence in the future of my department. (Department Leadership)  | 39%        | 35%        | 83%                       | 68%                  | 0                     |
| 1. My Department Leadership has communicated a vision of the future that motivates me. (Department Leadership)            | 38%        | 36%        | 72%                       | 59%                  | 0                     |
| 2. My Department Leadership demonstrates that employees are important to the success of the City. (Department Leadership) | 39%        | 36%        | 81%                       | 68%                  | 0                     |
| 29. City employees are encouraged to participate in making decisions that affect their work. (Employee Involvement)       | 39%        | 33%        | 74%                       | 67%                  | 0                     |
| 30. My ideas and suggestions count. (Employee Involvement)  | 38%        | --         | 74%                       | 64%                  | 0                     |
| 13. There is open and honest two-way communication at the City. (Communications)  | 19%        | --         | 59%                       | 59%                  | 0                     |
| 28. City employees are encouraged to develop new and better ways of doing things. (Employee Involvement)                  | 40%        | 36%        | 76%                       | 70%                  | 0                     |

# IV) Performance Enablement Summary

# 2014 My Minneapolis Employee Engagement Survey

## Police

### IV) Performance Enablement Summary

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |  | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|--|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Performance Enablement Index</b>   |                   |    |                 |    |                     |  |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 22                | 42 | 18              | 11 | 7                   |  | 64%        | 57%        | 77%                       | 72%                  |                       |
| Police  | 14                | 38 | 21              | 15 | 13                  |  | 52%        | 48%        | 77%                       | 72%                  |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 18                | 41 | 18              | 11 | 12                  |  | 60%        | 67%        | 77%                       | 72%                  |                       |
| Crime Lab/Forensics   | 32                | 44 | 15              | 6  |                     |  | 76%        | 80%        | 77%                       | 72%                  | S                     |
| Precinct 1  | 9                 | 40 | 22              | 18 | 12                  |  | 48%        | 56%        | 77%                       | 72%                  | O                     |
| Precinct 2  | 7                 | 36 | 23              | 20 | 13                  |  | 44%        | 41%        | 77%                       | 72%                  | O                     |
| Precinct 3  | 13                | 31 | 26              | 17 | 13                  |  | 44%        | 43%        | 77%                       | 72%                  | O                     |
| Precinct 4  | 16                | 32 | 20              | 12 | 20                  |  | 48%        | 32%        | 77%                       | 72%                  | O                     |
| Precinct 5  | 10                | 38 | 20              | 17 | 15                  |  | 48%        | 46%        | 77%                       | 72%                  | O                     |
| Special Crimes Investigation  | 12                | 35 | 19              | 16 | 18                  |  | 47%        | --         | 77%                       | 72%                  | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12                | 44 | 18              | 14 | 12                  |  | 56%        | --         | 77%                       | 72%                  |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 14                | 42 | 25              | 13 | 7                   |  | 56%        | 53%        | 77%                       | 72%                  |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 7                 | 34 | 18              | 28 | 13                  |  | 41%        | 33%        | 77%                       | 72%                  | O                     |
| Violent Crime Investigations  | 16                | 38 | 24              | 13 | 8                   |  | 55%        | --         | 77%                       | 72%                  |                       |

### Scores Displayed for: Police

|  | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|--|------------|------------|---------------------------|----------------------|-----------------------|
| 14. Where I work, we set clear standards for product/service quality.      | 63%        | 56%        | 78%                       | 75%                  |                       |
| 17. Where I work, customer feedback is used to improve our work processes. | 43%        | 37%        | 72%                       | 65%                  | O                     |

## 2014 My Minneapolis Employee Engagement Survey

### Police

Scores Displayed for: Police

|   | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|------------|------------|---------------------------|----------------------|-----------------------|
| 18. Where I work, employees are getting the training and development needed to keep up with customer demands. | 38%        | 40%        | 69%                       | 63%                  | O                     |
| 19. Customer problems get corrected quickly.  | 47%        | 45%        | 75%                       | 74%                  | O                     |
| 4. My Department Leadership is committed to providing high quality products and services to customers.        | 50%        | 45%        | 89%                       | 77%                  | O                     |
| 29. City employees are encouraged to participate in making decisions that affect their work.                  | 39%        | 33%        | 74%                       | 67%                  | O                     |
| 48. The people I work with cooperate to get the job done.   | 81%        | 80%        | 85%                       | 82%                  | S                     |

# V) Behavior Change Index

# 2014 My Minneapolis Employee Engagement Survey

## Police

### V) Behavior Change Index

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Behavior Change Index</b>  |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 18                | 37 | 24              | 12 | 8                   | 56% | 56%        | 74%        | 62%                       |                      |                       |
| Police  | 8                 | 28 | 31              | 18 | 14                  | 36% | 43%        | 74%        | 62%                       | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 6                 | 32 | 30              | 14 | 17                  | 38% | 64%        | 74%        | 62%                       |                      | O                     |
| Crime Lab/Forensics   | 16                | 37 | 37              | 10 |                     | 53% | 60%        | 74%        | 62%                       |                      |                       |
| Precinct 1  | 5                 | 24 | 36              | 21 | 14                  | 28% | 43%        | 74%        | 62%                       |                      | O                     |
| Precinct 2  | 19                |    | 33              | 26 | 18                  | 23% | 28%        | 74%        | 62%                       |                      | O                     |
| Precinct 3  | 5                 | 25 | 33              | 22 | 16                  | 30% | 43%        | 74%        | 62%                       |                      | O                     |
| Precinct 4  | 14                | 22 | 21              | 25 | 17                  | 36% | 31%        | 74%        | 62%                       |                      | O                     |
| Precinct 5  | 8                 | 34 | 31              | 10 | 17                  | 42% | 38%        | 74%        | 62%                       |                      | O                     |
| Special Crimes Investigation  | 26                |    | 33              | 17 | 22                  | 28% | --         | 74%        | 62%                       |                      | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 19                | 22 | 25              | 22 | 11                  | 42% | --         | 74%        | 62%                       |                      | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 11                | 24 | 33              | 22 | 11                  | 35% | 48%        | 74%        | 62%                       |                      | O                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 31                |    | 41              | 20 | 8                   | 31% | 50%        | 74%        | 62%                       |                      | O                     |
| Violent Crime Investigations  | 11                | 40 | 32              | 14 |                     | 51% | --         | 74%        | 62%                       |                      |                       |

### Scores Displayed for: Police

|   | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|------------|------------|---------------------------|----------------------|-----------------------|
| 8. I was given an opportunity to see/hear about the 2011-2012 Employee Engagement Survey results. | 62%        | 73%        | 86%                       | 65%                  |                       |

## 2014 My Minneapolis Employee Engagement Survey

### Police

Scores Displayed for: Police

|   | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|------------|------------|---------------------------|----------------------|-----------------------|
| 9. I was given the opportunity to discuss my ideas about the results of the 2011-2012 Employee Engagement Survey.           | 27%        | 31%        | 69%                       | 65%                  | O                     |
| 10. My Department Leadership has taken action based on the feedback received from the 2011-2012 Employee Engagement Survey. | 17%        | 23%        | 66%                       | 55%                  | O                     |

# VI) Theme Summary

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    |    |    |    | Percent Neutral |     |     |     |   | Percent Unfavorable |  |  |  |  | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|----|----|----|-----------------|-----|-----|-----|---|---------------------|--|--|--|--|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Engagement</b>   |                   |    |    |    |    |                 |     |     |     |   |                     |  |  |  |  |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 27                | 36 | 19 | 11 | 7  | 63%             | 56% | 79% | 69% |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Police  | 18                | 33 | 19 | 16 | 15 | 51%             | 51% | 79% | 69% |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 20                | 30 | 16 | 16 | 18 | 50%             | 70% | 79% | 69% | O |                     |  |  |  |  |            |            |                           |                      |                       |
| Crime Lab/Forensics   | 28                | 38 | 23 | 10 |    | 65%             | 68% | 79% | 69% | S |                     |  |  |  |  |            |            |                           |                      |                       |
| Precinct 1  | 14                | 37 | 18 | 15 | 16 | 51%             | 59% | 79% | 69% |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Precinct 2  | 8                 | 35 | 22 | 19 | 16 | 43%             | 50% | 79% | 69% | O |                     |  |  |  |  |            |            |                           |                      |                       |
| Precinct 3  | 13                | 36 | 22 | 15 | 15 | 48%             | 45% | 79% | 69% | O |                     |  |  |  |  |            |            |                           |                      |                       |
| Precinct 4  | 22                | 25 | 15 | 13 | 25 | 48%             | 34% | 79% | 69% | O |                     |  |  |  |  |            |            |                           |                      |                       |
| Precinct 5  | 19                | 30 | 21 | 15 | 15 | 49%             | 52% | 79% | 69% | O |                     |  |  |  |  |            |            |                           |                      |                       |
| Special Crimes Investigation  | 16                | 27 | 19 | 19 | 19 | 43%             | --  | 79% | 69% | O |                     |  |  |  |  |            |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 17                | 36 | 21 | 17 | 9  | 53%             | --  | 79% | 69% |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 15                | 33 | 28 | 19 |    | 48%             | 61% | 79% | 69% | O |                     |  |  |  |  |            |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 14                | 40 | 18 | 18 | 9  | 55%             | 49% | 79% | 69% |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Violent Crime Investigations  | 21                | 44 | 14 | 16 | 5  | 65%             | --  | 79% | 69% |   |                     |  |  |  |  |            |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   |                   |                 |                     |    |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|-----------------|---------------------|----|----|------------|------------|---------------------------|----------------------|-----------------------|
|   | Percent Favorable | Percent Neutral | Percent Unfavorable |    |    |            |            |                           |                      |                       |
| <b>Performance Enablement Index</b>   |                   |                 |                     |    |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 22                | 42              | 18                  | 11 | 7  | 64%        | 57%        | 77%                       | 72%                  |                       |
| Police  | 14                | 38              | 21                  | 15 | 13 | 52%        | 48%        | 77%                       | 72%                  |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 18                | 41              | 18                  | 11 | 12 | 60%        | 67%        | 77%                       | 72%                  |                       |
| Crime Lab/Forensics   | 32                | 44              | 15                  | 6  |    | 76%        | 80%        | 77%                       | 72%                  | S                     |
| Precinct 1  | 9                 | 40              | 22                  | 18 | 12 | 48%        | 56%        | 77%                       | 72%                  | O                     |
| Precinct 2  | 7                 | 36              | 23                  | 20 | 13 | 44%        | 41%        | 77%                       | 72%                  | O                     |
| Precinct 3  | 13                | 31              | 26                  | 17 | 13 | 44%        | 43%        | 77%                       | 72%                  | O                     |
| Precinct 4  | 16                | 32              | 20                  | 12 | 20 | 48%        | 32%        | 77%                       | 72%                  | O                     |
| Precinct 5  | 10                | 38              | 20                  | 17 | 15 | 48%        | 46%        | 77%                       | 72%                  | O                     |
| Special Crimes Investigation  | 12                | 35              | 19                  | 16 | 18 | 47%        | --         | 77%                       | 72%                  | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12                | 44              | 18                  | 14 | 12 | 56%        | --         | 77%                       | 72%                  |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 14                | 42              | 25                  | 13 | 7  | 56%        | 53%        | 77%                       | 72%                  |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 7                 | 34              | 18                  | 28 | 13 | 41%        | 33%        | 77%                       | 72%                  | O                     |
| Violent Crime Investigations  | 16                | 38              | 24                  | 13 | 8  | 55%        | --         | 77%                       | 72%                  |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |  | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|--|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Behavior Change Index</b>  |                   |    |                 |    |                     |  |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 18                | 37 | 24              | 12 | 8                   |  | 56%        | 56%        | 74%                       | 62%                  |                       |
| Police  | 8                 | 28 | 31              | 18 | 14                  |  | 36%        | 43%        | 74%                       | 62%                  | O                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 6                 | 32 | 30              | 14 | 17                  |  | 38%        | 64%        | 74%                       | 62%                  | O                     |
| Crime Lab/Forensics   | 16                | 37 | 37              | 10 |                     |  | 53%        | 60%        | 74%                       | 62%                  |                       |
| Precinct 1  | 5                 | 24 | 36              | 21 | 14                  |  | 28%        | 43%        | 74%                       | 62%                  | O                     |
| Precinct 2  |                   | 19 | 33              | 26 | 18                  |  | 23%        | 28%        | 74%                       | 62%                  | O                     |
| Precinct 3  | 5                 | 25 | 33              | 22 | 16                  |  | 30%        | 43%        | 74%                       | 62%                  | O                     |
| Precinct 4  | 14                | 22 | 21              | 25 | 17                  |  | 36%        | 31%        | 74%                       | 62%                  | O                     |
| Precinct 5  | 8                 | 34 | 31              | 10 | 17                  |  | 42%        | 38%        | 74%                       | 62%                  | O                     |
| Special Crimes Investigation  |                   | 26 | 33              | 17 | 22                  |  | 28%        | --         | 74%                       | 62%                  | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 19                | 22 | 25              | 22 | 11                  |  | 42%        | --         | 74%                       | 62%                  | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 11                | 24 | 33              | 22 | 11                  |  | 35%        | 48%        | 74%                       | 62%                  | O                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   |                   | 31 | 41              | 20 | 8                   |  | 31%        | 50%        | 74%                       | 62%                  | O                     |
| Violent Crime Investigations  | 11                | 40 | 32              | 14 |                     |  | 51%        | --         | 74%                       | 62%                  |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Communications</b>   |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 15                | 39 | 19              | 16 | 11                  | 54% | --         | 71%        | --                        |                      |                       |
| Police  | 9                 | 33 | 16              | 21 | 21                  | 42% | --         | 71%        | --                        | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 10                | 31 | 16              | 19 | 25                  | 41% | --         | 71%        | --                        | O                    |                       |
| Crime Lab/Forensics   | 18                | 43 | 25              | 11 |                     | 61% | --         | 71%        | --                        |                      |                       |
| Precinct 1  | 6                 | 36 | 14              | 25 | 20                  | 42% | --         | 71%        | --                        | O                    |                       |
| Precinct 2  |                   | 42 | 9               | 18 | 26                  | 46% | --         | 71%        | --                        | O                    |                       |
| Precinct 3  | 12                | 30 | 17              | 22 | 20                  | 42% | --         | 71%        | --                        | O                    |                       |
| Precinct 4  | 12                | 29 | 12              | 23 | 24                  | 41% | --         | 71%        | --                        | O                    |                       |
| Precinct 5  | 10                | 29 | 17              | 21 | 22                  | 40% | --         | 71%        | --                        | O                    |                       |
| Special Crimes Investigation  |                   | 29 | 12              | 23 | 31                  | 33% | --         | 71%        | --                        | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 8                 | 36 | 11              | 19 | 25                  | 44% | --         | 71%        | --                        | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 12                | 31 | 20              | 20 | 18                  | 43% | --         | 71%        | --                        | O                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   |                   | 31 | 20              | 29 | 17                  | 34% | --         | 71%        | --                        | O                    |                       |
| Violent Crime Investigations  | 5                 | 41 | 23              | 20 | 12                  | 46% | --         | 71%        | --                        | O                    |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    |    |    |     | Percent Neutral |     |     |    |   | Percent Unfavorable |  |  |  |  | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|----|----|-----|-----------------|-----|-----|----|---|---------------------|--|--|--|--|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Customer Service</b>   |                   |    |    |    |     |                 |     |     |    |   |                     |  |  |  |  |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 22                | 43 | 19 | 10 | 6   | 65%             | 56% | 77% | -- | S |                     |  |  |  |  |            |            |                           |                      |                       |
| Police  | 14                | 39 | 22 | 14 | 11  | 53%             | 48% | 77% | -- |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 21                | 40 | 20 | 10 | 9   | 62%             | 65% | 77% | -- |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Crime Lab/Forensics   | 32                | 44 | 16 | 5  | 76% | 82%             | 77% | --  | S  |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Precinct 1  | 8                 | 36 | 27 | 18 | 12  | 44%             | 53% | 77% | -- | O |                     |  |  |  |  |            |            |                           |                      |                       |
| Precinct 2  | 43                | 24 | 16 | 12 | 48% | 38%             | 77% | --  | O  |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Precinct 3  | 11                | 29 | 30 | 19 | 10  | 40%             | 43% | 77% | -- | O |                     |  |  |  |  |            |            |                           |                      |                       |
| Precinct 4  | 16                | 35 | 19 | 12 | 18  | 51%             | 33% | 77% | -- |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Precinct 5  | 8                 | 43 | 20 | 16 | 13  | 51%             | 47% | 77% | -- |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Special Crimes Investigation  | 11                | 37 | 21 | 17 | 14  | 48%             | --  | 77% | -- | O |                     |  |  |  |  |            |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 11                | 50 | 19 | 10 | 10  | 61%             | --  | 77% | -- |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 13                | 50 | 25 | 8  | 63% | 55%             | 77% | --  |    |   |                     |  |  |  |  |            |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 5                 | 29 | 24 | 30 | 11  | 34%             | 28% | 77% | -- | O |                     |  |  |  |  |            |            |                           |                      |                       |
| Violent Crime Investigations  | 15                | 40 | 25 | 12 | 8   | 55%             | --  | 77% | -- |   |                     |  |  |  |  |            |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Department Leadership</b>  |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 24                | 37 | 17              | 12 | 10                  | 61% | 51%        | 81%        | 69%                       |                      |                       |
| Police  | 13                | 29 | 18              | 19 | 22                  | 41% | 38%        | 81%        | 69%                       | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 17                | 32 | 18              | 14 | 20                  | 48% | 68%        | 81%        | 69%                       | O                    |                       |
| Crime Lab/Forensics   | 21                | 48 | 16              | 9  | 5                   | 69% | 76%        | 81%        | 69%                       | S                    |                       |
| Precinct 1  | 7                 | 35 | 13              | 24 | 21                  | 42% | 48%        | 81%        | 69%                       | O                    |                       |
| Precinct 2  | 10                | 20 | 13              | 28 | 28                  | 30% | 32%        | 81%        | 69%                       | O                    |                       |
| Precinct 3  | 8                 | 30 | 21              | 19 | 22                  | 38% | 26%        | 81%        | 69%                       | O                    |                       |
| Precinct 4  | 18                | 17 | 16              | 24 | 25                  | 35% | 14%        | 81%        | 69%                       | O                    |                       |
| Precinct 5  | 11                | 27 | 22              | 17 | 22                  | 39% | 40%        | 81%        | 69%                       | O                    |                       |
| Special Crimes Investigation  | 9                 | 22 | 15              | 14 | 40                  | 31% | --         | 81%        | 69%                       | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 10                | 18 | 27              | 27 | 18                  | 28% | --         | 81%        | 69%                       | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 8                 | 32 | 17              | 32 | 11                  | 40% | 53%        | 81%        | 69%                       | O                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 9                 | 23 | 19              | 32 | 17                  | 31% | 41%        | 81%        | 69%                       | O                    |                       |
| Violent Crime Investigations  | 14                | 41 | 21              | 11 | 14                  | 55% | --         | 81%        | 69%                       |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Employee Involvement</b>   |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 16                | 38 | 21              | 14 | 11                  | 53% | --         | 75%        | 67%                       |                      |                       |
| Police  | 7                 | 32 | 21              | 18 | 22                  | 39% | --         | 75%        | 67%                       | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 10                | 39 | 15              | 17 | 18                  | 50% | --         | 75%        | 67%                       | O                    |                       |
| Crime Lab/Forensics   | 25                | 38 | 22              | 10 | 5                   | 63% | --         | 75%        | 67%                       |                      |                       |
| Precinct 1  | 5                 | 41 | 13              | 14 | 27                  | 46% | --         | 75%        | 67%                       | O                    |                       |
| Precinct 2  | 22                | 24 | 29              | 24 |                     | 22% | --         | 75%        | 67%                       | O                    |                       |
| Precinct 3  | 5                 | 30 | 20              | 22 | 24                  | 35% | --         | 75%        | 67%                       | O                    |                       |
| Precinct 4  | 9                 | 27 | 24              | 11 | 30                  | 36% | --         | 75%        | 67%                       | O                    |                       |
| Precinct 5  | 6                 | 30 | 22              | 18 | 23                  | 37% | --         | 75%        | 67%                       | O                    |                       |
| Special Crimes Investigation  | 1                 | 24 | 22              | 23 | 29                  | 27% | --         | 75%        | 67%                       | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 11                | 19 | 25              | 17 | 28                  | 31% | --         | 75%        | 67%                       | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   |                   | 31 | 16              | 31 | 20                  | 33% | --         | 75%        | 67%                       | O                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 5                 | 31 | 33              | 12 | 19                  | 36% | --         | 75%        | 67%                       | O                    |                       |
| Violent Crime Investigations  | 7                 | 40 | 22              | 18 | 14                  | 47% | --         | 75%        | 67%                       | O                    |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Equity</b>   |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 23                | 35 | 16              | 13 | 12                  | 58% | 54%        | 71%        | --                        |                      |                       |
| Police  | 21                | 31 | 12              | 16 | 20                  | 52% | 51%        | 71%        | --                        |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 20                | 35 | 10              | 15 | 20                  | 54% | 65%        | 71%        | --                        |                      |                       |
| Crime Lab/Forensics   | 32                | 29 | 20              | 12 | 7                   | 61% | 74%        | 71%        | --                        |                      |                       |
| Precinct 1  | 20                | 30 | 9               | 10 | 31                  | 50% | 66%        | 71%        | --                        | O                    |                       |
| Precinct 2  | 13                | 41 | 6               | 14 | 27                  | 54% | 52%        | 71%        | --                        |                      |                       |
| Precinct 3  | 20                | 29 | 14              | 15 | 22                  | 49% | 50%        | 71%        | --                        | O                    |                       |
| Precinct 4  | 32                | 20 | 14              | 14 | 20                  | 52% | 39%        | 71%        | --                        |                      |                       |
| Precinct 5  | 13                | 37 | 13              | 20 | 17                  | 50% | 48%        | 71%        | --                        | O                    |                       |
| Special Crimes Investigation  | 18                | 25 | 14              | 18 | 24                  | 43% | --         | 71%        | --                        | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 23                | 28 | 6               | 13 | 30                  | 51% | --         | 71%        | --                        |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 34                | 24 | 7               | 21 | 13                  | 58% | 62%        | 71%        | --                        |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 8                 | 32 | 13              | 31 | 17                  | 40% | 33%        | 71%        | --                        | O                    |                       |
| Violent Crime Investigations  | 25                | 39 | 7               | 17 | 12                  | 64% | --         | 71%        | --                        |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Ethics</b>   |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 22                | 45 | 17              | 9  | 7                   | 67% | 56%        | 82%        | --                        | S                    |                       |
| Police  | 15                | 42 | 20              | 11 | 13                  | 57% | 49%        | 82%        | --                        |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 17                | 46 | 15              | 10 | 12                  | 63% | 68%        | 82%        | --                        |                      |                       |
| Crime Lab/Forensics   | 31                | 48 | 17              |    |                     | 80% | 83%        | 82%        | --                        | S                    |                       |
| Precinct 1  | 12                | 42 | 20              | 13 | 12                  | 55% | 56%        | 82%        | --                        |                      |                       |
| Precinct 2  | 5                 | 43 | 18              | 21 | 14                  | 48% | 45%        | 82%        | --                        | O                    |                       |
| Precinct 3  | 13                | 46 | 21              | 9  | 11                  | 58% | 48%        | 82%        | --                        |                      |                       |
| Precinct 4  | 19                | 45 | 14              | 10 | 12                  | 64% | 31%        | 82%        | --                        |                      |                       |
| Precinct 5  | 14                | 34 | 28              | 6  | 18                  | 48% | 50%        | 82%        | --                        | O                    |                       |
| Special Crimes Investigation  | 10                | 33 | 23              | 15 | 20                  | 43% | --         | 82%        | --                        | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 21                | 21 | 21              |    | 33                  | 42% | --         | 82%        | --                        | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 24                | 41 | 24              | 9  |                     | 65% | 71%        | 82%        | --                        | S                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 7                 | 39 | 30              | 14 | 11                  | 46% | 48%        | 82%        | --                        | O                    |                       |
| Violent Crime Investigations  | 16                | 48 | 15              | 10 | 11                  | 64% | --         | 82%        | --                        |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Immediate Supervisor</b>   |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 31                | 40 | 14              | 9  | 7                   | 71% | 60%        | 80%        | --                        | S                    |                       |
| Police  | 32                | 38 | 13              | 8  | 8                   | 70% | 60%        | 80%        | --                        | S                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 25                | 39 | 15              | 10 | 11                  | 64% | 74%        | 80%        | --                        |                      |                       |
| Crime Lab/Forensics   | 38                | 31 | 24              | 6  |                     | 69% | 74%        | 80%        | --                        | S                    |                       |
| Precinct 1  | 36                | 42 | 13              | 8  |                     | 77% | 72%        | 80%        | --                        | S                    |                       |
| Precinct 2  | 28                | 51 | 11              | 7  |                     | 79% | 58%        | 80%        | --                        | S                    |                       |
| Precinct 3  | 33                | 41 | 13              | 10 |                     | 74% | 63%        | 80%        | --                        | S                    |                       |
| Precinct 4  | 43                | 38 | 9               | 7  |                     | 81% | 53%        | 80%        | --                        | S                    |                       |
| Precinct 5  | 29                | 33 | 18              | 11 | 9                   | 62% | 63%        | 80%        | --                        |                      |                       |
| Special Crimes Investigation  | 23                | 41 | 15              | 11 | 11                  | 64% | --         | 80%        | --                        |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 37                | 23 | 5               | 12 | 23                  | 60% | --         | 80%        | --                        |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 47                | 40 | 7               |    |                     | 87% | 57%        | 80%        | --                        | S                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 13                | 28 | 20              | 12 | 26                  | 41% | 34%        | 80%        | --                        | O                    |                       |
| Violent Crime Investigations  | 42                | 36 | 6               | 9  | 7                   | 79% | --         | 80%        | --                        | S                    |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Inclusion</b>  |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 27                | 40 | 16              | 10 | 8                   | 67% | --         | 80%        | 76%                       | S                    |                       |
| Police  | 20                | 41 | 16              | 12 | 11                  | 61% | --         | 80%        | 76%                       |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 23                | 38 | 12              | 12 | 15                  | 61% | --         | 80%        | 76%                       |                      |                       |
| Crime Lab/Forensics   | 28                | 38 | 23              | 7  |                     | 66% | --         | 80%        | 76%                       | S                    |                       |
| Precinct 1  | 18                | 45 | 15              | 11 | 11                  | 63% | --         | 80%        | 76%                       |                      |                       |
| Precinct 2  | 14                | 46 | 15              | 15 | 11                  | 60% | --         | 80%        | 76%                       |                      |                       |
| Precinct 3  | 19                | 41 | 16              | 15 | 10                  | 59% | --         | 80%        | 76%                       |                      |                       |
| Precinct 4  | 30                | 42 | 10              | 8  | 10                  | 72% | --         | 80%        | 76%                       | S                    |                       |
| Precinct 5  | 16                | 37 | 26              | 10 | 12                  | 52% | --         | 80%        | 76%                       |                      |                       |
| Special Crimes Investigation  | 21                | 33 | 18              | 14 | 14                  | 54% | --         | 80%        | 76%                       |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 13                | 33 | 17              | 23 | 15                  | 46% | --         | 80%        | 76%                       | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 18                | 45 | 22              | 6  | 9                   | 63% | --         | 80%        | 76%                       |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 5                 | 45 | 21              | 21 | 8                   | 50% | --         | 80%        | 76%                       | O                    |                       |
| Violent Crime Investigations  | 21                | 49 | 12              | 10 | 9                   | 69% | --         | 80%        | 76%                       | S                    |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>My Career</b>  |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 16                | 41 | 21              | 13 | 9                   | 58% | --         | 71%        | --                        |                      |                       |
| Police  | 10                | 37 | 20              | 17 | 16                  | 47% | --         | 71%        | --                        | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 13                | 40 | 21              | 10 | 17                  | 53% | --         | 71%        | --                        |                      |                       |
| Crime Lab/Forensics   | 24                | 36 | 25              | 11 | 5                   | 59% | --         | 71%        | --                        |                      |                       |
| Precinct 1  | 6                 | 41 | 22              | 11 | 20                  | 47% | --         | 71%        | --                        | O                    |                       |
| Precinct 2  |                   | 31 | 21              | 26 | 19                  | 34% | --         | 71%        | --                        | O                    |                       |
| Precinct 3  | 5                 | 32 | 23              | 24 | 17                  | 37% | --         | 71%        | --                        | O                    |                       |
| Precinct 4  | 12                | 33 | 15              | 17 | 23                  | 45% | --         | 71%        | --                        | O                    |                       |
| Precinct 5  | 11                | 37 | 20              | 19 | 13                  | 48% | --         | 71%        | --                        | O                    |                       |
| Special Crimes Investigation  | 9                 | 30 | 14              | 20 | 26                  | 39% | --         | 71%        | --                        | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 19                | 36 | 29              | 7  | 10                  | 54% | --         | 71%        | --                        |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 9                 | 32 | 24              | 25 | 11                  | 41% | --         | 71%        | --                        | O                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   |                   | 43 | 33              | 12 | 9                   | 46% | --         | 71%        | --                        | O                    |                       |
| Violent Crime Investigations  | 13                | 47 | 15              | 16 | 10                  | 60% | --         | 71%        | --                        |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |  | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|-----------------|----|---------------------|--|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Performance Management</b>   |                   |    |                 |    |                     |  |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 31                | 43 | 13              | 8  | 5                   |  | 74%        | 67%        | 84%                       | 77%                  | S                     |
| Police  | 29                | 42 | 12              | 9  | 7                   |  | 71%        | 65%        | 84%                       | 77%                  | S                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 28                | 40 | 11              | 11 | 11                  |  | 68%        | 73%        | 84%                       | 77%                  |                       |
| Crime Lab/Forensics   | 35                | 45 | 14              |    |                     |  | 80%        | 81%        | 84%                       | 77%                  | S                     |
| Precinct 1  | 28                | 43 | 14              | 7  | 8                   |  | 71%        | 76%        | 84%                       | 77%                  | S                     |
| Precinct 2  | 18                | 52 | 12              | 13 | 5                   |  | 70%        | 68%        | 84%                       | 77%                  | S                     |
| Precinct 3  | 25                | 45 | 17              | 8  | 5                   |  | 70%        | 65%        | 84%                       | 77%                  | S                     |
| Precinct 4  | 43                | 37 | 8               | 8  | 5                   |  | 79%        | 54%        | 84%                       | 77%                  | S                     |
| Precinct 5  | 26                | 47 | 11              | 6  | 10                  |  | 73%        | 74%        | 84%                       | 77%                  | S                     |
| Special Crimes Investigation  | 26                | 35 | 17              | 13 | 9                   |  | 61%        | --         | 84%                       | 77%                  |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 25                | 31 | 14              | 8  | 22                  |  | 56%        | --         | 84%                       | 77%                  |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 39                | 47 |                 | 8  |                     |  | 86%        | 66%        | 84%                       | 77%                  | S                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 14                | 42 | 15              | 19 | 10                  |  | 56%        | 47%        | 84%                       | 77%                  |                       |
| Violent Crime Investigations  | 33                | 46 | 11              | 8  |                     |  | 78%        | --         | 84%                       | 77%                  | S                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable | Percent Neutral | Percent Unfavorable | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |    |   |
|---|-------------------|-----------------|---------------------|------------|------------|---------------------------|----------------------|-----------------------|----|---|
| <b>Recognition</b>  |                   |                 |                     |            |            |                           |                      |                       |    |   |
| City of Minneapolis Overall   | 13                | 37              | 23                  | 15         | 11         | 50%                       | 47%                  | 66%                   | -- | O |
| Police  | 9                 | 34              | 19                  | 20         | 18         | 43%                       | 43%                  | 66%                   | -- | O |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 13                | 32              | 12                  | 22         | 20         | 45%                       | 56%                  | 66%                   | -- | O |
| Crime Lab/Forensics   | 21                | 38              | 27                  | 12         |            | 60%                       | 71%                  | 66%                   | -- |   |
| Precinct 1  | 9                 | 32              | 23                  | 14         | 23         | 41%                       | 49%                  | 66%                   | -- | O |
| Precinct 2  |                   | 24              | 25                  | 29         | 20         | 26%                       | 42%                  | 66%                   | -- | O |
| Precinct 3  |                   | 32              | 26                  | 26         | 14         | 35%                       | 43%                  | 66%                   | -- | O |
| Precinct 4  | 10                | 35              | 16                  | 16         | 23         | 45%                       | 25%                  | 66%                   | -- | O |
| Precinct 5  | 10                | 30              | 23                  | 16         | 21         | 40%                       | 54%                  | 66%                   | -- | O |
| Special Crimes Investigation  |                   | 34              | 14                  | 22         | 27         | 37%                       | --                   | 66%                   | -- | O |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 8                 | 22              | 19                  | 36         | 14         | 31%                       | --                   | 66%                   | -- | O |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   |                   | 43              | 18                  | 27         | 8          | 47%                       | 45%                  | 66%                   | -- | O |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 7                 | 27              | 25                  | 22         | 20         | 33%                       | 26%                  | 66%                   | -- | O |
| Violent Crime Investigations  | 14                | 47              | 16                  | 15         | 8          | 61%                       | --                   | 66%                   | -- |   |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VI) Theme Summary

|   | Percent Favorable |    |  |  |  | Percent Neutral |    |    |  |  | Percent Unfavorable |     |     |    |   | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|-------------------|----|--|--|--|-----------------|----|----|--|--|---------------------|-----|-----|----|---|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Work Environment</b>   |                   |    |  |  |  |                 |    |    |  |  |                     |     |     |    |   |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 22                | 44 |  |  |  | 14              | 12 | 8  |  |  | 66%                 | 63% | 76% | -- |   |            |            |                           |                      |                       |
| Police  | 15                | 40 |  |  |  | 13              | 15 | 17 |  |  | 55%                 | 58% | 76% | -- |   |            |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 15                | 42 |  |  |  | 12              | 15 | 15 |  |  | 57%                 | 70% | 76% | -- |   |            |            |                           |                      |                       |
| Crime Lab/Forensics   | 20                | 47 |  |  |  | 15              | 9  | 9  |  |  | 67%                 | 73% | 76% | -- | S |            |            |                           |                      |                       |
| Precinct 1  | 17                | 35 |  |  |  | 12              | 15 | 21 |  |  | 52%                 | 64% | 76% | -- |   |            |            |                           |                      |                       |
| Precinct 2  | 10                | 40 |  |  |  | 15              | 16 | 19 |  |  | 50%                 | 45% | 76% | -- | O |            |            |                           |                      |                       |
| Precinct 3  | 18                | 32 |  |  |  | 13              | 17 | 20 |  |  | 50%                 | 57% | 76% | -- | O |            |            |                           |                      |                       |
| Precinct 4  | 16                | 32 |  |  |  | 11              | 13 | 28 |  |  | 48%                 | 49% | 76% | -- | O |            |            |                           |                      |                       |
| Precinct 5  | 15                | 39 |  |  |  | 14              | 14 | 18 |  |  | 55%                 | 55% | 76% | -- |   |            |            |                           |                      |                       |
| Special Crimes Investigation  | 11                | 43 |  |  |  | 12              | 18 | 15 |  |  | 54%                 | --  | 76% | -- |   |            |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 18                | 52 |  |  |  | 8               | 10 | 11 |  |  | 70%                 | --  | 76% | -- |   |            |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17                | 42 |  |  |  | 14              | 17 | 9  |  |  | 60%                 | 73% | 76% | -- |   |            |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 8                 | 34 |  |  |  | 19              | 19 | 19 |  |  | 42%                 | 43% | 76% | -- | O |            |            |                           |                      |                       |
| Violent Crime Investigations  | 19                | 44 |  |  |  | 17              | 13 | 6  |  |  | 63%                 | --  | 76% | -- |   |            |            |                           |                      |                       |

## VII) Item Summary

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Engagement</b>   |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 31. I rarely think about looking for a new job with another organization (If retiring or going on leave within the next 12 months, please do not answer this question). |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,269         | 22                | 28 | 17 | 19 | 14 | 50%             | 49%                 | 63% | 58% | O          |            |                           |                      |                       |
| Police  | 422           | 20                | 28 | 12 | 20 | 21 | 47%             | 52%                 | 63% | 58% | O          |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP)                           | 64            | 25                | 22 | 11 | 14 | 28 | 47%             | 67%                 | 63% | 58% | O          |            |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 36                | 21 | 11 | 25 | 7  | 57%             | 76%                 | 63% | 58% |            |            |                           |                      |                       |
| Precinct 1  | 32            | 16                | 34 | 9  | 16 | 25 | 50%             | 60%                 | 63% | 58% | O          |            |                           |                      |                       |
| Precinct 2  | 35            | 9                 | 26 | 20 | 23 | 23 | 34%             | 50%                 | 63% | 58% | O          |            |                           |                      |                       |
| Precinct 3  | 34            | 15                | 29 | 18 | 18 | 21 | 44%             | 52%                 | 63% | 58% | O          |            |                           |                      |                       |
| Precinct 4  | 51            | 24                | 20 | 12 | 22 | 24 | 43%             | 37%                 | 63% | 58% | O          |            |                           |                      |                       |
| Precinct 5  | 39            | 23                | 33 | 10 | 13 | 21 | 56%             | 53%                 | 63% | 58% |            |            |                           |                      |                       |
| Special Crimes Investigation  | 53            | 9                 | 25 | 11 | 26 | 28 | 34%             | --                  | 63% | 58% | O          |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 11            | 9                 | 36 | 18 | 27 | 9  | 45%             | --                  | 63% | 58% | O          |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16            | 31                | 19 | 19 | 13 | 19 | 50%             | 58%                 | 63% | 58% | O          |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 20                | 25 | 10 | 35 | 10 | 45%             | 50%                 | 63% | 58% | O          |            |                           |                      |                       |
| Violent Crime Investigations  | 39            | 21                | 49 | 5  | 15 | 10 | 69%             | --                  | 63% | 58% |            |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |   |
|---|---------------|-------------------|-----------------|---------------------|----|------------|------------|---------------------------|----------------------|-----------------------|---|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |            |            |                           |                      |                       |   |
| <b>Engagement</b>   |               |                   |                 |                     |    |            |            |                           |                      |                       |   |
| 32. I am proud to work for the City.  |               |                   |                 |                     |    |            |            |                           |                      |                       |   |
| City of Minneapolis Overall   | 2,407         | 36                | 40              | 16                  | 6  | 75%        | 68%        | 90%                       | 79%                  | S                     |   |
| Police  | 434           | 22                | 38              | 22                  | 8  | 9          | 60%        | 60%                       | 90%                  | 79%                   |   |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 22                | 34              | 22                  | 7  | 13         | 57%        | 72%                       | 90%                  | 79%                   |   |
| Crime Lab/Forensics   | 28            | 29                | 50              | 21                  |    |            | 79%        | 75%                       | 90%                  | 79%                   | S |
| Precinct 1  | 34            | 15                | 53              | 18                  | 9  | 6          | 68%        | 72%                       | 90%                  | 79%                   | S |
| Precinct 2  | 36            | 17                | 42              | 22                  | 8  | 11         | 58%        | 62%                       | 90%                  | 79%                   |   |
| Precinct 3  | 34            | 21                | 41              | 24                  | 6  | 9          | 62%        | 56%                       | 90%                  | 79%                   |   |
| Precinct 4  | 51            | 31                | 22              | 18                  | 8  | 22         | 53%        | 47%                       | 90%                  | 79%                   |   |
| Precinct 5  | 42            | 21                | 31              | 24                  | 19 | 5          | 52%        | 62%                       | 90%                  | 79%                   |   |
| Special Crimes Investigation  | 54            | 19                | 37              | 24                  | 11 | 9          | 56%        | --                        | 90%                  | 79%                   |   |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 58              | 8                   | 8  | 8          | 75%        | --                        | 90%                  | 79%                   | S |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 18                | 29              | 41                  | 12 |            | 47%        | 71%                       | 90%                  | 79%                   | O |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 21                | 53              | 16                  | 11 |            | 74%        | 67%                       | 90%                  | 79%                   | S |
| Violent Crime Investigations  | 40            | 25                | 43              | 28                  |    |            | 68%        | --                        | 90%                  | 79%                   | S |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|----|----|------------|------------|---------------------------|----------------------|-----------------------|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |    |            |            |                           |                      |                       |
| <b>Engagement</b>   |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| 33. I would recommend the City as a great place to work.  |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,400         | 27                | 37              | 21                  | 10 | 6  | 63%        | 53%        | 82%                       | 69%                  |                       |
| Police  | 431           | 16                | 32              | 23                  | 16 | 14 | 47%        | 45%        | 82%                       | 69%                  | O                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 65            | 18                | 31              | 15                  | 20 | 15 | 49%        | 69%        | 82%                       | 69%                  | O                     |
| Crime Lab/Forensics   | 28            | 25                | 43              | 29                  |    |    | 68%        | 57%        | 82%                       | 69%                  | S                     |
| Precinct 1  | 34            | 15                | 29              | 26                  | 15 | 15 | 44%        | 52%        | 82%                       | 69%                  | O                     |
| Precinct 2  | 36            |                   | 33              | 28                  | 19 | 17 | 36%        | 38%        | 82%                       | 69%                  | O                     |
| Precinct 3  | 34            | 9                 | 32              | 26                  | 15 | 18 | 41%        | 38%        | 82%                       | 69%                  | O                     |
| Precinct 4  | 51            | 24                | 22              | 20                  | 10 | 25 | 45%        | 30%        | 82%                       | 69%                  | O                     |
| Precinct 5  | 41            | 17                | 24              | 29                  | 12 | 17 | 41%        | 45%        | 82%                       | 69%                  | O                     |
| Special Crimes Investigation  | 54            | 15                | 26              | 22                  | 20 | 17 | 41%        | --         | 82%                       | 69%                  | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 25                | 25              | 25                  | 17 | 8  | 50%        | --         | 82%                       | 69%                  | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 41              | 29                  | 24 |    | 47%        | 57%        | 82%                       | 69%                  | O                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 5                 | 47              | 21                  | 21 | 5  | 53%        | 28%        | 82%                       | 69%                  |                       |
| Violent Crime Investigations  | 40            | 18                | 43              | 15                  | 23 |    | 60%        | --         | 82%                       | 69%                  |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Engagement</b>   |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 34. Overall, I am extremely satisfied with the City as a place to work.   |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,413         | 25                | 38 | 20 | 11 | 6  | 62%             | 54%                 | 81% | 71% |            |            |                           |                      |                       |
| Police  | 432           | 13                | 34 | 19 | 19 | 15 | 47%             | 45%                 | 81% | 71% |            |            |                           | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            | 15                | 32 | 15 | 23 | 15 | 47%             | 70%                 | 81% | 71% |            |            |                           | O                    |                       |
| Crime Lab/Forensics   | 28            | 21                | 36 | 32 | 11 |    | 57%             | 66%                 | 81% | 71% |            |            |                           |                      |                       |
| Precinct 1  | 34            | 12                | 32 | 18 | 21 | 18 | 44%             | 50%                 | 81% | 71% |            |            |                           | O                    |                       |
| Precinct 2  | 36            |                   | 39 | 19 | 25 | 14 | 42%             | 50%                 | 81% | 71% |            |            |                           | O                    |                       |
| Precinct 3  | 33            | 6                 | 39 | 21 | 21 | 12 | 45%             | 35%                 | 81% | 71% |            |            |                           | O                    |                       |
| Precinct 4  | 51            | 10                | 39 | 12 | 12 | 27 | 49%             | 21%                 | 81% | 71% |            |            |                           | O                    |                       |
| Precinct 5  | 42            | 14                | 31 | 21 | 17 | 17 | 45%             | 50%                 | 81% | 71% |            |            |                           | O                    |                       |
| Special Crimes Investigation  | 54            | 20                | 20 | 19 | 19 | 22 | 41%             | --                  | 81% | 71% |            |            |                           | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 25 | 33 | 17 | 8  | 42%             | --                  | 81% | 71% |            |            |                           | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 41 | 24 | 29 |    | 47%             | 57%                 | 81% | 71% |            |            |                           | O                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 11                | 37 | 26 | 16 | 11 | 47%             | 50%                 | 81% | 71% |            |            |                           | O                    |                       |
| Violent Crime Investigations  | 40            | 20                | 43 | 10 | 23 | 5  | 63%             | --                  | 81% | 71% |            |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|  | Valid Returns | Percent Favorable |  |  |  | Percent Neutral | Percent Unfavorable |  |  |  | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|--|---------------|-------------------|--|--|--|-----------------|---------------------|--|--|--|------------|------------|---------------------------|----------------------|-----------------------|
|--|---------------|-------------------|--|--|--|-----------------|---------------------|--|--|--|------------|------------|---------------------------|----------------------|-----------------------|

### Behavior Change Index

8. I was given an opportunity to see/hear about the 2011-2012 Employee Engagement Survey results.

|   |       |    |    |    |    |    |     |     |     |     |   |
|---|-------|----|----|----|----|----|-----|-----|-----|-----|---|
| City of Minneapolis Overall   | 2,136 | 24 | 50 | 15 | 7  |    | 73% | 77% | 86% | 65% | S |
| Police  | 378   | 14 | 48 | 22 | 10 | 6  | 62% | 73% | 86% | 65% |   |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 57    | 16 | 54 | 16 | 9  | 5  | 70% | 86% | 86% | 65% | S |
| Crime Lab/Forensics   | 21    | 24 | 57 | 19 |    |    | 81% | 84% | 86% | 65% | S |
| Precinct 1  | 29    | 10 | 52 | 28 |    | 7  | 62% | 76% | 86% | 65% |   |
| Precinct 2  | 31    | 10 | 32 | 32 | 16 | 10 | 42% | 58% | 86% | 65% | O |
| Precinct 3  | 30    | 10 | 47 | 23 | 13 | 7  | 57% | 74% | 86% | 65% |   |
| Precinct 4  | 42    | 17 | 43 | 17 | 14 | 10 | 60% | 63% | 86% | 65% |   |
| Precinct 5  | 37    | 19 | 46 | 27 |    | 5  | 65% | 67% | 86% | 65% | S |
| Special Crimes Investigation  | 49    | 6  | 43 | 24 | 14 | 12 | 49% | --  | 86% | 65% | O |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12    | 25 | 33 | 17 | 17 | 8  | 58% | --  | 86% | 65% |   |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16    | 19 | 50 | 13 |    | 19 | 69% | 71% | 86% | 65% | S |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 17    |    | 59 | 41 |    |    | 59% | 80% | 86% | 65% |   |
| Violent Crime Investigations  | 37    | 16 | 62 | 14 |    | 8  | 78% | --  | 86% | 65% | S |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|----|----|------------|------------|---------------------------|----------------------|-----------------------|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |    |            |            |                           |                      |                       |
| <b>Behavior Change Index</b>  |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| 9. I was given the opportunity to discuss my ideas about the results of the 2011-2012 Employee Engagement Survey.                             |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,074         | 16                | 33              | 25                  | 16 | 9  | 49%        | 50%        | 69%                       | 65%                  | O                     |
| Police  | 372           | 6                 | 21              | 33                  | 23 | 17 | 27%        | 31%        | 69%                       | 65%                  | O                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 57            | 23                | 28              | 21                  | 26 |    | 25%        | 45%        | 69%                       | 65%                  | O                     |
| Crime Lab/Forensics   | 22            | 14                | 32              | 50                  |    | 5  | 45%        | 52%        | 69%                       | 65%                  | O                     |
| Precinct 1  | 28            | 14                | 39              | 29                  | 18 |    | 14%        | 24%        | 69%                       | 65%                  | O                     |
| Precinct 2  | 31            | 10                | 39              | 26                  | 23 |    | 13%        | 8%         | 69%                       | 65%                  | O                     |
| Precinct 3  | 29            | 21                | 28              | 34                  | 14 |    | 24%        | 30%        | 69%                       | 65%                  | O                     |
| Precinct 4  | 41            | 15                | 12              | 20                  | 37 | 17 | 27%        | 25%        | 69%                       | 65%                  | O                     |
| Precinct 5  | 37            | 5                 | 30              | 30                  | 16 | 19 | 35%        | 25%        | 69%                       | 65%                  | O                     |
| Special Crimes Investigation  | 48            | 21                | 38              | 21                  | 19 |    | 23%        | --         | 69%                       | 65%                  | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 17              | 17                  | 33 | 17 | 33%        | --         | 69%                       | 65%                  | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16            | 13                | 19              | 31                  | 13 | 25 | 31%        | 36%        | 69%                       | 65%                  | O                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 17            | 18                | 47              | 29                  | 6  |    | 18%        | 57%        | 69%                       | 65%                  | O                     |
| Violent Crime Investigations  | 34            | 12                | 32              | 35                  | 15 | 6  | 44%        | --         | 69%                       | 65%                  | O                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |   |
|---|---------------|-------------------|-----------------|---------------------|----|------------|------------|---------------------------|----------------------|-----------------------|---|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |            |            |                           |                      |                       |   |
| <b>Behavior Change Index</b>  |               |                   |                 |                     |    |            |            |                           |                      |                       |   |
| 10. My Department Leadership has taken action based on the feedback received from the 2011-2012 Employee Engagement Survey.                   |               |                   |                 |                     |    |            |            |                           |                      |                       |   |
| City of Minneapolis Overall   | 2,011         | 14                | 29              | 33                  | 14 | 10         | 43%        | 40%                       | 66%                  | 55%                   | O |
| Police  | 349           | 15                | 40              | 21                  | 21 |            | 17%        | 23%                       | 66%                  | 55%                   | O |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 53            | 19                | 47              | 13                  | 21 |            | 19%        | 57%                       | 66%                  | 55%                   | O |
| Crime Lab/Forensics   | 19            | 11                | 21              | 42                  | 26 |            | 32%        | 42%                       | 66%                  | 55%                   | O |
| Precinct 1  | 28            |                   | 43              | 32                  | 18 |            | 7%         | 24%                       | 66%                  | 55%                   | O |
| Precinct 2  | 28            | 14                | 29              | 36                  | 21 |            | 14%        | 14%                       | 66%                  | 55%                   | O |
| Precinct 3  | 24            |                   | 50              | 17                  | 29 |            | 4%         | 24%                       | 66%                  | 55%                   | O |
| Precinct 4  | 39            | 10                | 10              | 28                  | 26 | 26         | 21%        | 5%                        | 66%                  | 55%                   | O |
| Precinct 5  | 36            | 25                | 36              | 11                  | 28 |            | 25%        | 19%                       | 66%                  | 55%                   | O |
| Special Crimes Investigation  | 48            | 13                | 38              | 15                  | 35 |            | 13%        | --                        | 66%                  | 55%                   | O |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 17              | 42                  | 17 | 8          | 33%        | --                        | 66%                  | 55%                   | O |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 14            |                   | 57              | 36                  | 7  |            | 0%         | 33%                       | 66%                  | 55%                   | O |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 15            | 13                | 33              | 33                  | 20 |            | 13%        | 8%                        | 66%                  | 55%                   | O |
| Violent Crime Investigations  | 33            | 24                | 48              | 21                  |    |            | 27%        | --                        | 66%                  | 55%                   | O |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Communications</b>   |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 11. Where I work, we are told of upcoming changes in time to prepare for them.  |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,402         | 14                | 39 | 19 | 18 | 11 |                 | 53%                 | 44% | 73% | 61%        |            |                           |                      |                       |
| Police  | 432           | 7                 | 34 | 17 | 24 | 19 |                 | 41%                 | 43% | 73% | 61%        |            | O                         |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            |                   | 35 | 12 | 23 | 27 |                 | 38%                 | 62% | 73% | 61%        |            | O                         |                      |                       |
| Crime Lab/Forensics   | 28            | 14                | 43 | 32 | 11 |    | 57%             | 61%                 | 73% | 61% |            |            |                           |                      |                       |
| Precinct 1  | 33            | 9                 | 33 | 9  | 33 | 15 |                 | 42%                 | 37% | 73% | 61%        |            | O                         |                      |                       |
| Precinct 2  | 35            | 6                 | 51 | 9  | 23 | 11 |                 | 57%                 | 54% | 73% | 61%        |            |                           |                      |                       |
| Precinct 3  | 34            | 12                | 26 | 18 | 29 | 15 |                 | 38%                 | 46% | 73% | 61%        |            | O                         |                      |                       |
| Precinct 4  | 51            | 16                | 24 | 20 | 20 | 22 |                 | 39%                 | 25% | 73% | 61%        |            | O                         |                      |                       |
| Precinct 5  | 42            | 7                 | 26 | 14 | 24 | 29 |                 | 33%                 | 47% | 73% | 61%        |            | O                         |                      |                       |
| Special Crimes Investigation  | 54            |                   | 24 | 15 | 28 | 30 |                 | 28%                 | --  | 73% | 61%        |            | O                         |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 42 | 8  | 25 | 17 |                 | 50%                 | --  | 73% | 61%        |            | O                         |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 12                | 35 | 24 | 24 | 6  |                 | 47%                 | 64% | 73% | 61%        |            | O                         |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            |                   | 30 | 25 | 30 | 15 |                 | 30%                 | 31% | 73% | 61%        |            | O                         |                      |                       |
| Violent Crime Investigations  | 40            |                   | 48 | 23 | 18 | 13 |                 | 48%                 | --  | 73% | 61%        |            | O                         |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |   |
|---|---------------|-------------------|-----------------|---------------------|----|------------|------------|---------------------------|----------------------|-----------------------|---|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |            |            |                           |                      |                       |   |
| <b>Communications</b>   |               |                   |                 |                     |    |            |            |                           |                      |                       |   |
| 12. I can easily access the information I need to do my job.  |               |                   |                 |                     |    |            |            |                           |                      |                       |   |
| City of Minneapolis Overall   | 2,431         | 21                | 49              | 14                  | 11 | 70%        | 67%        | 82%                       | --                   | S                     |   |
| Police  | 435           | 15                | 51              | 12                  | 13 | 8          | 66%        | 67%                       | 82%                  | --                    |   |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 22                | 39              | 16                  | 7  | 15         | 61%        | 74%                       | 82%                  | --                    |   |
| Crime Lab/Forensics   | 28            | 32                | 54              | 11                  |    |            | 86%        | 83%                       | 82%                  | --                    | S |
| Precinct 1  | 34            | 6                 | 65              | 9                   | 12 | 9          | 71%        | 75%                       | 82%                  | --                    |   |
| Precinct 2  | 36            | 6                 | 61              | 11                  | 14 | 8          | 67%        | 62%                       | 82%                  | --                    |   |
| Precinct 3  | 34            | 21                | 50              | 15                  | 9  | 6          | 71%        | 64%                       | 82%                  | --                    | S |
| Precinct 4  | 52            | 12                | 52              | 6                   | 19 | 12         | 63%        | 59%                       | 82%                  | --                    |   |
| Precinct 5  | 42            | 17                | 48              | 21                  | 12 |            | 64%        | 63%                       | 82%                  | --                    |   |
| Special Crimes Investigation  | 54            | 9                 | 50              | 9                   | 19 | 13         | 59%        | --                        | 82%                  | --                    |   |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 58              | 8                   | 17 | 8          | 67%        | --                        | 82%                  | --                    |   |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 24                | 47              | 12                  | 6  | 12         | 71%        | 86%                       | 82%                  | --                    | S |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 5                 | 42              | 21                  | 32 |            | 47%        | 44%                       | 82%                  | --                    | O |
| Violent Crime Investigations  | 40            | 13                | 63              | 10                  | 15 |            | 75%        | --                        | 82%                  | --                    | S |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Communications</b>   |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| 13. <input type="checkbox"/> There is open and honest two-way communication at the City.  |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,408         | 10                | 28 | 22              | 20 | 19                  | 38% | --         | 59%        | 59%                       | O                    |                       |
| Police  | 433           | 15                | 19 | 25              | 37 |                     | 19% | --         | 59%        | 59%                       | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            | 5                 | 18 | 18              | 27 | 32                  | 23% | --         | 59%        | 59%                       | O                    |                       |
| Crime Lab/Forensics   | 28            | 7                 | 32 | 32              | 18 | 11                  | 39% | --         | 59%        | 59%                       | O                    |                       |
| Precinct 1  | 34            | 9                 | 24 | 29              | 35 |                     | 12% | --         | 59%        | 59%                       | O                    |                       |
| Precinct 2  | 35            | 14                | 9  | 17              | 60 |                     | 14% | --         | 59%        | 59%                       | O                    |                       |
| Precinct 3  | 33            | 12                | 18 | 27              | 39 |                     | 15% | --         | 59%        | 59%                       | O                    |                       |
| Precinct 4  | 52            | 8                 | 12 | 12              | 31 | 38                  | 19% | --         | 59%        | 59%                       | O                    |                       |
| Precinct 5  | 42            | 7                 | 14 | 17              | 26 | 36                  | 21% | --         | 59%        | 59%                       | O                    |                       |
| Special Crimes Investigation  | 54            | 13                | 13 | 22              | 52 |                     | 13% | --         | 59%        | 59%                       | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 8  | 17              | 17 | 50                  | 17% | --         | 59%        | 59%                       | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 12                | 24 | 29              | 35 |                     | 12% | --         | 59%        | 59%                       | O                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 20 | 15              | 25 | 35                  | 25% | --         | 59%        | 59%                       | O                    |                       |
| Violent Crime Investigations  | 40            | 13                | 35 | 28              | 23 |                     | 15% | --         | 59%        | 59%                       | O                    |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|----|----|------------|------------|---------------------------|----------------------|-----------------------|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |    |            |            |                           |                      |                       |
| <b>Customer Service</b>   |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| 14. Where I work, we set clear standards for product/service quality.   |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,413         | 22                | 45              | 15                  | 12 | 6  | 67%        | 56%        | 78%                       | 75%                  | S                     |
| Police  | 432           | 16                | 47              | 16                  | 13 | 8  | 63%        | 56%        | 78%                       | 75%                  |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 65            | 25                | 49              | 11                  | 9  | 6  | 74%        | 59%        | 78%                       | 75%                  | S                     |
| Crime Lab/Forensics   | 28            | 32                | 57              |                     |    | 11 | 89%        | 90%        | 78%                       | 75%                  | S                     |
| Precinct 1  | 34            | 9                 | 44              | 26                  | 12 | 9  | 53%        | 58%        | 78%                       | 75%                  |                       |
| Precinct 2  | 35            |                   | 63              | 9                   | 17 | 9  | 66%        | 50%        | 78%                       | 75%                  |                       |
| Precinct 3  | 34            | 15                | 26              | 32                  | 18 | 9  | 41%        | 52%        | 78%                       | 75%                  | O                     |
| Precinct 4  | 52            | 19                | 42              | 13                  | 12 | 13 | 62%        | 38%        | 78%                       | 75%                  |                       |
| Precinct 5  | 42            | 5                 | 55              | 14                  | 14 | 12 | 60%        | 61%        | 78%                       | 75%                  |                       |
| Special Crimes Investigation  | 53            | 11                | 55              | 17                  | 9  | 8  | 66%        | --         | 78%                       | 75%                  | S                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 58              | 8                   | 17 | 8  | 67%        | --         | 78%                       | 75%                  |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 24                | 41              | 24                  | 6  | 6  | 65%        | 64%        | 78%                       | 75%                  | S                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 20              | 30                  | 35 | 10 | 25%        | 25%        | 78%                       | 75%                  | O                     |
| Violent Crime Investigations  | 40            | 28                | 48              | 10                  | 15 |    | 75%        | --         | 78%                       | 75%                  | S                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|----|------------|------------|---------------------------|----------------------|-----------------------|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |            |            |                           |                      |                       |
| <b>Customer Service</b>   |               |                   |                 |                     |    |            |            |                           |                      |                       |
| 15. My department is actively working to strengthen its relationship with the communities we serve.   |               |                   |                 |                     |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,356         | 27                | 44              | 19                  | 6  | 72%        | 63%        | 84%                       | --                   | S                     |
| Police  | 421           | 19                | 49              | 21                  | 6  | 68%        | 63%        | 84%                       | --                   | S                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 65            | 28                | 48              | 17                  | 5  | 75%        | 76%        | 84%                       | --                   | S                     |
| Crime Lab/Forensics   | 27            | 15                | 59              | 22                  |    | 74%        | 89%        | 84%                       | --                   | S                     |
| Precinct 1  | 34            | 12                | 47              | 18                  | 12 | 59%        | 62%        | 84%                       | --                   |                       |
| Precinct 2  | 34            | 9                 | 53              | 26                  | 6  | 62%        | 42%        | 84%                       | --                   |                       |
| Precinct 3  | 32            | 22                | 41              | 25                  | 9  | 63%        | 64%        | 84%                       | --                   |                       |
| Precinct 4  | 52            | 25                | 46              | 17                  | 8  | 71%        | 58%        | 84%                       | --                   | S                     |
| Precinct 5  | 42            | 19                | 52              | 19                  | 5  | 71%        | 72%        | 84%                       | --                   | S                     |
| Special Crimes Investigation  | 49            | 20                | 39              | 22                  | 12 | 59%        | --         | 84%                       | --                   |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 58              | 25                  |    | 75%        | --         | 84%                       | --                   | S                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16            | 13                | 75              | 6                   | 6  | 88%        | 57%        | 84%                       | --                   | S                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 18            | 6                 | 33              | 44                  | 11 | 39%        | 50%        | 84%                       | --                   | O                     |
| Violent Crime Investigations  | 40            | 23                | 53              | 20                  | 5  | 75%        | --         | 84%                       | --                   | S                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Customer Service</b>   |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 16. Where I work, day-to-day decisions demonstrate that providing quality service is a top priority.  |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,411         | 26                | 43 | 15 | 10 | 6  | 69%             | 58%                 | 83% | 76% | S          |            |                           |                      |                       |
| Police  | 431           | 16                | 40 | 17 | 15 | 11 | 56%             | 45%                 | 83% | 76% |            |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            | 27                | 38 | 17 | 9  | 9  | 65%             | 69%                 | 83% | 76% | S          |            |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 39                | 36 | 18 | 7  | 7  | 75%             | 83%                 | 83% | 76% | S          |            |                           |                      |                       |
| Precinct 1  | 34            | 12                | 32 | 29 | 12 | 15 | 44%             | 49%                 | 83% | 76% | O          |            |                           |                      |                       |
| Precinct 2  | 35            | 9                 | 51 | 11 | 14 | 14 | 60%             | 38%                 | 83% | 76% |            |            |                           |                      |                       |
| Precinct 3  | 32            | 9                 | 28 | 25 | 28 | 9  | 38%             | 40%                 | 83% | 76% | O          |            |                           |                      |                       |
| Precinct 4  | 51            | 16                | 33 | 12 | 18 | 22 | 49%             | 29%                 | 83% | 76% | O          |            |                           |                      |                       |
| Precinct 5  | 42            | 7                 | 45 | 19 | 14 | 14 | 52%             | 41%                 | 83% | 76% |            |            |                           |                      |                       |
| Special Crimes Investigation  | 54            | 11                | 41 | 19 | 17 | 13 | 52%             | --                  | 83% | 76% |            |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 50 | 17 | 17 | 8  | 58%             | --                  | 83% | 76% |            |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 12                | 65 | 12 | 12 |    | 76%             | 77%                 | 83% | 76% | S          |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 35 | 15 | 35 | 10 | 40%             | 22%                 | 83% | 76% | O          |            |                           |                      |                       |
| Violent Crime Investigations  | 40            | 20                | 48 | 15 | 10 | 8  | 68%             | --                  | 83% | 76% | S          |            |                           |                      |                       |

## 2014 My Minneapolis Employee Engagement Survey

### Police

#### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    | Percent Neutral | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|-----------------|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Customer Service</b>   |               |                   |    |    |    |                 |                     |     |            |            |                           |                      |                       |
| 17. Where I work, customer feedback is used to improve our work processes.  |               |                   |    |    |    |                 |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,307         | 18                | 39 | 24 | 13 | 6               | 57%                 | 50% | 72%        | 65%        |                           |                      |                       |
| Police  | 411           | 12                | 31 | 27 | 19 | 11              | 43%                 | 37% | 72%        | 65%        | O                         |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 62            | 21                | 32 | 26 | 13 | 8               | 53%                 | 63% | 72%        | 65%        |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 39                | 36 | 21 |    |                 | 75%                 | 69% | 72%        | 65%        | S                         |                      |                       |
| Precinct 1  | 32            | 6                 | 25 | 31 | 22 | 16              | 31%                 | 40% | 72%        | 65%        | O                         |                      |                       |
| Precinct 2  | 34            |                   | 32 | 32 | 21 | 12              | 35%                 | 35% | 72%        | 65%        | O                         |                      |                       |
| Precinct 3  | 33            | 12                | 24 | 33 | 27 |                 | 36%                 | 31% | 72%        | 65%        | O                         |                      |                       |
| Precinct 4  | 50            | 10                | 30 | 26 | 14 | 20              | 40%                 | 23% | 72%        | 65%        | O                         |                      |                       |
| Precinct 5  | 41            | 5                 | 37 | 29 | 17 | 12              | 41%                 | 32% | 72%        | 65%        | O                         |                      |                       |
| Special Crimes Investigation  | 50            | 8                 | 32 | 18 | 30 | 12              | 40%                 | --  | 72%        | 65%        | O                         |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 42 | 25 | 8  | 17              | 50%                 | --  | 72%        | 65%        | O                         |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16            | 13                | 44 | 38 |    | 6               | 56%                 | 60% | 72%        | 65%        |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 18            | 11                | 22 | 17 | 33 | 17              | 33%                 | 29% | 72%        | 65%        | O                         |                      |                       |
| Violent Crime Investigations  | 35            | 9                 | 23 | 31 | 29 | 9               | 31%                 | --  | 72%        | 65%        | O                         |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Customer Service</b>   |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 18. Where I work, employees are getting the training and development needed to keep up with customer demands.                                 |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,384         | 16                | 40 | 20 | 14 | 10 | 57%             | 51%                 | 69% | 63% |            |            |                           |                      |                       |
| Police  | 428           | 9                 | 29 | 22 | 21 | 20 | 38%             | 40%                 | 69% | 63% |            |            |                           | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            | 15                | 35 | 17 | 17 | 17 | 50%             | 63%                 | 69% | 63% |            |            |                           | O                    |                       |
| Crime Lab/Forensics   | 28            | 32                | 25 | 21 | 11 | 11 | 57%             | 79%                 | 69% | 63% |            |            |                           |                      |                       |
| Precinct 1  | 34            | 26                | 26 | 32 | 12 |    | 29%             | 51%                 | 69% | 63% |            |            |                           | O                    |                       |
| Precinct 2  | 36            | 28                | 22 | 25 | 22 |    | 31%             | 31%                 | 69% | 63% |            |            |                           | O                    |                       |
| Precinct 3  | 31            | 19                | 23 | 29 | 26 |    | 23%             | 28%                 | 69% | 63% |            |            |                           | O                    |                       |
| Precinct 4  | 52            | 15                | 23 | 19 | 17 | 25 | 38%             | 16%                 | 69% | 63% |            |            |                           | O                    |                       |
| Precinct 5  | 42            | 5                 | 29 | 19 | 29 | 19 | 33%             | 39%                 | 69% | 63% |            |            |                           | O                    |                       |
| Special Crimes Investigation  | 54            | 7                 | 28 | 15 | 15 | 35 | 35%             | --                  | 69% | 63% |            |            |                           | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 50 | 17 | 17 | 8  | 58%             | --                  | 69% | 63% |            |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 47 | 18 | 18 | 12 | 53%             | 29%                 | 69% | 63% |            |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 25                | 25 | 35 | 15 |    | 25%             | 12%                 | 69% | 63% |            |            |                           | O                    |                       |
| Violent Crime Investigations  | 36            | 25                | 44 | 11 | 17 |    | 28%             | --                  | 69% | 63% |            |            |                           | O                    |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Customer Service</b>   |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| 19. Customer problems get corrected quickly.  |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,308         | 21                | 45 | 22              | 7  | 5                   | 66% | 59%        | 75%        | 74%                       | S                    |                       |
| Police  | 396           | 9                 | 37 | 32              | 11 | 10                  | 47% | 45%        | 75%        | 74%                       | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 61            | 11                | 39 | 33              | 8  | 8                   | 51% | 62%        | 75%        | 74%                       |                      |                       |
| Crime Lab/Forensics   | 27            | 33                | 52 | 15              |    |                     | 85% | 86%        | 75%        | 74%                       | S                    |                       |
| Precinct 1  | 29            | 41                | 31 | 17              | 7  |                     | 45% | 55%        | 75%        | 74%                       | O                    |                       |
| Precinct 2  | 34            | 32                | 44 | 15              | 9  |                     | 32% | 31%        | 75%        | 74%                       | O                    |                       |
| Precinct 3  | 29            | 38                | 45 | 10              |    |                     | 41% | 42%        | 75%        | 74%                       | O                    |                       |
| Precinct 4  | 49            | 10                | 33 | 27              | 10 | 20                  | 43% | 35%        | 75%        | 74%                       | O                    |                       |
| Precinct 5  | 38            | 8                 | 42 | 21              | 16 | 13                  | 50% | 35%        | 75%        | 74%                       | O                    |                       |
| Special Crimes Investigation  | 49            | 8                 | 29 | 35              | 18 | 10                  | 37% | --         | 75%        | 74%                       | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 42 | 25              | 17 |                     | 58% | --         | 75%        | 74%                       |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 12                | 29 | 53              | 6  |                     | 41% | 45%        | 75%        | 74%                       | O                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 40 | 15              | 30 | 10                  | 45% | 29%        | 75%        | 74%                       | O                    |                       |
| Violent Crime Investigations  | 31            | 6                 | 39 | 35              | 10 | 10                  | 45% | --         | 75%        | 74%                       | O                    |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|  | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|--|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Department Leadership</b>   |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 1. <span style="border: 1px solid black; padding: 2px;">My Department Leadership has communicated a vision of the future that motivates me.</span> |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall  | 2,416         | 18                | 35 | 21 | 15 | 11 |                 | 54%                 | 47% | 72% | 59%        |            |                           |                      |                       |
| Police   | 433           | 11                | 26 | 19 | 23 | 21 |                 | 38%                 | 36% | 72% | 59%        |            |                           | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP)      | 67            | 15                | 24 | 19 | 22 | 19 |                 | 39%                 | 57% | 72% | 59%        |            |                           | O                    |                       |
| Crime Lab/Forensics  | 28            | 21                | 43 | 14 | 18 |    |                 | 64%                 | 57% | 72% | 59%        |            |                           |                      |                       |
| Precinct 1   | 34            | 6                 | 32 | 21 | 21 | 21 |                 | 38%                 | 50% | 72% | 59%        |            |                           | O                    |                       |
| Precinct 2   | 35            | 6                 | 26 | 9  | 37 | 23 |                 | 31%                 | 35% | 72% | 59%        |            |                           | O                    |                       |
| Precinct 3   | 33            | 6                 | 24 | 30 | 21 | 18 |                 | 30%                 | 23% | 72% | 59%        |            |                           | O                    |                       |
| Precinct 4   | 52            | 19                | 17 | 17 | 29 | 17 |                 | 37%                 | 15% | 72% | 59%        |            |                           | O                    |                       |
| Precinct 5   | 42            | 12                | 24 | 21 | 21 | 21 |                 | 36%                 | 44% | 72% | 59%        |            |                           | O                    |                       |
| Special Crimes Investigation   | 54            | 6                 | 20 | 15 | 15 | 44 |                 | 26%                 | --  | 72% | 59%        |            |                           | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)   | 12            | 8                 | 17 | 17 | 42 | 17 |                 | 25%                 | --  | 72% | 59%        |            |                           | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)  | 17            | 6                 | 35 | 24 | 29 | 6  |                 | 41%                 | 57% | 72% | 59%        |            |                           | O                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)  | 19            | 5                 | 21 | 26 | 26 | 21 |                 | 26%                 | 41% | 72% | 59%        |            |                           | O                    |                       |
| Violent Crime Investigations   | 40            | 15                | 40 | 20 | 10 | 15 |                 | 55%                 | --  | 72% | 59%        |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Department Leadership</b>  |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 2. <span style="border: 1px solid black; padding: 2px;">My Department Leadership demonstrates that employees are important to the success of the City.</span> |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,425         | 24                | 36 |    |    | 14 | 14              | 12                  | 60% | 49% | 81%        | 68%        |                           |                      |                       |
| Police  | 433           | 12                | 27 | 14 | 22 | 25 | 39%             | 36%                 | 81% | 68% | O          |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP)                 | 67            | 13                | 34 | 10 | 16 | 25 | 48%             | 65%                 | 81% | 68% | O          |            |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 18                | 50 |    |    | 18 | 11              | 68%                 | 68% | 81% | 68%        | S          |                           |                      |                       |
| Precinct 1  | 34            | 9                 | 29 | 12 | 21 | 29 | 38%             | 51%                 | 81% | 68% | O          |            |                           |                      |                       |
| Precinct 2  | 36            | 11                | 14 | 11 | 33 | 31 | 25%             | 38%                 | 81% | 68% | O          |            |                           |                      |                       |
| Precinct 3  | 33            | 9                 | 24 | 18 | 18 | 30 | 33%             | 23%                 | 81% | 68% | O          |            |                           |                      |                       |
| Precinct 4  | 52            | 19                | 17 | 10 | 29 | 25 | 37%             | 12%                 | 81% | 68% | O          |            |                           |                      |                       |
| Precinct 5  | 42            | 10                | 26 | 19 | 19 | 26 | 36%             | 40%                 | 81% | 68% | O          |            |                           |                      |                       |
| Special Crimes Investigation  | 54            | 11                | 17 | 15 | 13 | 44 | 28%             | --                  | 81% | 68% | O          |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 17 | 17 | 25 | 25 | 33%             | --                  | 81% | 68% | O          |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 12                | 18 | 18 | 41 | 12 | 29%             | 50%                 | 81% | 68% | O          |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 18            | 6                 | 22 | 11 | 44 | 17 | 28%             | 29%                 | 81% | 68% | O          |            |                           |                      |                       |
| Violent Crime Investigations  | 40            | 10                | 50 |    |    | 13 | 18              | 10                  | 60% | --  | 81%        | 68%        |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Department Leadership</b>  |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 3. My Department Leadership has the ability to deal with the challenges we face.  |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,406         | 23                | 38 | 17 | 12 | 10 | 60%             | 50%                 | 80% | 73% |            |            |                           |                      |                       |
| Police  | 431           | 11                | 29 | 19 | 19 | 22 | 40%             | 40%                 | 80% | 73% | O          |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 65            | 17                | 29 | 28 | 8  | 18 | 46%             | 76%                 | 80% | 73% | O          |            |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 14                | 54 | 18 | 7  | 7  | 68%             | 79%                 | 80% | 73% | S          |            |                           |                      |                       |
| Precinct 1  | 34            | 6                 | 29 | 9  | 38 | 18 | 35%             | 45%                 | 80% | 73% | O          |            |                           |                      |                       |
| Precinct 2  | 36            | 11                | 19 | 17 | 25 | 28 | 31%             | 38%                 | 80% | 73% | O          |            |                           |                      |                       |
| Precinct 3  | 34            | 6                 | 32 | 18 | 24 | 21 | 38%             | 28%                 | 80% | 73% | O          |            |                           |                      |                       |
| Precinct 4  | 52            | 17                | 19 | 15 | 21 | 27 | 37%             | 15%                 | 80% | 73% | O          |            |                           |                      |                       |
| Precinct 5  | 41            | 10                | 29 | 22 | 20 | 20 | 39%             | 35%                 | 80% | 73% | O          |            |                           |                      |                       |
| Special Crimes Investigation  | 54            | 7                 | 26 | 15 | 11 | 41 | 33%             | --                  | 80% | 73% | O          |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 17 | 33 | 25 | 17 | 25%             | --                  | 80% | 73% | O          |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 29 | 12 | 41 | 12 | 35%             | 57%                 | 80% | 73% | O          |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 18            | 11                | 17 | 33 | 33 | 6  | 28%             | 50%                 | 80% | 73% | O          |            |                           |                      |                       |
| Violent Crime Investigations  | 40            | 10                | 45 | 23 | 5  | 18 | 55%             | --                  | 80% | 73% |            |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|----|----|------------|------------|---------------------------|----------------------|-----------------------|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |    |            |            |                           |                      |                       |
| <b>Department Leadership</b>  |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| 4. My Department Leadership is committed to providing high quality products and services to customers.  |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,405         | 32                | 40              | 14                  | 8  | 6  | 71%        | 61%        | 89%                       | 77%                  | S                     |
| Police  | 431           | 16                | 34              | 18                  | 15 | 17 | 50%        | 45%        | 89%                       | 77%                  | O                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            | 21                | 45              | 12                  | 6  | 15 | 67%        | 72%        | 89%                       | 77%                  |                       |
| Crime Lab/Forensics   | 28            | 36                | 36              | 14                  | 7  | 7  | 71%        | 93%        | 89%                       | 77%                  | S                     |
| Precinct 1  | 34            | 6                 | 50              | 15                  | 15 | 15 | 56%        | 52%        | 89%                       | 77%                  |                       |
| Precinct 2  | 36            | 14                | 22              | 17                  | 31 | 17 | 36%        | 27%        | 89%                       | 77%                  | O                     |
| Precinct 3  | 33            | 12                | 36              | 21                  | 15 | 15 | 48%        | 33%        | 89%                       | 77%                  | O                     |
| Precinct 4  | 52            | 21                | 13              | 23                  | 15 | 27 | 35%        | 19%        | 89%                       | 77%                  | O                     |
| Precinct 5  | 42            | 10                | 31              | 31                  | 14 | 14 | 40%        | 46%        | 89%                       | 77%                  | O                     |
| Special Crimes Investigation  | 54            | 11                | 28              | 17                  | 15 | 30 | 39%        | --         | 89%                       | 77%                  | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 33              | 25                  | 25 | 8  | 42%        | --         | 89%                       | 77%                  | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16            | 13                | 50              | 13                  | 25 |    | 63%        | 50%        | 89%                       | 77%                  |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 5                 | 37              | 5                   | 32 | 21 | 42%        | 61%        | 89%                       | 77%                  | O                     |
| Violent Crime Investigations  | 39            | 21                | 44              | 18                  | 10 | 8  | 64%        | --         | 89%                       | 77%                  |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Department Leadership</b>  |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 5. <span style="border: 1px solid black; padding: 2px;">I have confidence in the future of my department.</span>                              |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,418         | 25                | 35 | 16 | 12 | 11 | 60%             | 45%                 | 83% | 68% |            |            |                           |                      |                       |
| Police  | 434           | 13                | 26 | 18 | 17 | 26 | 39%             | 35%                 | 83% | 68% | O          |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 16                | 27 | 21 | 16 | 19 | 43%             | 70%                 | 83% | 68% | O          |            |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 18                | 57 | 18 |    |    | 75%             | 83%                 | 83% | 68% | S          |            |                           |                      |                       |
| Precinct 1  | 34            | 9                 | 35 | 9  | 24 | 24 | 44%             | 43%                 | 83% | 68% | O          |            |                           |                      |                       |
| Precinct 2  | 36            | 8                 | 17 | 14 | 17 | 44 | 25%             | 23%                 | 83% | 68% | O          |            |                           |                      |                       |
| Precinct 3  | 33            | 9                 | 30 | 18 | 18 | 24 | 39%             | 22%                 | 83% | 68% | O          |            |                           |                      |                       |
| Precinct 4  | 52            | 15                | 17 | 15 | 25 | 27 | 33%             | 9%                  | 83% | 68% | O          |            |                           |                      |                       |
| Precinct 5  | 42            | 17                | 26 | 17 | 12 | 29 | 43%             | 33%                 | 83% | 68% | O          |            |                           |                      |                       |
| Special Crimes Investigation  | 54            | 9                 | 20 | 13 | 15 | 43 | 30%             | --                  | 83% | 68% | O          |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 8  | 42 | 17 | 25 | 17%             | --                  | 83% | 68% | O          |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 29 | 18 | 24 | 24 | 35%             | 50%                 | 83% | 68% | O          |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 16                | 16 | 21 | 26 | 21 | 32%             | 22%                 | 83% | 68% | O          |            |                           |                      |                       |
| Violent Crime Investigations  | 40            | 15                | 25 | 30 | 13 | 18 | 40%             | --                  | 83% | 68% | O          |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|----|----|------------|------------|---------------------------|----------------------|-----------------------|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |    |            |            |                           |                      |                       |
| <b>Employee Involvement</b>   |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| 28. <span style="border: 1px solid black; padding: 2px;">City employees are encouraged to develop new and better ways of doing things.</span> |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,384         | 17                | 39              | 21                  | 13 | 9  | 56%        | 47%        | 76%                       | 70%                  |                       |
| Police  | 421           | 8                 | 33              | 25                  | 16 | 19 | 40%        | 36%        | 76%                       | 70%                  | O                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 63            | 8                 | 46              | 16                  | 14 | 16 | 54%        | 69%        | 76%                       | 70%                  |                       |
| Crime Lab/Forensics   | 26            | 27                | 42              | 19                  | 8  |    | 69%        | 66%        | 76%                       | 70%                  | S                     |
| Precinct 1  | 32            |                   | 47              | 16                  | 13 | 22 | 50%        | 35%        | 76%                       | 70%                  | O                     |
| Precinct 2  | 36            | 17                | 44              | 19                  | 19 |    | 17%        | 46%        | 76%                       | 70%                  | O                     |
| Precinct 3  | 32            | 6                 | 31              | 25                  | 16 | 22 | 38%        | 33%        | 76%                       | 70%                  | O                     |
| Precinct 4  | 51            | 10                | 27              | 24                  | 14 | 25 | 37%        | 19%        | 76%                       | 70%                  | O                     |
| Precinct 5  | 42            | 7                 | 24              | 40                  | 7  | 21 | 31%        | 33%        | 76%                       | 70%                  | O                     |
| Special Crimes Investigation  | 52            |                   | 25              | 19                  | 29 | 23 | 29%        | --         | 76%                       | 70%                  | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 25              | 25                  | 8  | 25 | 42%        | --         | 76%                       | 70%                  | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            |                   | 29              | 18                  | 35 | 18 | 29%        | 36%        | 76%                       | 70%                  | O                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 5                 | 32              | 37                  | 11 | 16 | 37%        | 6%         | 76%                       | 70%                  | O                     |
| Violent Crime Investigations  | 39            | 10                | 38              | 21                  | 18 | 13 | 49%        | --         | 76%                       | 70%                  | O                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|  | Valid Returns | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|--|---------------|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Employee Involvement</b>  |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| 29. <span style="border: 1px solid black; padding: 2px;">City employees are encouraged to participate in making decisions that affect their work.</span> |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall  | 2,381         | 15                | 38 | 20              | 15 | 11                  | 53% | 43%        | 74%        | 67%                       |                      |                       |
| Police   | 427           | 7                 | 32 | 19              | 20 | 22                  | 39% | 33%        | 74%        | 67%                       | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP)            | 65            | 8                 | 38 | 12              | 20 | 22                  | 46% | 60%        | 74%        | 67%                       |                      | O                     |
| Crime Lab/Forensics  | 27            | 22                | 37 | 30              | 7  |                     | 59% | 55%        | 74%        | 67%                       |                      |                       |
| Precinct 1   | 33            | 6                 | 45 | 6               | 21 | 21                  | 52% | 34%        | 74%        | 67%                       |                      |                       |
| Precinct 2   | 35            |                   | 26 | 20              | 31 | 23                  | 26% | 35%        | 74%        | 67%                       |                      | O                     |
| Precinct 3   | 33            |                   | 36 | 18              | 18 | 24                  | 39% | 30%        | 74%        | 67%                       |                      | O                     |
| Precinct 4   | 51            | 10                | 26 | 25              | 10 | 29                  | 35% | 15%        | 74%        | 67%                       |                      | O                     |
| Precinct 5   | 42            | 7                 | 33 | 12              | 21 | 26                  | 40% | 37%        | 74%        | 67%                       |                      | O                     |
| Special Crimes Investigation   | 52            |                   | 23 | 25              | 19 | 29                  | 27% | --         | 74%        | 67%                       |                      | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)   | 12            | 8                 | 17 | 25              | 33 | 17                  | 25% | --         | 74%        | 67%                       |                      | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)  | 17            |                   | 29 | 12              | 35 | 24                  | 29% | 43%        | 74%        | 67%                       |                      | O                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)  | 20            | 5                 | 35 | 30              | 15 | 15                  | 40% | 22%        | 74%        | 67%                       |                      | O                     |
| Violent Crime Investigations   | 40            | 8                 | 35 | 25              | 20 | 13                  | 43% | --         | 74%        | 67%                       |                      | O                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Employee Involvement</b>   |               |                   |    |    |    |    |                 |                     |     |            |            |                           |                      |                       |
| 30. <input type="checkbox"/> My ideas and suggestions count.  |               |                   |    |    |    |    |                 |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,394         | 16                | 35 | 21 | 14 | 14 |                 |                     | 51% | --         | 74%        | 64%                       |                      |                       |
| Police  | 428           | 7                 | 30 | 18 | 19 | 25 |                 |                     | 38% | --         | 74%        | 64%                       | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 15                | 34 | 16 | 16 | 18 |                 |                     | 49% | --         | 74%        | 64%                       | O                    |                       |
| Crime Lab/Forensics   | 28            | 25                | 36 | 18 | 14 | 7  |                 |                     | 61% | --         | 74%        | 64%                       |                      |                       |
| Precinct 1  | 33            | 6                 | 30 | 18 | 9  | 36 |                 |                     | 36% | --         | 74%        | 64%                       | O                    |                       |
| Precinct 2  | 36            | 25                | 8  | 36 | 31 |    |                 |                     | 25% | --         | 74%        | 64%                       | O                    |                       |
| Precinct 3  | 32            | 6                 | 22 | 16 | 31 | 25 |                 |                     | 28% | --         | 74%        | 64%                       | O                    |                       |
| Precinct 4  | 50            | 6                 | 28 | 24 | 8  | 34 |                 |                     | 34% | --         | 74%        | 64%                       | O                    |                       |
| Precinct 5  | 42            | 5                 | 33 | 14 | 26 | 21 |                 |                     | 38% | --         | 74%        | 64%                       | O                    |                       |
| Special Crimes Investigation  | 53            | 23                | 21 | 21 | 34 |    |                 |                     | 25% | --         | 74%        | 64%                       | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 17 | 25 | 8  | 42 |                 |                     | 25% | --         | 74%        | 64%                       | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 35 | 18 | 24 | 18 |                 |                     | 41% | --         | 74%        | 64%                       | O                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 5                 | 26 | 32 | 11 | 26 |                 |                     | 32% | --         | 74%        | 64%                       | O                    |                       |
| Violent Crime Investigations  | 39            | 46                | 21 | 15 | 15 |    |                 |                     | 49% | --         | 74%        | 64%                       | O                    |                       |

## 2014 My Minneapolis Employee Engagement Survey

### Police

#### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|----|----|------------|------------|---------------------------|----------------------|-----------------------|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |    |            |            |                           |                      |                       |
| <b>Equity</b>   |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| 24. The process for selecting people for special assignments/projects is fair.  |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,290         | 12                | 32              | 21                  | 18 | 17 | 44%        | 40%        | 63%                       | --                   | O                     |
| Police  | 421           | 5                 | 24              | 14                  | 27 | 31 | 28%        | 30%        | 63%                       | --                   | O                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 63            |                   | 32              | 11                  | 24 | 30 | 35%        | 58%        | 63%                       | --                   | O                     |
| Crime Lab/Forensics   | 26            | 15                | 27              | 27                  | 19 | 12 | 42%        | 59%        | 63%                       | --                   | O                     |
| Precinct 1  | 32            | 19                | 9               | 19                  | 53 |    | 19%        | 42%        | 63%                       | --                   | O                     |
| Precinct 2  | 34            | 21                | 6               | 26                  | 47 |    | 21%        | 23%        | 63%                       | --                   | O                     |
| Precinct 3  | 31            | 13                | 16              | 29                  | 39 |    | 16%        | 22%        | 63%                       | --                   | O                     |
| Precinct 4  | 52            | 8                 | 12              | 19                  | 25 | 37 | 19%        | 18%        | 63%                       | --                   | O                     |
| Precinct 5  | 41            |                   | 32              | 10                  | 27 | 29 | 34%        | 24%        | 63%                       | --                   | O                     |
| Special Crimes Investigation  | 54            | 6                 | 15              | 19                  | 26 | 35 | 20%        | --         | 63%                       | --                   | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 25              | 25                  | 33 |    | 42%        | --         | 63%                       | --                   | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            |                   | 29              | 12                  | 41 | 18 | 29%        | 36%        | 63%                       | --                   | O                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 30              | 15                  | 40 | 10 | 35%        | 24%        | 63%                       | --                   | O                     |
| Violent Crime Investigations  | 39            |                   | 36              | 13                  | 36 | 13 | 38%        | --         | 63%                       | --                   | O                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|----|----|------------|------------|---------------------------|----------------------|-----------------------|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |    |            |            |                           |                      |                       |
| <b>Equity</b>   |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| 25. In my department, all employees have equal opportunity for advancement.   |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,323         | 13                | 31              | 17                  | 19 | 19 | 44%        | 41%        | 56%                       | 75%                  | O                     |
| Police  | 424           | 7                 | 23              | 12                  | 25 | 33 | 30%        | 32%        | 56%                       | 75%                  | O                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 65            | 8                 | 28              | 12                  | 20 | 32 | 35%        | 51%        | 56%                       | 75%                  | O                     |
| Crime Lab/Forensics   | 28            | 21                | 32              | 14                  | 14 | 18 | 54%        | 55%        | 56%                       | 75%                  |                       |
| Precinct 1  | 31            | 16                | 10              | 19                  | 52 |    | 19%        | 43%        | 56%                       | 75%                  | O                     |
| Precinct 2  | 35            | 17                | 6               | 23                  | 51 |    | 20%        | 31%        | 56%                       | 75%                  | O                     |
| Precinct 3  | 32            | 16                | 16              | 25                  | 41 |    | 19%        | 26%        | 56%                       | 75%                  | O                     |
| Precinct 4  | 51            | 10                | 16              | 16                  | 24 | 35 | 25%        | 19%        | 56%                       | 75%                  | O                     |
| Precinct 5  | 41            | 5                 | 27              | 12                  | 29 | 27 | 32%        | 22%        | 56%                       | 75%                  | O                     |
| Special Crimes Investigation  | 54            | 6                 | 19              | 11                  | 28 | 37 | 24%        | --         | 56%                       | 75%                  | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 25              | 17                  | 17 | 33 | 33%        | --         | 56%                       | 75%                  | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16            | 19                | 13              | 44                  |    | 25 | 19%        | 64%        | 56%                       | 75%                  | O                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 5                 | 26              | 11                  | 53 | 5  | 32%        | 24%        | 56%                       | 75%                  | O                     |
| Violent Crime Investigations  | 40            | 8                 | 40              | 10                  | 18 | 25 | 48%        | --         | 56%                       | 75%                  | O                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable | Percent Neutral | Percent Unfavorable | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Equity</b>   |               |                   |                 |                     |            |            |                           |                      |                       |
| 26. My immediate supervisor treats employees fairly.  |               |                   |                 |                     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,400         | 37                | 37              | 11 8 7              | 74%        | 69%        | 83%                       | 75%                  | S                     |
| Police  | 430           | 43                | 35              | 7 6 9               | 79%        | 73%        | 83%                       | 75%                  | S                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            | 38                | 38              | 8 9 8               | 76%        | 83%        | 83%                       | 75%                  | S                     |
| Crime Lab/Forensics   | 28            | 46                | 29              | 18 7                | 75%        | 86%        | 83%                       | 75%                  | S                     |
| Precinct 1  | 33            | 55                | 27              | 6 12                | 82%        | 93%        | 83%                       | 75%                  | S                     |
| Precinct 2  | 35            | 37                | 54              | 6                   | 91%        | 77%        | 83%                       | 75%                  | S                     |
| Precinct 3  | 33            | 48                | 36              | 9                   | 85%        | 81%        | 83%                       | 75%                  | S                     |
| Precinct 4  | 52            | 63                | 27              | 6                   | 90%        | 65%        | 83%                       | 75%                  | S                     |
| Precinct 5  | 41            | 27                | 44              | 12 15               | 71%        | 77%        | 83%                       | 75%                  | S                     |
| Special Crimes Investigation  | 54            | 39                | 31              | 13 6 11             | 70%        | --         | 83%                       | 75%                  | S                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 33                | 25              | 42                  | 58%        | --         | 83%                       | 75%                  |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 82                | 12              | 6                   | 94%        | 71%        | 83%                       | 75%                  | S                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 10                | 30              | 20 40               | 40%        | 31%        | 83%                       | 75%                  | O                     |
| Violent Crime Investigations  | 39            | 44                | 49              | 8                   | 92%        | --         | 83%                       | 75%                  | S                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Equity</b>   |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| 27. My performance on the job is evaluated fairly.  |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,342         | 30                | 41 | 15              | 8  | 6                   | 71% | 65%        | 83%        | 68%                       | S                    |                       |
| Police  | 424           | 30                | 42 | 13              | 8  | 7                   | 71% | 68%        | 83%        | 68%                       | S                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 65            | 29                | 42 | 11              | 9  | 9                   | 71% | 67%        | 83%        | 68%                       | S                    |                       |
| Crime Lab/Forensics   | 28            | 43                | 29 | 21              | 7  | 7                   | 71% | 93%        | 83%        | 68%                       | S                    |                       |
| Precinct 1  | 32            | 22                | 56 | 9               | 9  | 9                   | 78% | 84%        | 83%        | 68%                       | S                    |                       |
| Precinct 2  | 34            | 12                | 71 | 12              | 1  | 1                   | 82% | 77%        | 83%        | 68%                       | S                    |                       |
| Precinct 3  | 34            | 24                | 50 | 15              | 6  | 6                   | 74% | 69%        | 83%        | 68%                       | S                    |                       |
| Precinct 4  | 52            | 46                | 27 | 13              | 8  | 6                   | 73% | 53%        | 83%        | 68%                       | S                    |                       |
| Precinct 5  | 41            | 20                | 44 | 20              | 7  | 10                  | 63% | 69%        | 83%        | 68%                       |                      |                       |
| Special Crimes Investigation  | 52            | 23                | 37 | 15              | 13 | 12                  | 60% | --         | 83%        | 68%                       |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 11            | 36                | 36 | 9               | 9  | 9                   | 73% | --         | 83%        | 68%                       | S                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 53                | 35 | 6               | 6  | 6                   | 88% | 77%        | 83%        | 68%                       | S                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 11                | 42 | 26              | 11 | 11                  | 53% | 53%        | 83%        | 68%                       |                      |                       |
| Violent Crime Investigations  | 39            | 46                | 33 | 5               | 13 | 1                   | 79% | --         | 83%        | 68%                       | S                    |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Ethics</b>   |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 35. Where I work, ethical issues can be discussed without negative consequences.  |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,341         | 18                | 41 | 20 | 12 | 9  |                 | 59%                 | 52% | 75% | 69%        |            |                           |                      |                       |
| Police  | 427           | 11                | 36 | 21 | 16 | 16 |                 | 47%                 | 47% | 75% | 69%        | O          |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 65            | 9                 | 38 | 18 | 14 | 20 |                 | 48%                 | 67% | 75% | 69%        | O          |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 29                | 54 | 18 |    |    |                 | 82%                 | 82% | 75% | 69%        | S          |                           |                      |                       |
| Precinct 1  | 34            | 9                 | 38 | 18 | 21 | 15 |                 | 47%                 | 56% | 75% | 69%        | O          |                           |                      |                       |
| Precinct 2  | 36            |                   | 42 | 14 | 22 | 19 |                 | 44%                 | 42% | 75% | 69%        | O          |                           |                      |                       |
| Precinct 3  | 32            | 6                 | 31 | 25 | 19 | 19 |                 | 38%                 | 46% | 75% | 69%        | O          |                           |                      |                       |
| Precinct 4  | 52            | 10                | 42 | 17 | 19 | 12 |                 | 52%                 | 27% | 75% | 69%        |            |                           |                      |                       |
| Precinct 5  | 42            | 10                | 31 | 29 | 10 | 21 |                 | 40%                 | 48% | 75% | 69%        | O          |                           |                      |                       |
| Special Crimes Investigation  | 52            | 10                | 23 | 25 | 23 | 19 |                 | 33%                 | --  | 75% | 69%        | O          |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 11            | 18                | 18 | 27 |    | 36 |                 | 36%                 | --  | 75% | 69%        | O          |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 24                | 29 | 29 | 12 | 6  |                 | 53%                 | 83% | 75% | 69%        |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 5                 | 37 | 21 | 21 | 16 |                 | 42%                 | 38% | 75% | 69%        | O          |                           |                      |                       |
| Violent Crime Investigations  | 39            | 10                | 41 | 23 | 13 | 13 |                 | 51%                 | --  | 75% | 69%        |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |    |   |
|---|---------------|-------------------|-----------------|---------------------|------------|------------|---------------------------|----------------------|-----------------------|----|---|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |            |            |                           |                      |                       |    |   |
| <b>Ethics</b>   |               |                   |                 |                     |            |            |                           |                      |                       |    |   |
| 36. Where I work, people comply with the City's Ethics in Government Code.  |               |                   |                 |                     |            |            |                           |                      |                       |    |   |
| City of Minneapolis Overall   | 2,343         | 23                | 48              | 16                  | 8          | 5          | 71%                       | 56%                  | 85%                   | -- | S |
| Police  | 422           | 18                | 49              | 19                  | 5          | 9          | 68%                       | 45%                  | 85%                   | -- | S |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 64            | 22                | 53              | 11                  | 8          | 6          | 75%                       | 65%                  | 85%                   | -- | S |
| Crime Lab/Forensics   | 28            | 32                | 43              | 21                  |            |            | 75%                       | 77%                  | 85%                   | -- | S |
| Precinct 1  | 33            | 18                | 42              | 27                  | 6          | 6          | 61%                       | 49%                  | 85%                   | -- |   |
| Precinct 2  | 36            | 6                 | 56              | 22                  | 11         | 6          | 61%                       | 40%                  | 85%                   | -- |   |
| Precinct 3  | 33            | 18                | 58              | 15                  |            | 6          | 76%                       | 40%                  | 85%                   | -- | S |
| Precinct 4  | 51            | 22                | 55              | 12                  |            | 8          | 76%                       | 30%                  | 85%                   | -- | S |
| Precinct 5  | 42            | 17                | 40              | 26                  |            | 14         | 57%                       | 49%                  | 85%                   | -- |   |
| Special Crimes Investigation  | 52            | 13                | 44              | 25                  | 6          | 12         | 58%                       | --                   | 85%                   | -- |   |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 11            | 27                | 18              | 18                  |            | 36         | 45%                       | --                   | 85%                   | -- | O |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16            | 31                | 50              | 19                  |            |            | 81%                       | 64%                  | 85%                   | -- | S |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 18            | 6                 | 44              | 39                  | 6          | 6          | 50%                       | 44%                  | 85%                   | -- | O |
| Violent Crime Investigations  | 38            | 18                | 61              | 5                   | 5          | 11         | 79%                       | --                   | 85%                   | -- | S |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Ethics</b>   |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| 37. My Department Leadership complies with the City's Ethics in Government Code.  |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,275         | 26                | 45 | 16              | 7  | 7                   | 71% | 62%        | 86%        | --                        | S                    |                       |
| Police  | 411           | 16                | 40 | 18              | 11 | 15                  | 55% | 55%        | 86%        | --                        |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 62            | 19                | 47 | 16              | 8  | 10                  | 66% | 73%        | 86%        | --                        | S                    |                       |
| Crime Lab/Forensics   | 27            | 33                | 48 | 11              | 7  |                     | 81% | 89%        | 86%        | --                        | S                    |                       |
| Precinct 1  | 30            | 10                | 47 | 13              | 13 | 17                  | 57% | 64%        | 86%        | --                        |                      |                       |
| Precinct 2  | 35            | 6                 | 31 | 17              | 29 | 17                  | 37% | 52%        | 86%        | --                        | O                    |                       |
| Precinct 3  | 31            | 13                | 48 | 23              | 6  | 10                  | 61% | 57%        | 86%        | --                        |                      |                       |
| Precinct 4  | 51            | 25                | 37 | 14              | 6  | 18                  | 63% | 36%        | 86%        | --                        |                      |                       |
| Precinct 5  | 41            | 15                | 32 | 29              | 7  | 17                  | 46% | 55%        | 86%        | --                        | O                    |                       |
| Special Crimes Investigation  | 53            | 6                 | 32 | 19              | 15 | 28                  | 38% | --         | 86%        | --                        | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 11            | 18                | 27 | 18              | 9  | 27                  | 45% | --         | 86%        | --                        | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 13            | 15                | 46 | 23              | 15 |                     | 62% | 67%        | 86%        | --                        |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 10                | 35 | 30              | 15 | 10                  | 45% | 63%        | 86%        | --                        | O                    |                       |
| Violent Crime Investigations  | 37            | 19                | 43 | 16              | 11 | 11                  | 62% | --         | 86%        | --                        |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|----|----|------------|------------|---------------------------|----------------------|-----------------------|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |    |            |            |                           |                      |                       |
| <b>Immediate Supervisor</b>   |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| 38. My immediate supervisor has my best interests at heart.   |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,396         | 31                | 37              | 16                  | 9  | 7  | 68%        | 34%        | 79%                       | --                   | S                     |
| Police  | 431           | 31                | 34              | 16                  | 10 | 9  | 65%        | 17%        | 79%                       | --                   | S                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 65            | 26                | 35              | 11                  | 15 | 12 | 62%        | 40%        | 79%                       | --                   |                       |
| Crime Lab/Forensics   | 28            | 43                | 25              | 25                  | 7  |    | 68%        | 45%        | 79%                       | --                   | S                     |
| Precinct 1  | 34            | 29                | 38              | 18                  | 12 |    | 68%        | 21%        | 79%                       | --                   | S                     |
| Precinct 2  | 35            | 26                | 49              | 17                  | 6  |    | 74%        | 12%        | 79%                       | --                   | S                     |
| Precinct 3  | 33            | 36                | 33              | 18                  | 9  |    | 70%        | 12%        | 79%                       | --                   | S                     |
| Precinct 4  | 51            | 39                | 35              | 14                  | 8  |    | 75%        | 3%         | 79%                       | --                   | S                     |
| Precinct 5  | 42            | 31                | 26              | 26                  | 10 | 7  | 57%        | 21%        | 79%                       | --                   |                       |
| Special Crimes Investigation  | 54            | 17                | 41              | 15                  | 15 | 13 | 57%        | --         | 79%                       | --                   |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 42                | 8               | 8                   | 17 | 25 | 50%        | --         | 79%                       | --                   | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 53                | 29              | 6                   | 12 |    | 82%        | 21%        | 79%                       | --                   | S                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 10                | 20              | 25                  | 15 | 30 | 30%        | 6%         | 79%                       | --                   | O                     |
| Violent Crime Investigations  | 40            | 43                | 33              | 10                  | 8  | 8  | 75%        | --         | 79%                       | --                   | S                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|  | Valid Returns |                   |                 |                     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |     |   |
|--|---------------|-------------------|-----------------|---------------------|------------|------------|---------------------------|----------------------|-----------------------|-----|---|
|  |               | Percent Favorable | Percent Neutral | Percent Unfavorable |            |            |                           |                      |                       |     |   |
| <b>Immediate Supervisor</b>  |               |                   |                 |                     |            |            |                           |                      |                       |     |   |
| 39. My immediate supervisor does a good job of “managing the work,” that is, making appropriate work assignments, setting priorities, scheduling, etc. |               |                   |                 |                     |            |            |                           |                      |                       |     |   |
| City of Minneapolis Overall  | 2,380         | 29                | 40              | 14                  | 10         | 7          | 69%                       | 66%                  | 77%                   | 69% | S |
| Police   | 430           | 32                | 39              | 13                  | 8          | 8          | 70%                       | 72%                  | 77%                   | 69% | S |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP)          | 65            | 26                | 35              | 17                  | 6          | 15         | 62%                       | 77%                  | 77%                   | 69% |   |
| Crime Lab/Forensics  | 28            | 36                | 25              | 32                  |            |            | 61%                       | 83%                  | 77%                   | 69% |   |
| Precinct 1   | 33            | 36                | 45              | 9                   | 9          |            | 82%                       | 86%                  | 77%                   | 69% | S |
| Precinct 2   | 35            | 31                | 54              | 6                   | 6          |            | 86%                       | 69%                  | 77%                   | 69% | S |
| Precinct 3   | 33            | 27                | 52              | 9                   | 9          |            | 79%                       | 81%                  | 77%                   | 69% | S |
| Precinct 4   | 52            | 40                | 40              | 12                  | 8          |            | 81%                       | 71%                  | 77%                   | 69% | S |
| Precinct 5   | 42            | 29                | 31              | 14                  | 17         | 10         | 60%                       | 71%                  | 77%                   | 69% |   |
| Special Crimes Investigation   | 54            | 20                | 43              | 20                  | 7          | 9          | 63%                       | --                   | 77%                   | 69% |   |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)   | 12            | 33                | 42              | 17                  | 8          |            | 75%                       | --                   | 77%                   | 69% |   |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)  | 17            | 53                | 35              | 6                   | 6          |            | 88%                       | 64%                  | 77%                   | 69% | S |
| Support Services Division (Criminal History, Property & Evidence and Transcription)  | 20            | 10                | 25              | 15                  | 15         | 35         | 35%                       | 38%                  | 77%                   | 69% | O |
| Violent Crime Investigations   | 39            | 46                | 33              | 5                   | 10         | 5          | 79%                       | --                   | 77%                   | 69% | S |

## 2014 My Minneapolis Employee Engagement Survey

### Police

#### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    | Percent Neutral |    |     | Percent Unfavorable |     |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|-----------------|----|-----|---------------------|-----|----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Immediate Supervisor</b>   |               |                   |    |    |                 |    |     |                     |     |    |            |            |                           |                      |                       |
| 40. My immediate supervisor does a good job of managing the people who work for him/her.  |               |                   |    |    |                 |    |     |                     |     |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,397         | 30                | 40 | 13 | 9               | 8  | 70% | 64%                 | 77% | -- | S          |            |                           |                      |                       |
| Police  | 430           | 32                | 39 | 11 | 7               | 11 | 71% | 70%                 | 77% | -- | S          |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 25                | 37 | 16 | 7               | 13 | 63% | 89%                 | 77% | -- |            |            |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 32                | 32 | 25 | 11              |    | 64% | 83%                 | 77% | -- |            |            |                           |                      |                       |
| Precinct 1  | 33            | 36                | 42 | 12 | 9               |    | 79% | 81%                 | 77% | -- | S          |            |                           |                      |                       |
| Precinct 2  | 35            | 31                | 51 | 6  | 9               |    | 83% | 65%                 | 77% | -- | S          |            |                           |                      |                       |
| Precinct 3  | 32            | 41                | 38 | 6  | 13              |    | 78% | 80%                 | 77% | -- | S          |            |                           |                      |                       |
| Precinct 4  | 51            | 43                | 37 | 6  | 10              |    | 80% | 64%                 | 77% | -- | S          |            |                           |                      |                       |
| Precinct 5  | 42            | 29                | 33 | 17 | 7               | 14 | 62% | 69%                 | 77% | -- |            |            |                           |                      |                       |
| Special Crimes Investigation  | 54            | 20                | 50 | 11 | 6               | 13 | 70% | --                  | 77% | -- | S          |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 33                | 25 | 8  | 33              |    | 58% | --                  | 77% | -- |            |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 47                | 41 | 6  | 6               |    | 88% | 64%                 | 77% | -- | S          |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 11                | 26 | 5  | 11              | 47 | 37% | 29%                 | 77% | -- | O          |            |                           |                      |                       |
| Violent Crime Investigations  | 40            | 43                | 40 | 5  | 5               | 8  | 83% | --                  | 77% | -- | S          |            |                           |                      |                       |

## 2014 My Minneapolis Employee Engagement Survey

### Police

#### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |   |
|---|---------------|-------------------|-----------------|---------------------|----|------------|------------|---------------------------|----------------------|-----------------------|---|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |            |            |                           |                      |                       |   |
| <b>Immediate Supervisor</b>   |               |                   |                 |                     |    |            |            |                           |                      |                       |   |
| 41. My immediate supervisor supports my ongoing training and development.   |               |                   |                 |                     |    |            |            |                           |                      |                       |   |
| City of Minneapolis Overall   | 2,385         | 35                | 40              | 14                  | 7  | 5          | 75%        | 67%                       | 86%                  | --                    | S |
| Police  | 431           | 34                | 37              | 14                  | 9  | 6          | 71%        | 70%                       | 86%                  | --                    | S |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 27                | 40              | 19                  | 6  | 7          | 67%        | 85%                       | 86%                  | --                    | S |
| Crime Lab/Forensics   | 28            | 43                | 32              | 18                  | 7  |            | 75%        | 83%                       | 86%                  | --                    | S |
| Precinct 1  | 33            | 39                | 39              | 12                  | 6  |            | 79%        | 84%                       | 86%                  | --                    | S |
| Precinct 2  | 34            | 24                | 56              | 12                  | 6  |            | 79%        | 73%                       | 86%                  | --                    | S |
| Precinct 3  | 34            | 32                | 32              | 18                  | 12 | 6          | 65%        | 66%                       | 86%                  | --                    | S |
| Precinct 4  | 52            | 44                | 35              | 10                  | 10 |            | 79%        | 67%                       | 86%                  | --                    | S |
| Precinct 5  | 41            | 29                | 34              | 20                  | 15 |            | 63%        | 71%                       | 86%                  | --                    |   |
| Special Crimes Investigation  | 54            | 30                | 33              | 15                  | 11 | 11         | 63%        | --                        | 86%                  | --                    |   |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 42                | 17              | 17                  | 25 |            | 58%        | --                        | 86%                  | --                    |   |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 47                | 47              |                     | 6  |            | 94%        | 71%                       | 86%                  | --                    | S |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 20                | 35              | 30                  | 10 | 5          | 55%        | 50%                       | 86%                  | --                    |   |
| Violent Crime Investigations  | 39            | 44                | 36              | 10                  | 8  |            | 79%        | --                        | 86%                  | --                    | S |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    | Percent Neutral |       |     | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|-----------------|-------|-----|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Immediate Supervisor</b>   |               |                   |    |    |                 |       |     |                     |     |     |            |            |                           |                      |                       |
| 42. My immediate supervisor clearly communicates what I am expected to do.  |               |                   |    |    |                 |       |     |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,408         | 30                | 42 | 14 | 9               | 6     | 72% | 69%                 | 81% | 78% | S          |            |                           |                      |                       |
| Police  | 434           | 31                | 42 | 12 | 8               | 7     | 74% | 72%                 | 81% | 78% | S          |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 21                | 48 | 9  | 15              | 7     | 69% | 80%                 | 81% | 78% |            |            |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 36                | 39 | 18 |                 |       | 75% | 79%                 | 81% | 78% | S          |            |                           |                      |                       |
| Precinct 1  | 33            | 36                | 42 | 12 |                 | 6     | 79% | 88%                 | 81% | 78% | S          |            |                           |                      |                       |
| Precinct 2  | 35            | 29                | 46 | 14 |                 | 9     | 74% | 69%                 | 81% | 78% | S          |            |                           |                      |                       |
| Precinct 3  | 34            | 29                | 50 | 12 |                 | 6     | 79% | 77%                 | 81% | 78% | S          |            |                           |                      |                       |
| Precinct 4  | 52            | 50                | 40 |    |                 | 6     | 90% | 62%                 | 81% | 78% | S          |            |                           |                      |                       |
| Precinct 5  | 42            | 29                | 40 | 12 |                 | 7 12  | 69% | 81%                 | 81% | 78% | S          |            |                           |                      |                       |
| Special Crimes Investigation  | 54            | 26                | 39 | 13 |                 | 15 7  | 65% | --                  | 81% | 78% |            |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 33                | 25 | 17 |                 | 25    | 58% | --                  | 81% | 78% |            |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 35                | 47 | 12 |                 | 6     | 82% | 64%                 | 81% | 78% | S          |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 15                | 35 | 25 |                 | 10 15 | 50% | 47%                 | 81% | 78% | O          |            |                           |                      |                       |
| Violent Crime Investigations  | 40            | 38                | 40 | 8  |                 | 10 5  | 78% | --                  | 81% | 78% | S          |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    | Percent Neutral |    |     | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|-----------------|----|-----|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Inclusion</b>  |               |                   |    |    |                 |    |     |                     |     |     |            |            |                           |                      |                       |
| 20. I feel that I am part of a team.  |               |                   |    |    |                 |    |     |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,428         | 29                | 39 | 12 | 10              | 9  | 69% | --                  | 83% | 77% | S          |            |                           |                      |                       |
| Police  | 436           | 19                | 41 | 12 | 14              | 13 | 61% | --                  | 83% | 77% |            |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 25                | 36 | 6  | 13              | 19 | 61% | --                  | 83% | 77% |            |            |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 29                | 43 | 21 |                 |    | 71% | --                  | 83% | 77% | S          |            |                           |                      |                       |
| Precinct 1  | 34            | 12                | 53 | 12 | 15              | 9  | 65% | --                  | 83% | 77% |            |            |                           |                      |                       |
| Precinct 2  | 36            | 14                | 50 | 25 | 11              |    | 64% | --                  | 83% | 77% |            |            |                           |                      |                       |
| Precinct 3  | 34            | 24                | 35 | 6  | 18              | 18 | 59% | --                  | 83% | 77% |            |            |                           |                      |                       |
| Precinct 4  | 52            | 27                | 42 | 12 | 10              | 10 | 69% | --                  | 83% | 77% | S          |            |                           |                      |                       |
| Precinct 5  | 42            | 14                | 45 | 12 | 10              | 19 | 60% | --                  | 83% | 77% |            |            |                           |                      |                       |
| Special Crimes Investigation  | 54            | 15                | 31 | 22 | 17              | 15 | 46% | --                  | 83% | 77% | O          |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 33 | 33 | 25              |    | 42% | --                  | 83% | 77% | O          |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 24                | 29 | 35 | 6               | 6  | 53% | --                  | 83% | 77% |            |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 40 | 20 | 20              | 15 | 45% | --                  | 83% | 77% | O          |            |                           |                      |                       |
| Violent Crime Investigations  | 40            | 23                | 50 | 10 | 10              | 8  | 73% | --                  | 83% | 77% | S          |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |   |
|---|---------------|-------------------|-----------------|---------------------|----|------------|------------|---------------------------|----------------------|-----------------------|---|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |            |            |                           |                      |                       |   |
| <b>Inclusion</b>  |               |                   |                 |                     |    |            |            |                           |                      |                       |   |
| 21. My department has a strong track record of hiring people from diverse backgrounds.  |               |                   |                 |                     |    |            |            |                           |                      |                       |   |
| City of Minneapolis Overall   | 2,294         | 29                | 39              | 19                  | 8  | 5          | 68%        | 67%                       | 78%                  | 79%                   | S |
| Police  | 406           | 24                | 42              | 22                  | 8  | 8          | 65%        | 70%                       | 78%                  | 79%                   | S |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 65            | 20                | 42              | 18                  | 12 | 8          | 62%        | 75%                       | 78%                  | 79%                   |   |
| Crime Lab/Forensics   | 24            | 25                | 33              | 29                  | 8  | 8          | 58%        | 48%                       | 78%                  | 79%                   |   |
| Precinct 1  | 30            | 33                | 33              | 20                  | 10 | 8          | 67%        | 80%                       | 78%                  | 79%                   | S |
| Precinct 2  | 35            | 23                | 43              | 26                  | 6  | 8          | 66%        | 82%                       | 78%                  | 79%                   | S |
| Precinct 3  | 30            | 27                | 50              | 17                  | 7  | 7          | 77%        | 70%                       | 78%                  | 79%                   | S |
| Precinct 4  | 47            | 38                | 43              | 9                   | 6  | 8          | 81%        | 67%                       | 78%                  | 79%                   | S |
| Precinct 5  | 41            | 20                | 34              | 29                  | 12 | 5          | 54%        | 70%                       | 78%                  | 79%                   |   |
| Special Crimes Investigation  | 51            | 27                | 33              | 25                  | 12 | 8          | 61%        | --                        | 78%                  | 79%                   |   |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 25              | 42                  | 17 | 8          | 42%        | --                        | 78%                  | 79%                   | O |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 18                | 41              | 29                  | 6  | 6          | 59%        | 69%                       | 78%                  | 79%                   |   |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 18            | 6                 | 61              | 28                  | 6  | 8          | 67%        | 44%                       | 78%                  | 79%                   | S |
| Violent Crime Investigations  | 36            | 14                | 61              | 17                  | 6  | 8          | 75%        | --                        | 78%                  | 79%                   | S |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Inclusion</b>  |               |                   |    |    |                 |    |                     |     |            |            |                           |                      |                       |
| 22. The City has a work environment in which diverse perspectives are valued.   |               |                   |    |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,349         | 22                | 41 | 21 | 10              | 7  | 63%                 | 65% | 74%        | 68%        |                           |                      |                       |
| Police  | 414           | 19                | 37 | 19 | 13              | 12 | 56%                 | 65% | 74%        | 68%        |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 64            | 20                | 39 | 14 | 13              | 14 | 59%                 | 81% | 74%        | 68%        |                           |                      |                       |
| Crime Lab/Forensics   | 27            | 22                | 41 | 22 | 7               | 7  | 63%                 | 78% | 74%        | 68%        |                           |                      |                       |
| Precinct 1  | 33            | 18                | 36 | 15 | 15              | 15 | 55%                 | 67% | 74%        | 68%        |                           |                      |                       |
| Precinct 2  | 35            | 14                | 34 | 26 | 14              | 11 | 49%                 | 75% | 74%        | 68%        |                           | O                    |                       |
| Precinct 3  | 31            | 16                | 42 | 16 | 19              | 6  | 58%                 | 61% | 74%        | 68%        |                           |                      |                       |
| Precinct 4  | 49            | 31                | 41 | 10 | 10              | 8  | 71%                 | 60% | 74%        | 68%        |                           | S                    |                       |
| Precinct 5  | 41            | 15                | 32 | 37 | 7               | 10 | 46%                 | 62% | 74%        | 68%        |                           | O                    |                       |
| Special Crimes Investigation  | 49            | 20                | 29 | 16 | 18              | 16 | 49%                 | --  | 74%        | 68%        |                           | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 33 | 25 | 8               | 17 | 50%                 | --  | 74%        | 68%        |                           | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 12                | 41 | 24 | 6               | 18 | 53%                 | 67% | 74%        | 68%        |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 18            | 6                 | 39 | 28 | 22              | 6  | 44%                 | 44% | 74%        | 68%        |                           | O                    |                       |
| Violent Crime Investigations  | 38            | 21                | 37 | 16 | 13              | 13 | 58%                 | --  | 74%        | 68%        |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    | Percent Neutral |     |     | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|-----------------|-----|-----|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Inclusion</b>  |               |                   |    |    |                 |     |     |                     |     |     |            |            |                           |                      |                       |
| 23. Where I work, I am treated with dignity and respect.  |               |                   |    |    |                 |     |     |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,418         | 26                | 41 | 14 | 10              | 9   | 67% | 65%                 | 82% | 80% | S          |            |                           |                      |                       |
| Police  | 434           | 18                | 43 | 12 | 12              | 15  | 61% | 65%                 | 82% | 80% |            |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 25                | 36 | 10 | 10              | 18  | 61% | 83%                 | 82% | 80% |            |            |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 36                | 36 | 21 | 7               | 71% | 86% | 82%                 | 80% | S   |            |            |                           |                      |                       |
| Precinct 1  | 34            | 9                 | 56 | 12 | 12              | 12  | 65% | 73%                 | 82% | 80% |            |            |                           |                      |                       |
| Precinct 2  | 36            | 6                 | 56 | 8  | 14              | 17  | 61% | 68%                 | 82% | 80% |            |            |                           |                      |                       |
| Precinct 3  | 33            | 9                 | 36 | 24 | 15              | 15  | 45% | 65%                 | 82% | 80% | O          |            |                           |                      |                       |
| Precinct 4  | 52            | 25                | 42 | 10 | 6               | 17  | 67% | 38%                 | 82% | 80% |            |            |                           |                      |                       |
| Precinct 5  | 42            | 14                | 36 | 26 | 10              | 14  | 50% | 67%                 | 82% | 80% | O          |            |                           |                      |                       |
| Special Crimes Investigation  | 54            | 20                | 39 | 9  | 9               | 22  | 59% | --                  | 82% | 80% |            |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 42 | 33 | 17              | 50% | --  | 82%                 | 80% | O   |            |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16            | 19                | 69 | 6  | 6               | 88% | 64% | 82%                 | 80% | S   |            |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 40 | 10 | 40              | 5   | 45% | 39%                 | 82% | 80% | O          |            |                           |                      |                       |
| Violent Crime Investigations  | 40            | 25                | 48 | 5  | 10              | 13  | 73% | --                  | 82% | 80% |            |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    | Percent Neutral |    |     | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|-----------------|----|-----|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>My Career</b>  |               |                   |    |    |                 |    |     |                     |     |     |            |            |                           |                      |                       |
| 52. My job makes good use of my talents, skills and abilities.  |               |                   |    |    |                 |    |     |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,418         | 20                | 46 | 15 | 11              | 8  | 66% | --                  | 80% | 74% | S          |            |                           |                      |                       |
| Police  | 434           | 15                | 47 | 12 | 13              | 13 | 62% | --                  | 80% | 74% |            |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 19                | 54 | 9  | 7               | 10 | 73% | --                  | 80% | 74% | S          |            |                           |                      |                       |
| Crime Lab/Forensics   | 27            | 30                | 48 | 15 | 7               |    | 78% | --                  | 80% | 74% | S          |            |                           |                      |                       |
| Precinct 1  | 34            | 6                 | 47 | 15 | 12              | 21 | 53% | --                  | 80% | 74% |            |            |                           |                      |                       |
| Precinct 2  | 36            |                   | 44 | 8  | 28              | 19 | 44% | --                  | 80% | 74% | O          |            |                           |                      |                       |
| Precinct 3  | 34            | 6                 | 35 | 24 | 21              | 15 | 41% | --                  | 80% | 74% | O          |            |                           |                      |                       |
| Precinct 4  | 52            | 17                | 42 | 8  | 12              | 21 | 60% | --                  | 80% | 74% |            |            |                           |                      |                       |
| Precinct 5  | 42            | 12                | 40 | 14 | 24              | 10 | 52% | --                  | 80% | 74% |            |            |                           |                      |                       |
| Special Crimes Investigation  | 53            | 13                | 47 | 13 | 9               | 17 | 60% | --                  | 80% | 74% |            |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 25                | 42 | 25 | 8               |    | 67% | --                  | 80% | 74% | S          |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 24                | 53 | 18 | 6               |    | 76% | --                  | 80% | 74% |            |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 60 | 20 | 5               | 10 | 65% | --                  | 80% | 74% | S          |            |                           |                      |                       |
| Violent Crime Investigations  | 40            | 25                | 55 | 8  | 8               | 5  | 80% | --                  | 80% | 74% | S          |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable | Percent Neutral | Percent Unfavorable | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|------------|------------|---------------------------|----------------------|-----------------------|
| <b>My Career</b>  |               |                   |                 |                     |            |            |                           |                      |                       |
| 53. <input type="checkbox"/> There is a promising future for me at the City.  |               |                   |                 |                     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,364         | 16 35             | 28              | 11 10               | 50%        | 39%        | 65%                       | 58%                  | O                     |
| Police  | 431           | 10 31             | 25              | 17 18               | 41%        | 37%        | 65%                       | 58%                  | O                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 63            | 10 38             | 21              | 8 24                | 48%        | 57%        | 65%                       | 58%                  | O                     |
| Crime Lab/Forensics   | 28            | 21 39             | 29              | 11                  | 61%        | 72%        | 65%                       | 58%                  |                       |
| Precinct 1  | 34            | 6 29              | 38              | 6 21                | 35%        | 40%        | 65%                       | 58%                  | O                     |
| Precinct 2  | 36            | 28                | 19 33           | 17                  | 31%        | 35%        | 65%                       | 58%                  | O                     |
| Precinct 3  | 34            | 29                | 35              | 18 15               | 32%        | 25%        | 65%                       | 58%                  | O                     |
| Precinct 4  | 52            | 13 31             | 17              | 13 25               | 44%        | 23%        | 65%                       | 58%                  | O                     |
| Precinct 5  | 41            | 12 34             | 22              | 15 17               | 46%        | 37%        | 65%                       | 58%                  | O                     |
| Special Crimes Investigation  | 54            | 11 13 26          | 26              | 24                  | 24%        | --         | 65%                       | 58%                  | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17 25             | 33              | 8 17                | 42%        | --         | 65%                       | 58%                  | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6 24              | 29              | 29 12               | 29%        | 36%        | 65%                       | 58%                  | O                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 40                | 35              | 10 15               | 40%        | 6%         | 65%                       | 58%                  | O                     |
| Violent Crime Investigations  | 40            | 15 38             | 15              | 25 8                | 53%        | --         | 65%                       | 58%                  |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>My Career</b>  |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 54. I receive the training I need to perform my current job effectively.  |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,423         | 17                | 48 | 18 | 12 | 5  | 65%             | 62%                 | 81% | 76% | S          |            |                           |                      |                       |
| Police  | 434           | 9                 | 43 | 20 | 17 | 12 | 52%             | 55%                 | 81% | 76% |            |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 13                | 43 | 22 | 12 | 9  | 57%             | 72%                 | 81% | 76% |            |            |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 21                | 29 | 32 | 14 |    | 50%             | 83%                 | 81% | 76% | O          |            |                           |                      |                       |
| Precinct 1  | 34            | 6                 | 56 | 15 | 15 | 9  | 62%             | 73%                 | 81% | 76% |            |            |                           |                      |                       |
| Precinct 2  | 35            |                   | 31 | 29 | 23 | 14 | 34%             | 60%                 | 81% | 76% | O          |            |                           |                      |                       |
| Precinct 3  | 34            | 6                 | 44 | 21 | 21 | 9  | 50%             | 46%                 | 81% | 76% | O          |            |                           |                      |                       |
| Precinct 4  | 52            | 10                | 35 | 19 | 21 | 15 | 44%             | 38%                 | 81% | 76% | O          |            |                           |                      |                       |
| Precinct 5  | 42            | 12                | 43 | 17 | 24 | 5  | 55%             | 51%                 | 81% | 76% |            |            |                           |                      |                       |
| Special Crimes Investigation  | 54            | 6                 | 39 | 11 | 17 | 28 | 44%             | --                  | 81% | 76% | O          |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 11            | 9                 | 64 | 18 | 9  |    | 73%             | --                  | 81% | 76% | S          |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 35 | 18 | 29 | 12 | 41%             | 57%                 | 81% | 76% | O          |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 45 | 40 | 5  | 5  | 50%             | 39%                 | 81% | 76% | O          |            |                           |                      |                       |
| Violent Crime Investigations  | 40            | 8                 | 60 | 10 | 13 | 10 | 68%             | --                  | 81% | 76% |            |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>My Career</b>  |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| 55. <input type="checkbox"/> I am satisfied with my opportunity for career development in the City.   |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,389         | 14                | 35 | 24              | 16 | 12                  | 48% | 42%        | 57%        | 60%                       | O                    |                       |
| Police  | 432           | 9                 | 29 | 21              | 19 | 22                  | 38% | 38%        | 57%        | 60%                       | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 65            | 9                 | 31 | 22              | 12 | 26                  | 40% | 58%        | 57%        | 60%                       | O                    |                       |
| Crime Lab/Forensics   | 27            | 26                | 37 | 22              | 11 |                     | 63% | 48%        | 57%        | 60%                       |                      |                       |
| Precinct 1  | 34            | 6                 | 32 | 21              | 12 | 29                  | 38% | 49%        | 57%        | 60%                       | O                    |                       |
| Precinct 2  | 36            | 6                 | 19 | 19              | 31 | 25                  | 25% | 46%        | 57%        | 60%                       | O                    |                       |
| Precinct 3  | 34            | 6                 | 26 | 15              | 32 | 21                  | 32% | 26%        | 57%        | 60%                       | O                    |                       |
| Precinct 4  | 52            | 10                | 29 | 17              | 15 | 29                  | 38% | 26%        | 57%        | 60%                       | O                    |                       |
| Precinct 5  | 41            | 10                | 34 | 24              | 17 | 15                  | 44% | 38%        | 57%        | 60%                       | O                    |                       |
| Special Crimes Investigation  | 54            | 9                 | 24 | 13              | 20 | 33                  | 33% | --         | 57%        | 60%                       | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 17                | 33 | 33              | 17 |                     | 50% | --         | 57%        | 60%                       | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 18 | 41              | 24 | 12                  | 24% | 36%        | 57%        | 60%                       | O                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 25 | 30              | 30 | 10                  | 30% | 22%        | 57%        | 60%                       | O                    |                       |
| Violent Crime Investigations  | 40            | 10                | 35 | 18              | 23 | 15                  | 45% | --         | 57%        | 60%                       | O                    |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>My Career</b>  |               |                   |    |    |    |    |                 |                     |     |            |            |                           |                      |                       |
| 56. I am satisfied with my access to training.  |               |                   |    |    |    |    |                 |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,409         | 15                | 43 | 21 | 13 | 8  |                 | 58%                 | 54% | 73%        | --         |                           |                      |                       |
| Police  | 433           | 8                 | 33 | 23 | 18 | 18 |                 | 41%                 | 43% | 73%        | --         | O                         |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 12                | 34 | 30 | 9  | 15 |                 | 46%                 | 66% | 73%        | --         | O                         |                      |                       |
| Crime Lab/Forensics   | 28            | 21                | 25 | 25 | 18 | 11 |                 | 46%                 | 59% | 73%        | --         | O                         |                      |                       |
| Precinct 1  | 34            | 6                 | 41 | 24 | 9  | 21 |                 | 47%                 | 55% | 73%        | --         | O                         |                      |                       |
| Precinct 2  | 36            |                   | 33 | 28 | 17 | 19 |                 | 36%                 | 27% | 73%        | --         | O                         |                      |                       |
| Precinct 3  | 32            |                   | 25 | 19 | 28 | 25 |                 | 28%                 | 23% | 73%        | --         | O                         |                      |                       |
| Precinct 4  | 52            | 8                 | 31 | 13 | 25 | 23 |                 | 38%                 | 36% | 73%        | --         | O                         |                      |                       |
| Precinct 5  | 41            | 7                 | 34 | 24 | 17 | 17 |                 | 41%                 | 46% | 73%        | --         | O                         |                      |                       |
| Special Crimes Investigation  | 54            | 6                 | 30 | 9  | 28 | 28 |                 | 35%                 | --  | 73%        | --         | O                         |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 25                | 17 | 33 | 17 | 8  |                 | 42%                 | --  | 73%        | --         | O                         |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 29 | 29 | 24 | 12 |                 | 35%                 | 50% | 73%        | --         | O                         |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            |                   | 45 | 40 | 10 | 5  |                 | 45%                 | 33% | 73%        | --         | O                         |                      |                       |
| Violent Crime Investigations  | 40            | 5                 | 48 | 23 | 13 | 13 |                 | 53%                 | --  | 73%        | --         |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Performance Management</b>   |               |                   |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 42. My immediate supervisor clearly communicates what I am expected to do.  |               |                   |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,408         | 30                | 42 | 14 | 9               | 6                   | 72% | 69% | 81%        | 78%        | S                         |                      |                       |
| Police  | 434           | 31                | 42 | 12 | 8               | 7                   | 74% | 72% | 81%        | 78%        | S                         |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 21                | 48 | 9  | 15              | 7                   | 69% | 80% | 81%        | 78%        |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 36                | 39 | 18 |                 |                     | 75% | 79% | 81%        | 78%        | S                         |                      |                       |
| Precinct 1  | 33            | 36                | 42 | 12 |                 | 6                   | 79% | 88% | 81%        | 78%        | S                         |                      |                       |
| Precinct 2  | 35            | 29                | 46 | 14 |                 | 9                   | 74% | 69% | 81%        | 78%        | S                         |                      |                       |
| Precinct 3  | 34            | 29                | 50 | 12 |                 | 6                   | 79% | 77% | 81%        | 78%        | S                         |                      |                       |
| Precinct 4  | 52            | 50                | 40 |    |                 | 6                   | 90% | 62% | 81%        | 78%        | S                         |                      |                       |
| Precinct 5  | 42            | 29                | 40 | 12 |                 | 7 12                | 69% | 81% | 81%        | 78%        | S                         |                      |                       |
| Special Crimes Investigation  | 54            | 26                | 39 | 13 |                 | 15 7                | 65% | --  | 81%        | 78%        |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 33                | 25 | 17 |                 | 25                  | 58% | --  | 81%        | 78%        |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 35                | 47 | 12 |                 | 6                   | 82% | 64% | 81%        | 78%        | S                         |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 15                | 35 | 25 |                 | 10 15               | 50% | 47% | 81%        | 78%        | O                         |                      |                       |
| Violent Crime Investigations  | 40            | 38                | 40 | 8  |                 | 10 5                | 78% | --  | 81%        | 78%        | S                         |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable | Percent Neutral | Percent Unfavorable | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Performance Management</b>   |               |                   |                 |                     |            |            |                           |                      |                       |
| 6. I understand how my work links to the goals of the City.   |               |                   |                 |                     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,422         | 31                | 48              | 12 5                | 80%        | 66%        | 93%                       | 84%                  | S                     |
| Police  | 433           | 19                | 46              | 19 9 7              | 65%        | 53%        | 93%                       | 84%                  | S                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            | 29                | 42              | 15 8 6              | 71%        | 69%        | 93%                       | 84%                  | S                     |
| Crime Lab/Forensics   | 28            | 29                | 61              | 11                  | 89%        | 76%        | 93%                       | 84%                  | S                     |
| Precinct 1  | 33            | 12                | 39              | 27 12 9             | 52%        | 55%        | 93%                       | 84%                  |                       |
| Precinct 2  | 36            | 6                 | 53              | 17 19 6             | 58%        | 54%        | 93%                       | 84%                  |                       |
| Precinct 3  | 34            | 9                 | 41              | 32 12 6             | 50%        | 42%        | 93%                       | 84%                  | O                     |
| Precinct 4  | 52            | 23                | 38              | 15 13 10            | 62%        | 36%        | 93%                       | 84%                  |                       |
| Precinct 5  | 42            | 19                | 52              | 10 5 14             | 71%        | 67%        | 93%                       | 84%                  | S                     |
| Special Crimes Investigation  | 54            | 20                | 35              | 26 9 9              | 56%        | --         | 93%                       | 84%                  |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 33              | 25 17 17            | 42%        | --         | 93%                       | 84%                  | O                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 24                | 59              | 12 6                | 82%        | 71%        | 93%                       | 84%                  | S                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 11                | 58              | 21 5 5              | 68%        | 50%        | 93%                       | 84%                  | S                     |
| Violent Crime Investigations  | 40            | 18                | 60              | 18 5                | 78%        | --         | 93%                       | 84%                  | S                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    | Percent Neutral |    |     | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|-----------------|----|-----|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Performance Management</b>   |               |                   |    |    |                 |    |     |                     |     |     |            |            |                           |                      |                       |
| 7. My immediate supervisor gives me useful feedback on how well I'm doing my job.   |               |                   |    |    |                 |    |     |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,389         | 33                | 37 | 12 | 10              | 7  | 70% | 64%                 | 79% | 70% | S          |            |                           |                      |                       |
| Police  | 431           | 37                | 38 | 7  | 10              | 9  | 74% | 71%                 | 79% | 70% | S          |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            | 35                | 29 | 9  | 9               | 18 | 64% | 72%                 | 79% | 70% |            |            |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 39                | 36 | 14 | 7               |    | 75% | 90%                 | 79% | 70% | S          |            |                           |                      |                       |
| Precinct 1  | 34            | 35                | 47 | 6  | 9               |    | 82% | 86%                 | 79% | 70% | S          |            |                           |                      |                       |
| Precinct 2  | 35            | 20                | 57 | 6  | 11              | 6  | 77% | 81%                 | 79% | 70% | S          |            |                           |                      |                       |
| Precinct 3  | 32            | 38                | 44 | 6  | 6               | 6  | 81% | 77%                 | 79% | 70% | S          |            |                           |                      |                       |
| Precinct 4  | 52            | 56                | 31 | 8  |                 |    | 87% | 64%                 | 79% | 70% | S          |            |                           |                      |                       |
| Precinct 5  | 42            | 31                | 48 | 12 | 7               |    | 79% | 75%                 | 79% | 70% | S          |            |                           |                      |                       |
| Special Crimes Investigation  | 53            | 32                | 30 | 11 | 15              | 11 | 62% | --                  | 79% | 70% |            |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 33                | 33 | 8  | 25              |    | 67% | --                  | 79% | 70% |            |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 59                | 35 | 6  |                 |    | 94% | 62%                 | 79% | 70% | S          |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 15                | 35 | 40 | 10              |    | 50% | 44%                 | 79% | 70% | O          |            |                           |                      |                       |
| Violent Crime Investigations  | 40            | 43                | 38 | 8  | 8               | 5  | 80% | --                  | 79% | 70% | S          |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Recognition</b>  |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 49. I receive recognition that is meaningful to me.   |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,390         | 12                | 37 | 25 | 16 | 11 |                 | 49%                 | 50% | 63% | --         | O          |                           |                      |                       |
| Police  | 432           | 10                | 35 | 19 | 21 | 16 |                 | 45%                 | 52% | 63% | --         | O          |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 15                | 31 | 9  | 24 | 21 |                 | 46%                 | 58% | 63% | --         | O          |                           |                      |                       |
| Crime Lab/Forensics   | 28            | 25                | 43 | 21 | 7  |    | 68%             | 79%                 | 63% | --  | S          |            |                           |                      |                       |
| Precinct 1  | 34            | 12                | 29 | 29 | 12 | 18 |                 | 41%                 | 65% | 63% | --         | O          |                           |                      |                       |
| Precinct 2  | 35            | 29                | 23 | 34 | 14 |    | 29%             | 46%                 | 63% | --  | O          |            |                           |                      |                       |
| Precinct 3  | 33            | 30                | 30 | 21 | 15 |    | 33%             | 57%                 | 63% | --  | O          |            |                           |                      |                       |
| Precinct 4  | 52            | 13                | 40 | 17 | 12 | 17 |                 | 54%                 | 38% | 63% | --         |            |                           |                      |                       |
| Precinct 5  | 41            | 7                 | 34 | 20 | 20 | 20 |                 | 41%                 | 58% | 63% | --         | O          |                           |                      |                       |
| Special Crimes Investigation  | 53            | 38                | 13 | 26 | 21 |    | 40%             | --                  | 63% | --  | O          |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 17 | 17 | 42 | 17 |                 | 25%                 | --  | 63% | --         | O          |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 41 | 18 | 29 | 6  |                 | 47%                 | 50% | 63% | --         | O          |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 20 | 35 | 20 | 20 |                 | 25%                 | 28% | 63% | --         | O          |                           |                      |                       |
| Violent Crime Investigations  | 40            | 15                | 53 | 13 | 18 |    | 68%             | --                  | 63% | --  |            |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Recognition</b>  |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| 50. <input type="checkbox"/> I feel valued as an employee of the City.  |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,420         | 14                | 38 | 22              | 14 | 12                  | 52% | 46%        | 70%        | 65%                       |                      |                       |
| Police  | 435           | 7                 | 30 | 19              | 22 | 22                  | 37% | 36%        | 70%        | 65%                       | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 10                | 31 | 19              | 18 | 21                  | 42% | 56%        | 70%        | 65%                       | O                    |                       |
| Crime Lab/Forensics   | 28            | 18                | 39 | 29              | 14 |                     | 57% | 64%        | 70%        | 65%                       |                      |                       |
| Precinct 1  | 34            | 9                 | 26 | 18              | 21 | 26                  | 35% | 33%        | 70%        | 65%                       | O                    |                       |
| Precinct 2  | 36            |                   | 22 | 17              | 28 | 31                  | 25% | 42%        | 70%        | 65%                       | O                    |                       |
| Precinct 3  | 34            |                   | 26 | 21              | 32 | 18                  | 29% | 29%        | 70%        | 65%                       | O                    |                       |
| Precinct 4  | 51            | 6                 | 25 | 18              | 20 | 31                  | 31% | 15%        | 70%        | 65%                       | O                    |                       |
| Precinct 5  | 42            | 10                | 21 | 26              | 19 | 24                  | 31% | 44%        | 70%        | 65%                       | O                    |                       |
| Special Crimes Investigation  | 54            |                   | 28 | 11              | 24 | 33                  | 31% | --         | 70%        | 65%                       | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 25 | 17              | 33 | 17                  | 33% | --         | 70%        | 65%                       | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            |                   | 41 | 18              | 29 | 12                  | 41% | 43%        | 70%        | 65%                       | O                    |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 35 | 20              | 20 | 20                  | 40% | 17%        | 70%        | 65%                       | O                    |                       |
| Violent Crime Investigations  | 40            | 10                | 45 | 20              | 15 | 10                  | 55% | --         | 70%        | 65%                       |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    | Percent Neutral |    | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|-----------------|----|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Recognition</b>  |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| 51. I regularly receive appropriate recognition when I do a good job.   |               |                   |    |                 |    |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,402         | 13                | 37 | 23              | 17 | 11                  | 49% | 44%        | 65%        | 59%                       | O                    |                       |
| Police  | 434           | 10                | 35 | 19              | 19 | 17                  | 45% | 42%        | 65%        | 59%                       | O                    |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 13                | 34 | 7               | 25 | 19                  | 48% | 54%        | 65%        | 59%                       | O                    |                       |
| Crime Lab/Forensics   | 28            | 21                | 32 | 32              | 14 |                     | 54% | 69%        | 65%        | 59%                       |                      |                       |
| Precinct 1  | 34            | 6                 | 41 | 21              | 9  | 24                  | 47% | 48%        | 65%        | 59%                       | O                    |                       |
| Precinct 2  | 35            | 6                 | 20 | 34              | 26 | 14                  | 26% | 38%        | 65%        | 59%                       | O                    |                       |
| Precinct 3  | 34            |                   | 38 | 26              | 24 | 9                   | 41% | 42%        | 65%        | 59%                       | O                    |                       |
| Precinct 4  | 52            | 10                | 38 | 13              | 17 | 21                  | 48% | 23%        | 65%        | 59%                       | O                    |                       |
| Precinct 5  | 42            | 12                | 36 | 24              | 10 | 19                  | 48% | 61%        | 65%        | 59%                       | O                    |                       |
| Special Crimes Investigation  | 54            |                   | 37 | 17              | 17 | 26                  | 41% | --         | 65%        | 59%                       | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 25 | 25              | 33 | 8                   | 33% | --         | 65%        | 59%                       | O                    |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 47 | 18              | 24 | 6                   | 53% | 43%        | 65%        | 59%                       |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 10                | 25 | 20              | 25 | 20                  | 35% | 33%        | 65%        | 59%                       | O                    |                       |
| Violent Crime Investigations  | 39            | 18                | 44 | 15              | 13 | 10                  | 62% | --         | 65%        | 59%                       |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|----|------------|------------|---------------------------|----------------------|-----------------------|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |            |            |                           |                      |                       |
| <b>Work Environment</b>   |               |                   |                 |                     |    |            |            |                           |                      |                       |
| 43. The City supports me via programs, resources, etc., in attaining my health and wellness goals.  |               |                   |                 |                     |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,370         | 25                | 51              | 15                  | 6  | 75%        | 74%        | 87%                       | --                   | S                     |
| Police  | 430           | 16                | 46              | 19                  | 10 | 62%        | 71%        | 87%                       | --                   |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            | 20                | 52              | 15                  | 5  | 71%        | 79%        | 87%                       | --                   | S                     |
| Crime Lab/Forensics   | 27            | 19                | 63              | 19                  |    | 81%        | 68%        | 87%                       | --                   | S                     |
| Precinct 1  | 34            | 15                | 44              | 18                  | 15 | 59%        | 82%        | 87%                       | --                   |                       |
| Precinct 2  | 36            | 8                 | 44              | 28                  | 14 | 53%        | 50%        | 87%                       | --                   |                       |
| Precinct 3  | 34            | 9                 | 35              | 26                  | 15 | 44%        | 68%        | 87%                       | --                   | O                     |
| Precinct 4  | 52            | 17                | 38              | 15                  | 12 | 56%        | 66%        | 87%                       | --                   |                       |
| Precinct 5  | 41            | 17                | 37              | 20                  | 17 | 54%        | 73%        | 87%                       | --                   |                       |
| Special Crimes Investigation  | 54            | 13                | 50              | 19                  | 15 | 63%        | --         | 87%                       | --                   |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 25                | 58              | 8                   | 8  | 83%        | --         | 87%                       | --                   | S                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16            | 13                | 56              | 19                  | 13 | 69%        | 92%        | 87%                       | --                   | S                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 16                | 42              | 26                  | 5  | 58%        | 75%        | 87%                       | --                   |                       |
| Violent Crime Investigations  | 39            | 26                | 46              | 18                  | 5  | 72%        | --         | 87%                       | --                   | S                     |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    | Percent Neutral |     |     | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|-----------------|-----|-----|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Work Environment</b>   |               |                   |    |    |                 |     |     |                     |     |     |            |            |                           |                      |                       |
| 44. Safety in the workplace is a high priority.   |               |                   |    |    |                 |     |     |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,378         | 32                | 45 | 14 | 5               | 5   | 76% | 73%                 | 85% | 88% | S          |            |                           |                      |                       |
| Police  | 424           | 22                | 41 | 14 | 9               | 14  | 63% | 68%                 | 85% | 88% |            |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 63            | 19                | 46 | 14 | 8               | 13  | 65% | 76%                 | 85% | 88% |            |            |                           |                      |                       |
| Crime Lab/Forensics   | 27            | 30                | 63 | 7  | 93%             | 90% | 85% | 88%                 | S   |     |            |            |                           |                      |                       |
| Precinct 1  | 34            | 32                | 29 | 12 | 9               | 18  | 62% | 61%                 | 85% | 88% |            |            |                           |                      |                       |
| Precinct 2  | 36            | 22                | 36 | 11 | 28              | 58% | 52% | 85%                 | 88% |     |            |            |                           |                      |                       |
| Precinct 3  | 34            | 29                | 24 | 9  | 21              | 18  | 53% | 72%                 | 85% | 88% |            |            |                           |                      |                       |
| Precinct 4  | 51            | 22                | 22 | 14 | 8               | 35  | 43% | 58%                 | 85% | 88% | O          |            |                           |                      |                       |
| Precinct 5  | 41            | 24                | 46 | 12 | 15              | 71% | 71% | 85%                 | 88% | S   |            |            |                           |                      |                       |
| Special Crimes Investigation  | 52            | 10                | 54 | 17 | 12              | 8   | 63% | --                  | 85% | 88% |            |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 25                | 50 | 8  | 17              | 75% | --  | 85%                 | 88% | S   |            |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16            | 25                | 31 | 19 | 25              | 56% | 83% | 85%                 | 88% |     |            |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 19            | 5                 | 42 | 42 | 11              | 47% | 41% | 85%                 | 88% | O   |            |            |                           |                      |                       |
| Violent Crime Investigations  | 39            | 26                | 46 | 21 | 5               | 72% | --  | 85%                 | 88% | S   |            |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |    | Percent Neutral | Percent Unfavorable |     |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|----|-----------------|---------------------|-----|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Work Environment</b>   |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| 45. I am satisfied with my overall physical work environment (e.g. ventilation, noise, lighting, space).                                      |               |                   |    |    |    |    |                 |                     |     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,411         | 19                | 42 | 14 | 16 | 9  |                 | 61%                 | 62% | 66% | 71%        |            |                           |                      |                       |
| Police  | 428           | 12                | 40 | 11 | 19 | 18 |                 | 52%                 | 54% | 66% | 71%        |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            | 12                | 39 | 9  | 21 | 18 |                 | 52%                 | 67% | 66% | 71%        |            |                           |                      |                       |
| Crime Lab/Forensics   | 27            | 15                | 26 | 15 | 11 | 33 |                 | 41%                 | 55% | 66% | 71%        |            |                           | O                    |                       |
| Precinct 1  | 34            | 18                | 32 | 12 | 21 | 18 |                 | 50%                 | 61% | 66% | 71%        |            |                           | O                    |                       |
| Precinct 2  | 36            |                   | 39 | 19 | 19 | 19 |                 | 42%                 | 32% | 66% | 71%        |            |                           | O                    |                       |
| Precinct 3  | 33            | 18                | 52 | 15 | 6  | 9  |                 | 70%                 | 71% | 66% | 71%        |            |                           | S                    |                       |
| Precinct 4  | 52            | 13                | 33 | 10 | 17 | 27 |                 | 46%                 | 44% | 66% | 71%        |            |                           | O                    |                       |
| Precinct 5  | 41            | 15                | 54 | 15 | 7  | 10 |                 | 68%                 | 57% | 66% | 71%        |            |                           | S                    |                       |
| Special Crimes Investigation  | 54            |                   | 46 |    | 26 | 20 |                 | 50%                 | --  | 66% | 71%        |            |                           | O                    |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 11            | 18                | 45 |    | 27 | 9  |                 | 64%                 | --  | 66% | 71%        |            |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 16            | 25                | 31 | 6  | 25 | 13 |                 | 56%                 | 71% | 66% | 71%        |            |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 20                | 5  | 35 |    | 40 |                 | 20%                 | 33% | 66% | 71%        |            |                           | O                    |                       |
| Violent Crime Investigations  | 38            | 13                | 47 | 16 | 21 |    |                 | 61%                 | --  | 66% | 71%        |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable |    |    |    |     | Percent Neutral | Percent Unfavorable |     | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|----|----|----|-----|-----------------|---------------------|-----|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Work Environment</b>   |               |                   |    |    |    |     |                 |                     |     |            |            |                           |                      |                       |
| 46. Where I work, we have enough people to get the work done.   |               |                   |    |    |    |     |                 |                     |     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,408         | 10                | 30 | 15 | 24 | 20  | 41%             | 33%                 | 52% | 52%        | O          |                           |                      |                       |
| Police  | 434           | 18                | 12 | 26 | 40 | 22% | 25%             | 52%                 | 52% | O          |            |                           |                      |                       |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 7                 | 22 | 9  | 30 | 31  | 30%             | 44%                 | 52% | 52%        | O          |                           |                      |                       |
| Crime Lab/Forensics   | 27            | 11                | 15 | 37 | 26 | 11  | 26%             | 59%                 | 52% | 52%        | O          |                           |                      |                       |
| Precinct 1  | 34            | 6                 | 9  | 9  | 21 | 56  | 15%             | 25%                 | 52% | 52%        | O          |                           |                      |                       |
| Precinct 2  | 36            | 17                | 11 | 28 | 44 | 17% | 12%             | 52%                 | 52% | O          |            |                           |                      |                       |
| Precinct 3  | 34            | 6                 | 9  | 6  | 29 | 50  | 15%             | 9%                  | 52% | 52%        | O          |                           |                      |                       |
| Precinct 4  | 52            | 13                | 6  | 21 | 56 | 17% | 9%              | 52%                 | 52% | O          |            |                           |                      |                       |
| Precinct 5  | 42            | 17                | 5  | 26 | 50 | 19% | 10%             | 52%                 | 52% | O          |            |                           |                      |                       |
| Special Crimes Investigation  | 54            | 20                | 9  | 28 | 43 | 20% | --              | 52%                 | 52% | O          |            |                           |                      |                       |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 42 | 8  | 17 | 25  | 50%             | --                  | 52% | 52%        | O          |                           |                      |                       |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 18 | 12 | 35 | 29  | 24%             | 36%                 | 52% | 52%        | O          |                           |                      |                       |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 10 | 20 | 30 | 35  | 15%             | 28%                 | 52% | 52%        | O          |                           |                      |                       |
| Violent Crime Investigations  | 39            | 26                | 23 | 23 | 26 | 28% | --              | 52%                 | 52% | O          |            |                           |                      |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns |                   |                 |                     |    |    | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|----|----|------------|------------|---------------------------|----------------------|-----------------------|
|   |               | Percent Favorable | Percent Neutral | Percent Unfavorable |    |    |            |            |                           |                      |                       |
| <b>Work Environment</b>   |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| 47. I have access to the resources (e.g. equipment, information, materials, technology) I need to do my job effectively.                      |               |                   |                 |                     |    |    |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,423         | 16                | 49              | 15                  | 13 | 7  | 66%        | 61%        | 80%                       | 75%                  |                       |
| Police  | 433           | 7                 | 42              | 13                  | 21 | 16 | 50%        | 50%        | 80%                       | 75%                  | O                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 67            | 7                 | 43              | 10                  | 24 | 15 | 51%        | 67%        | 80%                       | 75%                  |                       |
| Crime Lab/Forensics   | 27            | 15                | 48              | 11                  | 19 | 7  | 63%        | 79%        | 80%                       | 75%                  |                       |
| Precinct 1  | 34            | 6                 | 50              | 6                   | 18 | 21 | 56%        | 57%        | 80%                       | 75%                  |                       |
| Precinct 2  | 36            |                   | 53              | 11                  | 22 | 14 | 53%        | 50%        | 80%                       | 75%                  |                       |
| Precinct 3  | 34            | 6                 | 35              | 9                   | 26 | 24 | 41%        | 36%        | 80%                       | 75%                  | O                     |
| Precinct 4  | 51            | 12                | 29              | 14                  | 16 | 29 | 41%        | 39%        | 80%                       | 75%                  | O                     |
| Precinct 5  | 42            | 5                 | 40              | 17                  | 24 | 14 | 45%        | 45%        | 80%                       | 75%                  | O                     |
| Special Crimes Investigation  | 54            |                   | 39              | 17                  | 26 | 15 | 43%        | --         | 80%                       | 75%                  | O                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 8                 | 50              |                     | 25 | 8  | 8          | 58%        | --                        | 80%                  | 75%                   |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 6                 | 65              | 12                  | 6  | 12 | 71%        | 79%        | 80%                       | 75%                  | S                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 5                 | 35              | 20                  | 20 | 20 | 40%        | 33%        | 80%                       | 75%                  | O                     |
| Violent Crime Investigations  | 39            | 13                | 44              | 15                  | 26 |    | 56%        | --         | 80%                       | 75%                  |                       |

# 2014 My Minneapolis Employee Engagement Survey

## Police

### VII) Item Summary

Indicates Priority Item for Your Group

|   | Valid Returns | Percent Favorable | Percent Neutral | Percent Unfavorable | 2014 % Fav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm | Strength/ Opportunity |
|---|---------------|-------------------|-----------------|---------------------|------------|------------|---------------------------|----------------------|-----------------------|
| <b>Work Environment</b>   |               |                   |                 |                     |            |            |                           |                      |                       |
| 48. The people I work with cooperate to get the job done.   |               |                   |                 |                     |            |            |                           |                      |                       |
| City of Minneapolis Overall   | 2,423         | 31                | 48              | 12 6                | 79%        | 76%        | 85%                       | 82%                  | S                     |
| Police  | 430           | 30                | 51              | 12 6                | 81%        | 80%        | 85%                       | 82%                  | S                     |
| Administration/Professional Standards (Backgrounds, BTU, Intellectual Properties, Internal Affairs, Training, Health & Wellness, R&D and EAP) | 66            | 27                | 50              | 14 6                | 77%        | 88%        | 85%                       | 82%                  | S                     |
| Crime Lab/Forensics   | 27            | 30                | 67              |                     | 96%        | 90%        | 85%                       | 82%                  | S                     |
| Precinct 1  | 33            | 27                | 45              | 18 6                | 73%        | 98%        | 85%                       | 82%                  | S                     |
| Precinct 2  | 35            | 29                | 51              | 17                  | 80%        | 77%        | 85%                       | 82%                  | S                     |
| Precinct 3  | 34            | 38                | 38              | 15 6                | 76%        | 84%        | 85%                       | 82%                  | S                     |
| Precinct 4  | 51            | 25                | 57              | 8 6                 | 82%        | 80%        | 85%                       | 82%                  | S                     |
| Precinct 5  | 42            | 29                | 43              | 14 7 7              | 71%        | 73%        | 85%                       | 82%                  | S                     |
| Special Crimes Investigation  | 54            | 33                | 52              | 9                   | 85%        | --         | 85%                       | 82%                  | S                     |
| Special Operations (Bomb/Arson, Canine, Mounted, SWAT)  | 12            | 25                | 67              | 8                   | 92%        | --         | 85%                       | 82%                  | S                     |
| Strategic Information & Crime Management (Crime Analysis, SIC, and CET)   | 17            | 29                | 53              | 18                  | 82%        | 79%        | 85%                       | 82%                  | S                     |
| Support Services Division (Criminal History, Property & Evidence and Transcription)   | 20            | 20                | 55              | 5 15 5              | 75%        | 50%        | 85%                       | 82%                  |                       |
| Violent Crime Investigations  | 39            | 36                | 54              | 10                  | 90%        | --         | 85%                       | 82%                  | S                     |

# VIII) Most Favorable/Most Unfavorable Summary

## 2014 My Minneapolis Employee Engagement Survey

### Police

#### VIII) Most Favorable/Most Unfavorable Summary

| <b>Most Favorable Items</b>  | 2014 % Fav | 2014 % Unfav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm |
|--|------------|--------------|------------|---------------------------|----------------------|
| <b>Police</b>  |            |              |            |                           |                      |
| 48. The people I work with cooperate to get the job done.  | 81%        | 7%           | 80%        | 85%                       | 82%                  |
| 26. My immediate supervisor treats employees fairly.   | 79%        | 14%          | 73%        | 83%                       | 75%                  |
| 7. My immediate supervisor gives me useful feedback on how well I'm doing my job.  | 74%        | 19%          | 71%        | 79%                       | 70%                  |
| 42. My immediate supervisor clearly communicates what I am expected to do.   | 74%        | 15%          | 72%        | 81%                       | 78%                  |
| 41. My immediate supervisor supports my ongoing training and development.  | 71%        | 15%          | 70%        | 86%                       | --                   |
| 27. My performance on the job is evaluated fairly.   | 71%        | 15%          | 68%        | 83%                       | 68%                  |
| 40. My immediate supervisor does a good job of managing the people who work for him/her.   | 71%        | 18%          | 70%        | 77%                       | --                   |
| 39. My immediate supervisor does a good job of "managing the work," that is, making appropriate work assignments, setting priorities, scheduling, etc. | 70%        | 16%          | 72%        | 77%                       | 69%                  |
| 15. My department is actively working to strengthen its relationship with the communities we serve.  | 68%        | 11%          | 63%        | 84%                       | --                   |
| 36. Where I work, people comply with the City's Ethics in Government Code.   | 68%        | 14%          | 45%        | 85%                       | --                   |

| <b>Most Unfavorable Items</b>   | 2014 % Fav | 2014 % Unfav | 2011 % Fav | City's Most Engaged Units | Kenexa US World Norm |
|---|------------|--------------|------------|---------------------------|----------------------|
| <b>Police</b>   |            |              |            |                           |                      |
| 46. Where I work, we have enough people to get the work done.                                     | 22%        | 66%          | 25%        | 52%                       | 52%                  |
| 13. There is open and honest two-way communication at the City.                                   | 19%        | 63%          | --         | 59%                       | 59%                  |
| 24. The process for selecting people for special assignments/projects is fair.                    | 28%        | 58%          | 30%        | 63%                       | --                   |
| 25. In my department, all employees have equal opportunity for advancement.                       | 30%        | 58%          | 32%        | 56%                       | 75%                  |
| 2. My Department Leadership demonstrates that employees are important to the success of the City. | 39%        | 47%          | 36%        | 81%                       | 68%                  |
| 30. My ideas and suggestions count.   | 38%        | 44%          | --         | 74%                       | 64%                  |
| 50. I feel valued as an employee of the City.   | 37%        | 44%          | 36%        | 70%                       | 65%                  |
| 5. I have confidence in the future of my department.  | 39%        | 43%          | 35%        | 83%                       | 68%                  |
| 1. My Department Leadership has communicated a vision of the future that motivates me.            | 38%        | 43%          | 36%        | 72%                       | 59%                  |
| 11. Where I work, we are told of upcoming changes in time to prepare for them.                    | 41%        | 43%          | 43%        | 73%                       | 61%                  |