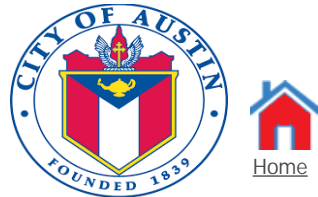


Listening to the Workforce Survey 2.0 - Full Response



Human Resource Performance Survey Data for Year: 2021

Survey Question Option	Strongly Disagree/Very Poor		Disagree/Poor		Neutral		Agree/Good		Strongly Agree/Very Good	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
<b>EMPLOYEE ENGAGEMENT</b>										
1. I would recommend the City of Austin as a good place to work.	314	6.97%	302	6.70%	581	12.89%	1,777	39.43%	1,533	34.01%
2. I am proud to tell people that I work for the City of Austin.	292	6.47%	281	6.23%	692	15.34%	1,580	35.03%	1,666	36.93%
3. I have a strong commitment to the City of Austin as my employer.	224	4.97%	233	5.17%	546	12.12%	1,631	36.21%	1,870	41.52%
4. My organization inspires me to do the best in my job.	378	8.39%	545	12.09%	843	18.71%	1,575	34.95%	1,165	25.85%
5. I feel comfortable being myself at work.	312	6.93%	472	10.48%	638	14.17%	1,794	39.83%	1,288	28.60%
6. My department motivates me to help achieve its objectives.	421	9.34%	574	12.74%	832	18.46%	1,573	34.91%	1,106	24.55%
<b>LEADERSHIP &amp; ORGANIZATIONAL CULTURE</b>										
7. I feel that my department is managed well.	724	16.07%	617	13.69%	873	19.37%	1,382	30.67%	910	20.20%
8. I feel that change is managed well within the City of Austin.	716	15.89%	934	20.73%	1,264	28.05%	1,134	25.17%	458	10.16%
9. I feel that it is safe to challenge the way things are done in my department.	763	16.93%	751	16.66%	955	21.18%	1,381	30.63%	658	14.60%
10. I feel encouraged to come up with new and better ways of doing things.	471	10.45%	654	14.51%	836	18.55%	1,547	34.33%	998	22.15%
11. I feel valued for the work I do.	616	13.69%	565	12.56%	709	15.76%	1,584	35.20%	1,026	22.80%
12. My workplace culture supports people to achieve a good work-life balance.	480	10.65%	525	11.65%	756	16.77%	1,648	36.56%	1,099	24.38%
13. The leaders of my department keep us informed about what is happening.	578	12.84%	623	13.84%	768	17.06%	1,600	35.53%	934	20.74%
<b>SELF</b>										
14. My work gives me a feeling of accomplishment.	243	5.39%	317	7.03%	681	15.10%	1,989	44.11%	1,279	28.37%
15. My opinions count at work.	499	11.08%	573	12.73%	888	19.72%	1,694	37.63%	848	18.84%
16. I am given a real opportunity to improve my skills at the City of Austin.	350	7.76%	500	11.09%	943	20.91%	1,740	38.58%	977	21.66%
17. There are opportunities for me to develop my career at the City of Austin.	414	9.19%	546	12.11%	946	20.99%	1,741	38.63%	860	19.08%
18. I receive appropriate recognition when I do good work.	466	10.34%	569	12.62%	985	21.85%	1,615	35.83%	872	19.35%



Listening to the Workforce Survey 2.0 - Full Response



CITY EQUITY MEASURES

Survey Question Option	Strongly Disagree/Very Poor		Disagree/Poor		Neutral		Agree/Good		Strongly Agree/Very Good	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
19. I think it is valuable to critically discuss the impacts of race.	327	7.26%	248	5.50%	1,027	22.79%	1,461	32.42%	1,444	32.04%
20. I feel comfortable talking about race in my department.	468	10.38%	545	12.09%	1,358	30.12%	1,385	30.72%	752	16.68%
21. My department is committed to racial equity.	198	4.40%	245	5.44%	1,342	29.82%	1,577	35.04%	1,139	25.31%
22. My department has taken steps to reduce racial inequities.	204	4.53%	273	6.06%	1,761	39.11%	1,350	29.98%	915	20.32%
23. Leadership in my department supports participation in conversations about racial equity.	255	5.66%	310	6.88%	1,593	35.36%	1,376	30.54%	971	21.55%
24. I feel that my department values diversity.	199	4.42%	243	5.39%	1,016	22.54%	1,792	39.76%	1,257	27.89%

STATEGIC DIRECTION 2023

25. I believe the City of Austin uses the results of this annual survey to make improvements in the workplace.	609	13.53%	633	14.06%	1,715	38.10%	1,121	24.91%	423	9.40%
26. I feel that my pay is about the same as or better than I would receive if I were doing the same type of work for other employer in the Austin area.	865	19.18%	1,026	22.75%	1,072	23.77%	1,149	25.48%	397	8.80%
27. My ideas and suggestions are valued by department management.	552	12.24%	598	13.27%	1,125	24.96%	1,565	34.72%	668	14.82%
28. Overall, I am satisfied with the promotion/career opportunities in my present job.	625	13.87%	688	15.27%	1,135	25.19%	1,458	32.36%	599	13.30%

ABOUT YOU

Survey Question Option	Female		Male		Prefer to Self-describe	
	Count	Percent	Count	Percent	Count	Percent
29. Select the gender you currently identify with:	2,013	44.59%	2,223	49.25%	278	6.16%

Survey Question Option	Over 15 Years		7-15 Years		5-7 Years		3-5 Years	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
30. How long have you worked for the City?	1,107	24.52%	1,315	29.13%	1,146	25.39%	946	20.96%

Survey Question Option	Baby Boomers		Generation X		Millennials		Generation Z	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
31. What Generation are you a member of? Use your birth year to select from the options below.	815	18.05%	2,113	46.81%	1,505	33.34%	81	1.79%



Listening to the Workforce Survey 2.0 - Full Response

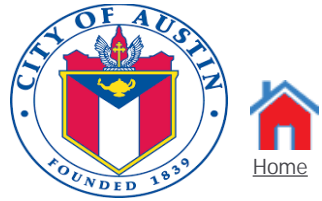


Survey Question Option	Yes		No	
	Count	Percent	Count	Percent
32. Are you an APD Officer, AFD Firefighter, or EMS who is subject to Civil Service regulations?	593	13.14%	3,921	86.86%
33. Are you a supervisor? (Is it part of your job responsibility to conduct official performance evaluations?)	997	22.31%	3,471	77.69%
34. Do you supervise supervisors?	428	9.48%	4,086	90.52%
37. Do you have access to email and/or the City's Intranet at work?	4,471	99.05%	43	0.95%

Survey Question Option	\$32.51 or More		\$25.51 to \$32.50		\$18.51 to \$25.50		\$18.50 or Less	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent
35. Which of these describes your hourly pay?	2,415	53.50%	1,027	22.75%	795	17.61%	277	6.14%

Survey Question Option	White		Black or African American		Hispanic or Latino		American Indian/Alaska Native		Asian		Native Hawaiian/Pacific Islander		Two or more races		Choose not to disclose	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
36. Please indicate your race/ethnic group:	1,923	42.60%	473	10.48%	963	21.33%	25	0.55%	142	3.15%	12	0.27%	290	6.42%	686	15.20%

Survey Question Option	English		Spanish	
	Count	Percent	Count	Percent
38. Which version of the questionnaire did you use to complete the survey?	4,508	99.87%	6	0.13%

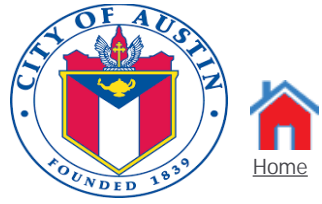


Listening to the Workforce Survey 2.0 - Demographics



Human Resource Performance Survey Data for Year: 2021

		Unknown	GENDER			TENURE				CIVIL SERVICE		SUPERVISOR	
		CITYWIDE	Female	Male	Other	>15 yrs	7-15 yrs	5-7 yrs	3-5 yrs	Yes	No	Yes	No
<b>EMPLOYEE ENGAGEMENT</b>													
1. I would recommend the City of Austin as a good place to work.	Favorable	73.44%	81.45%	69.03%	50.72%	69.47%	69.89%	72.16%	84.55%	26.18%	80.59%	73.14%	73.75%
	Neutral	12.89%	11.44%	12.98%	22.66%	11.87%	13.19%	15.36%	10.69%	12.84%	12.90%	10.56%	13.44%
	Unfavorable	13.67%	7.11%	17.99%	26.62%	18.66%	16.92%	12.48%	4.76%	60.98%	6.51%	16.30%	12.81%
2. I am proud to tell people that I work for the City of Austin.	Favorable	71.96%	80.35%	66.49%	55.04%	67.00%	68.55%	70.77%	83.93%	27.15%	78.74%	69.18%	72.93%
	Neutral	15.34%	12.69%	17.05%	20.86%	14.56%	15.69%	18.32%	12.16%	17.88%	14.96%	15.46%	15.22%
	Unfavorable	12.70%	6.97%	16.46%	24.10%	18.44%	15.77%	10.91%	3.91%	54.97%	6.30%	15.36%	11.85%
3. I have a strong commitment to the City of Austin as my employer.	Favorable	77.73%	82.46%	75.09%	64.49%	76.54%	77.10%	74.56%	83.83%	35.70%	84.08%	78.53%	77.64%
	Neutral	12.12%	11.58%	12.14%	15.94%	11.87%	11.15%	14.42%	10.99%	20.30%	10.89%	10.69%	12.49%
	Unfavorable	10.15%	5.96%	12.77%	19.57%	11.59%	11.76%	11.01%	5.18%	43.99%	5.03%	10.79%	9.87%
4. My organization inspires me to do the best in my job.	Favorable	60.81%	68.18%	57.03%	37.55%	55.07%	56.39%	59.49%	75.24%	23.14%	66.50%	59.84%	61.30%
	Neutral	18.71%	17.75%	18.94%	23.83%	20.83%	19.03%	19.16%	15.24%	21.45%	18.29%	19.38%	18.50%
	Unfavorable	20.48%	14.07%	24.03%	38.63%	24.09%	24.58%	21.35%	9.52%	55.41%	15.20%	20.78%	20.20%
5. I feel comfortable being myself at work.	Favorable	68.43%	75.01%	65.67%	42.81%	64.95%	64.27%	65.62%	81.67%	37.94%	73.05%	66.57%	69.12%
	Neutral	14.17%	13.99%	13.80%	18.35%	13.95%	14.43%	16.49%	11.23%	16.36%	13.83%	13.96%	14.27%
	Unfavorable	17.41%	11.00%	20.52%	38.85%	21.11%	21.30%	17.89%	7.10%	45.70%	13.12%	19.48%	16.61%
6. My department motivates me to help achieve its objectives.	Favorable	59.45%	66.47%	56.20%	34.66%	52.31%	54.41%	58.01%	76.53%	22.00%	65.11%	59.54%	59.73%
	Neutral	18.46%	17.71%	18.39%	24.55%	20.58%	18.65%	19.51%	14.48%	18.61%	18.44%	18.07%	18.45%
	Unfavorable	22.08%	15.82%	25.42%	40.79%	27.11%	26.94%	22.48%	8.99%	59.39%	16.45%	22.39%	21.82%
<b>LEADERSHIP &amp; ORGANIZATIONAL CULTURE</b>													
7. I feel that my department is managed well.	Favorable	50.87%	55.85%	49.28%	27.44%	44.57%	46.24%	49.39%	66.46%	11.68%	56.78%	51.61%	50.72%
	Neutral	19.37%	20.46%	17.66%	25.27%	20.20%	20.00%	18.91%	18.10%	13.03%	20.33%	19.38%	19.34%
	Unfavorable	29.76%	23.69%	33.06%	47.29%	35.24%	33.76%	31.70%	15.45%	75.30%	22.89%	29.02%	29.94%
8. I feel that change is managed well within the City of Austin.	Favorable	35.33%	39.15%	33.53%	22.02%	32.49%	31.55%	32.31%	47.56%	5.74%	39.81%	31.06%	36.65%
	Neutral	28.05%	30.00%	26.86%	23.47%	26.79%	27.90%	28.21%	29.56%	15.20%	29.99%	27.04%	28.37%
	Unfavorable	36.62%	30.85%	39.61%	54.51%	40.72%	40.55%	39.48%	22.88%	79.05%	30.20%	41.91%	34.98%
9. I feel that it is safe to challenge the way things are done in my department.	Favorable	45.23%	49.20%	44.66%	20.94%	41.39%	41.06%	43.18%	57.99%	12.82%	50.14%	49.50%	44.17%
	Neutral	21.18%	22.14%	20.26%	21.66%	18.93%	22.74%	21.42%	21.38%	17.37%	21.76%	18.57%	21.90%
	Unfavorable	33.58%	28.66%	35.07%	57.40%	39.67%	36.20%	35.40%	20.63%	69.81%	28.10%	31.93%	33.93%



Listening to the Workforce Survey 2.0 - Demographics



Human Resource Performance Survey Data for Year: 2021

		MANAGER		HOURLY PAY				ETHNICITY					
		Yes	No	\$32.51 or more	\$25.51 to \$32.50	\$18.51 to \$25.50	\$18.50 or less	White	Black or African American	Hispanic or Latino	American Indian/Alaska Native	Asian	Native Hawaiian/Pacific Islander
1. I would recommend the City of Austin as a good place to work.	Favorable	73.36%	73.45%	71.07%	74.49%	77.61%	78.26%	74.43%	83.09%	79.71%	76.00%	82.39%	83.33%
	Neutral	12.62%	12.92%	11.91%	13.92%	14.09%	14.13%	12.71%	8.25%	10.51%	8.00%	11.27%	8.33%
	Unfavorable	14.02%	13.63%	17.02%	11.59%	8.30%	7.61%	12.86%	8.67%	9.78%	16.00%	6.34%	8.33%
2. I am proud to tell people that I work for the City of Austin.	Favorable	70.26%	72.14%	68.31%	73.10%	78.46%	80.87%	71.44%	82.88%	79.11%	76.00%	79.58%	91.67%
	Neutral	15.93%	15.28%	15.62%	16.37%	14.11%	12.64%	16.86%	10.15%	11.85%	12.00%	11.27%	0.00%
	Unfavorable	13.82%	12.59%	16.07%	10.53%	7.43%	6.50%	11.71%	6.98%	9.04%	12.00%	9.15%	8.33%
3. I have a strong commitment to the City of Austin as my employer.	Favorable	78.92%	77.61%	76.75%	77.46%	80.08%	80.51%	77.69%	84.99%	83.89%	84.00%	82.98%	83.33%
	Neutral	11.24%	12.21%	11.21%	13.85%	12.74%	11.91%	12.62%	9.30%	8.63%	0.00%	12.77%	0.00%
	Unfavorable	9.84%	10.18%	12.04%	8.68%	7.19%	7.58%	9.70%	5.71%	7.48%	16.00%	4.26%	16.67%
4. My organization inspires me to do the best in my job.	Favorable	61.59%	60.73%	59.36%	59.30%	64.36%	68.84%	61.53%	68.51%	67.46%	68.00%	76.06%	75.00%
	Neutral	18.03%	18.78%	18.35%	20.55%	17.00%	19.93%	18.90%	14.89%	17.57%	16.00%	14.79%	8.33%
	Unfavorable	20.37%	20.50%	22.29%	20.16%	18.64%	11.23%	19.57%	16.60%	14.97%	16.00%	9.15%	16.67%
5. I feel comfortable being myself at work.	Favorable	66.59%	68.62%	66.87%	69.63%	69.18%	75.36%	70.63%	71.97%	75.47%	60.00%	81.69%	66.67%
	Neutral	13.55%	14.23%	13.78%	14.55%	14.72%	14.49%	14.55%	11.25%	11.43%	24.00%	10.56%	8.33%
	Unfavorable	19.86%	17.15%	19.34%	15.82%	16.10%	10.14%	14.81%	16.77%	13.10%	16.00%	7.75%	25.00%
6. My department motivates me to help achieve its objectives.	Favorable	61.68%	59.22%	58.91%	56.98%	61.21%	68.36%	61.32%	64.76%	64.41%	64.00%	73.94%	66.67%
	Neutral	16.82%	18.64%	17.29%	20.20%	19.40%	19.64%	17.96%	15.92%	18.52%	24.00%	17.61%	8.33%
	Unfavorable	21.50%	22.14%	23.80%	22.83%	19.40%	12.00%	20.72%	19.32%	17.07%	12.00%	8.45%	25.00%
7. I feel that my department is managed well.	Favorable	56.54%	50.27%	51.22%	49.07%	51.39%	52.92%	52.79%	55.41%	54.10%	36.00%	69.01%	75.00%
	Neutral	16.36%	19.69%	18.00%	18.89%	22.17%	25.18%	17.60%	19.11%	20.77%	36.00%	17.61%	8.33%
	Unfavorable	27.10%	30.04%	30.78%	32.04%	26.45%	21.90%	29.62%	25.48%	25.13%	28.00%	13.38%	16.67%
8. I feel that change is managed well within the City of Austin.	Favorable	32.55%	35.62%	32.64%	33.82%	41.64%	46.21%	32.86%	44.70%	44.28%	28.00%	54.23%	58.33%
	Neutral	26.46%	28.22%	26.29%	31.09%	29.69%	27.44%	29.79%	25.85%	25.68%	32.00%	20.42%	8.33%
	Unfavorable	40.98%	36.16%	41.07%	35.09%	28.68%	26.35%	37.34%	29.45%	30.04%	40.00%	25.35%	33.33%
9. I feel that it is safe to challenge the way things are done in my department.	Favorable	54.33%	44.28%	47.32%	42.54%	43.40%	42.24%	48.62%	47.36%	48.80%	8.00%	58.45%	58.33%
	Neutral	14.99%	21.83%	19.12%	21.95%	24.03%	28.16%	19.44%	21.35%	22.68%	56.00%	21.83%	8.33%
	Unfavorable	30.68%	33.89%	33.55%	35.51%	32.58%	29.60%	31.94%	31.29%	28.51%	36.00%	19.72%	33.33%



Listening to the Workforce Survey 2.0 - Demographics



Human Resource Performance Survey Data for Year: 2021

		ETHNICITY		GENERATION TYPE			
		Two or more races	Choose not to disclose	Baby Boomers (1946-1964)	Generation X (1965-1980)	Millennials (1981-1996)	Generation Z (1997-2012)
1. I would recommend the City of Austin as a good place to work.	Favorable	62.98%	57.52%	82.90%	72.78%	69.28%	72.84%
	Neutral	19.38%	17.81%	11.81%	13.13%	13.30%	9.88%
	Unfavorable	17.65%	24.67%	5.29%	14.08%	17.42%	17.28%
2. I am proud to tell people that I work for the City of Austin.	Favorable	65.17%	56.64%	81.72%	71.23%	67.71%	71.60%
	Neutral	17.59%	19.85%	12.27%	15.40%	16.74%	18.52%
	Unfavorable	17.24%	23.50%	6.01%	13.36%	15.55%	9.88%
3. I have a strong commitment to the City of Austin as my employer.	Favorable	73.96%	64.38%	89.31%	79.52%	69.37%	70.37%
	Neutral	17.01%	16.06%	7.13%	11.31%	15.95%	12.35%
	Unfavorable	9.03%	19.56%	3.56%	9.17%	14.68%	17.28%
4. My organization inspires me to do the best in my job.	Favorable	55.36%	42.77%	69.62%	61.01%	55.48%	66.25%
	Neutral	19.03%	23.36%	17.34%	18.36%	20.07%	16.25%
	Unfavorable	25.61%	33.87%	13.04%	20.64%	24.45%	17.50%
5. I feel comfortable being myself at work.	Favorable	58.97%	51.53%	75.86%	67.06%	66.56%	64.20%
	Neutral	19.31%	17.23%	12.07%	14.19%	15.03%	18.52%
	Unfavorable	21.72%	31.24%	12.07%	18.75%	18.42%	17.28%
6. My department motivates me to help achieve its objectives.	Favorable	55.17%	42.11%	65.52%	58.48%	57.22%	65.43%
	Neutral	18.97%	21.49%	20.57%	18.53%	17.63%	11.11%
	Unfavorable	25.86%	36.40%	13.92%	22.99%	25.15%	23.46%
7. I feel that my department is managed well.	Favorable	47.57%	35.53%	61.73%	49.64%	46.68%	51.85%
	Neutral	19.44%	22.51%	19.14%	20.27%	18.28%	18.52%
	Unfavorable	32.99%	41.96%	19.14%	30.08%	35.04%	29.63%
8. I feel that change is managed well within the City of Austin.	Favorable	28.22%	22.16%	44.53%	34.74%	31.09%	37.04%
	Neutral	29.27%	29.30%	29.89%	28.15%	27.56%	16.05%
	Unfavorable	42.51%	48.54%	25.58%	37.11%	41.34%	46.91%
9. I feel that it is safe to challenge the way things are done in my department.	Favorable	37.59%	30.90%	54.37%	44.18%	41.54%	49.38%
	Neutral	25.52%	20.85%	21.40%	20.98%	21.84%	12.35%
	Unfavorable	36.90%	48.25%	24.23%	34.85%	36.62%	38.27%

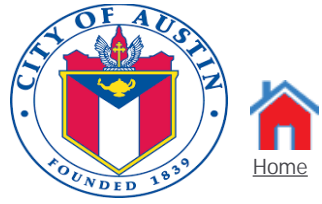


Listening to the Workforce Survey 2.0 - Demographics



Human Resource Performance Survey Data for Year: 2021

		Unknown	GENDER			TENURE				CIVIL SERVICE		SUPERVISOR	
		CITYWIDE	Female	Male	Other	>15 yrs	7-15 yrs	5-7 yrs	3-5 yrs	Yes	No	Yes	No
10. I feel encouraged to come up with new and better ways of doing things.	Favorable	56.48%	62.07%	54.50%	31.77%	50.59%	53.13%	55.58%	69.14%	20.74%	61.90%	60.90%	55.38%
	Neutral	18.55%	17.27%	18.87%	25.27%	20.90%	18.37%	18.15%	16.54%	22.60%	17.94%	16.38%	19.08%
	Unfavorable	24.97%	20.66%	26.62%	42.96%	28.51%	28.51%	26.27%	14.32%	56.66%	20.16%	22.71%	25.54%
11. I feel valued for the work I do.	Favorable	58.00%	62.71%	56.85%	32.97%	52.77%	52.25%	56.64%	73.73%	21.25%	63.58%	58.68%	58.03%
	Neutral	15.76%	16.55%	14.83%	17.39%	16.59%	16.12%	15.73%	14.30%	15.51%	15.79%	16.45%	15.53%
	Unfavorable	26.24%	20.74%	28.31%	49.64%	30.64%	31.63%	27.62%	11.97%	63.24%	20.63%	24.87%	26.44%
12. My workplace culture supports people to achieve a good work-life balance.	Favorable	60.94%	64.88%	60.05%	39.57%	53.80%	55.48%	60.96%	76.83%	25.13%	66.36%	58.94%	61.63%
	Neutral	16.77%	16.62%	16.80%	17.63%	19.75%	18.19%	16.24%	11.96%	18.72%	16.48%	17.27%	16.68%
	Unfavorable	22.29%	18.51%	23.15%	42.81%	26.45%	26.33%	22.79%	11.22%	56.16%	17.16%	23.80%	21.70%
13. The leaders of my department keep us informed about what is happening.	Favorable	56.27%	60.98%	54.58%	35.74%	51.36%	52.32%	52.01%	72.67%	18.92%	61.93%	58.25%	55.59%
	Neutral	17.06%	17.17%	16.91%	17.33%	17.39%	16.76%	19.53%	14.09%	17.74%	16.95%	14.99%	17.79%
	Unfavorable	26.67%	21.85%	28.51%	46.93%	31.25%	30.92%	28.46%	13.24%	63.34%	21.12%	26.76%	26.62%
SELF													
14. My work gives me a feeling of accomplishment.	Favorable	72.48%	77.24%	70.17%	56.47%	70.25%	68.24%	71.85%	81.71%	48.90%	76.05%	75.30%	71.82%
	Neutral	15.10%	14.41%	15.14%	19.78%	15.37%	16.76%	14.95%	12.68%	18.04%	14.66%	12.45%	15.81%
	Unfavorable	12.42%	8.35%	14.69%	23.74%	14.38%	15.00%	13.20%	5.60%	33.05%	9.30%	12.25%	12.37%
15. My opinions count at work.	Favorable	56.46%	62.05%	54.69%	30.22%	49.09%	51.26%	57.12%	71.50%	21.42%	61.78%	61.75%	55.10%
	Neutral	19.72%	19.87%	19.13%	23.38%	21.42%	21.28%	18.43%	17.16%	20.74%	19.57%	17.97%	20.17%
	Unfavorable	23.81%	18.08%	26.17%	46.40%	29.49%	27.46%	24.45%	11.33%	57.84%	18.65%	20.28%	24.73%
16. I am given a real opportunity to improve my skills at the City of Austin.	Favorable	60.24%	64.31%	59.52%	36.46%	54.79%	57.81%	58.99%	71.53%	33.90%	64.23%	63.45%	59.66%
	Neutral	20.91%	21.27%	19.77%	27.44%	25.59%	19.27%	20.68%	17.99%	24.62%	20.35%	21.49%	20.53%
	Unfavorable	18.85%	14.41%	20.71%	36.10%	19.62%	22.92%	20.33%	10.48%	41.48%	15.42%	15.06%	19.81%
17. There are opportunities for me to develop my career at the City of Austin.	Favorable	57.71%	60.02%	57.89%	39.57%	53.16%	54.38%	55.59%	70.23%	44.50%	59.70%	62.59%	56.38%
	Neutral	20.99%	21.53%	20.33%	22.30%	23.96%	20.79%	21.33%	17.37%	20.14%	21.12%	18.86%	21.68%
	Unfavorable	21.30%	18.45%	21.78%	38.13%	22.88%	24.83%	23.08%	12.39%	35.36%	19.18%	18.56%	21.94%
18. I receive appropriate recognition when I do good work.	Favorable	55.18%	60.37%	53.16%	33.81%	49.50%	48.59%	55.81%	70.23%	25.00%	59.74%	55.92%	55.15%
	Neutral	21.85%	20.24%	22.68%	26.98%	24.89%	23.31%	20.44%	18.01%	25.17%	21.35%	22.79%	21.47%
	Unfavorable	22.96%	19.39%	24.17%	39.21%	25.61%	28.10%	23.76%	11.76%	49.83%	18.90%	21.29%	23.38%
CITY EQUITY MEASURES													
19. I think it is valuable to critically discuss the impacts of race.	Favorable	64.46%	74.53%	55.79%	60.79%	55.88%	62.99%	67.40%	72.99%	35.47%	68.84%	67.67%	63.69%



Listening to the Workforce Survey 2.0 - Demographics



Human Resource Performance Survey Data for Year: 2021

		MANAGER		HOURLY PAY				ETHNICITY					
		Yes	No	\$32.51 or more	\$25.51 to \$32.50	\$18.51 to \$25.50	\$18.50 or less	White	Black or African American	Hispanic or Latino	American Indian/Alaska Native	Asian	Native Hawaiian/Pacific Islander
10. I feel encouraged to come up with new and better ways of doing things.	Favorable	64.17%	55.68%	58.78%	50.78%	56.23%	58.33%	59.58%	60.43%	59.77%	24.00%	74.65%	58.33%
	Neutral	13.58%	19.07%	16.31%	21.83%	20.50%	20.29%	16.77%	17.87%	20.27%	52.00%	14.79%	8.33%
	Unfavorable	22.25%	25.25%	24.91%	27.39%	23.27%	21.38%	23.65%	21.70%	19.96%	24.00%	10.56%	33.33%
11. I feel valued for the work I do.	Favorable	59.11%	57.88%	59.51%	52.68%	58.91%	61.96%	60.70%	60.72%	61.17%	60.00%	75.35%	75.00%
	Neutral	17.52%	15.57%	14.12%	18.83%	15.55%	19.20%	14.99%	17.83%	15.45%	16.00%	12.68%	0.00%
	Unfavorable	23.36%	26.55%	26.37%	28.49%	25.54%	18.84%	24.31%	21.44%	23.38%	24.00%	11.97%	25.00%
12. My workplace culture supports people to achieve a good work-life balance.	Favorable	58.41%	61.20%	61.94%	57.60%	60.38%	66.18%	63.58%	62.85%	64.00%	44.00%	83.69%	58.33%
	Neutral	18.46%	16.59%	15.67%	18.32%	18.62%	15.27%	15.09%	18.26%	18.00%	32.00%	7.80%	16.67%
	Unfavorable	23.13%	22.21%	22.39%	24.07%	21.01%	18.55%	21.33%	18.90%	18.00%	24.00%	8.51%	25.00%
13. The leaders of my department keep us informed about what is happening.	Favorable	61.50%	55.73%	55.98%	55.31%	57.12%	60.00%	56.64%	64.83%	59.27%	48.00%	71.13%	75.00%
	Neutral	14.32%	17.34%	16.24%	17.53%	18.92%	17.09%	16.26%	16.31%	17.81%	32.00%	14.79%	0.00%
	Unfavorable	24.18%	26.93%	27.78%	27.17%	23.96%	22.91%	27.10%	18.86%	22.92%	20.00%	14.08%	25.00%
14. My work gives me a feeling of accomplishment.	Favorable	76.17%	72.09%	74.05%	70.57%	69.65%	74.01%	74.96%	74.36%	74.77%	68.00%	80.28%	58.33%
	Neutral	12.38%	15.39%	13.43%	16.96%	17.38%	16.25%	13.74%	15.04%	14.95%	16.00%	15.49%	25.00%
	Unfavorable	11.45%	12.52%	12.52%	12.48%	12.97%	9.75%	11.30%	10.59%	10.28%	16.00%	4.23%	16.67%
15. My opinions count at work.	Favorable	64.17%	55.66%	59.26%	52.54%	53.27%	55.80%	60.52%	58.14%	59.87%	28.00%	72.54%	66.67%
	Neutral	16.63%	20.05%	17.11%	22.07%	22.42%	26.09%	17.92%	21.78%	19.64%	44.00%	19.01%	16.67%
	Unfavorable	19.20%	24.29%	23.63%	25.39%	24.31%	18.12%	21.56%	20.08%	20.48%	28.00%	8.45%	16.67%
16. I am given a real opportunity to improve my skills at the City of Austin.	Favorable	63.23%	59.93%	60.12%	59.79%	61.08%	60.65%	63.61%	61.73%	63.45%	40.00%	71.83%	66.67%
	Neutral	18.97%	21.11%	20.85%	21.91%	19.02%	23.10%	19.99%	18.82%	20.87%	32.00%	18.31%	8.33%
	Unfavorable	17.80%	18.96%	19.03%	18.31%	19.90%	16.25%	16.40%	19.45%	15.68%	28.00%	9.86%	25.00%
17. There are opportunities for me to develop my career at the City of Austin.	Favorable	63.55%	57.10%	57.85%	57.67%	57.81%	56.32%	58.94%	62.71%	61.02%	40.00%	65.49%	75.00%
	Neutral	17.99%	21.30%	20.27%	22.29%	20.40%	24.19%	21.21%	18.64%	20.69%	20.00%	19.72%	0.00%
	Unfavorable	18.46%	21.60%	21.88%	20.04%	21.79%	19.49%	19.85%	18.64%	18.30%	40.00%	14.79%	25.00%
18. I receive appropriate recognition when I do good work.	Favorable	55.87%	55.11%	56.26%	50.93%	55.79%	59.78%	58.39%	57.29%	56.55%	44.00%	73.76%	75.00%
	Neutral	22.30%	21.81%	21.52%	23.41%	20.40%	23.19%	20.10%	22.20%	22.04%	36.00%	18.44%	0.00%
	Unfavorable	21.83%	23.08%	22.22%	25.66%	23.80%	17.03%	21.51%	20.51%	21.41%	20.00%	7.80%	25.00%
19. I think it is valuable to critically discuss the impacts of race.	Favorable	66.98%	64.19%	62.78%	66.41%	66.25%	66.67%	67.46%	76.91%	65.24%	44.00%	75.35%	58.33%



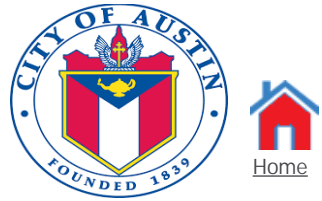


Listening to the Workforce Survey 2.0 - Demographics



Human Resource Performance Survey Data for Year: 2021

		ETHNICITY		GENERATION TYPE			
		Two or more races	Choose not to disclose	Baby Boomers (1946-1964)	Generation X (1965-1980)	Millennials (1981-1996)	Generation Z (1997-2012)
10. I feel encouraged to come up with new and better ways of doing things.	Favorable	50.87%	40.23%	63.64%	55.43%	54.06%	56.79%
	Neutral	20.76%	20.41%	17.20%	19.68%	17.91%	14.81%
	Unfavorable	28.37%	39.36%	19.16%	24.89%	28.03%	28.40%
11. I feel valued for the work I do.	Favorable	54.55%	41.61%	68.73%	56.89%	53.49%	63.75%
	Neutral	13.64%	18.69%	14.09%	16.10%	16.41%	11.25%
	Unfavorable	31.82%	39.71%	17.18%	27.02%	30.10%	25.00%
12. My workplace culture supports people to achieve a good work-life balance.	Favorable	56.21%	45.92%	67.73%	59.53%	59.32%	59.26%
	Neutral	17.93%	19.53%	17.55%	17.73%	15.38%	9.88%
	Unfavorable	25.86%	34.55%	14.72%	22.75%	25.30%	30.86%
13. The leaders of my department keep us informed about what is happening.	Favorable	56.40%	41.96%	65.39%	55.57%	52.17%	59.26%
	Neutral	13.84%	20.32%	17.24%	17.50%	16.59%	12.35%
	Unfavorable	29.76%	37.72%	17.36%	26.93%	31.25%	28.40%
14. My work gives me a feeling of accomplishment.	Favorable	70.24%	60.73%	80.00%	72.57%	68.71%	64.20%
	Neutral	13.49%	19.56%	12.64%	14.50%	17.24%	16.05%
	Unfavorable	16.26%	19.71%	7.36%	12.93%	14.05%	19.75%
15. My opinions count at work.	Favorable	49.83%	39.47%	60.10%	55.11%	56.38%	56.79%
	Neutral	20.07%	22.66%	20.44%	21.09%	17.75%	13.58%
	Unfavorable	30.10%	37.87%	19.46%	23.80%	25.86%	29.63%
16. I am given a real opportunity to improve my skills at the City of Austin.	Favorable	54.67%	45.84%	62.44%	59.38%	60.07%	64.20%
	Neutral	21.80%	24.96%	22.17%	21.40%	19.80%	16.05%
	Unfavorable	23.53%	29.20%	15.39%	19.22%	20.13%	19.75%
17. There are opportunities for me to develop my career at the City of Austin.	Favorable	57.59%	44.96%	55.71%	57.39%	59.03%	61.73%
	Neutral	19.66%	23.65%	25.64%	20.66%	19.25%	14.81%
	Unfavorable	22.76%	31.39%	18.65%	21.94%	21.72%	23.46%
18. I receive appropriate recognition when I do good work.	Favorable	52.41%	40.20%	61.58%	54.14%	52.89%	60.49%
	Neutral	21.38%	27.05%	19.83%	22.88%	21.82%	16.05%
	Unfavorable	26.21%	32.75%	18.60%	22.97%	25.28%	23.46%
19. I think it is valuable to critically discuss the impacts of race.	Favorable	60.90%	46.42%	63.96%	61.39%	68.64%	71.60%



Listening to the Workforce Survey 2.0 - Demographics



Human Resource Performance Survey Data for Year: 2021

		Unknown	GENDER			TENURE				CIVIL SERVICE		SUPERVISOR	
		CITYWIDE	Female	Male	Other	>15 yrs	7-15 yrs	5-7 yrs	3-5 yrs	Yes	No	Yes	No
19. I think it is valuable to critically discuss the impacts of race.	Neutral	22.79%	19.10%	26.41%	20.50%	27.94%	22.01%	20.02%	21.19%	28.89%	21.86%	19.28%	23.69%
	Unfavorable	12.76%	6.37%	17.80%	18.71%	16.18%	15.00%	12.59%	5.83%	35.64%	9.30%	13.05%	12.61%
20. I feel comfortable talking about race in my department.	Favorable	47.40%	53.38%	43.99%	31.41%	42.17%	42.31%	48.08%	59.81%	32.72%	49.63%	48.85%	47.09%
	Neutral	30.12%	29.95%	30.21%	30.69%	29.77%	32.80%	29.93%	27.04%	26.48%	30.68%	26.88%	30.93%
21. My department is committed to racial equity.	Favorable	60.34%	64.23%	59.00%	42.96%	53.81%	59.19%	60.17%	69.78%	48.99%	62.06%	63.45%	59.58%
	Neutral	29.82%	27.55%	31.12%	35.74%	33.03%	30.66%	29.00%	25.87%	37.50%	28.65%	26.71%	30.56%
22. My department has taken steps to reduce racial inequities.	Favorable	50.30%	53.39%	49.30%	35.97%	48.42%	48.29%	50.48%	55.08%	43.17%	51.38%	55.98%	48.82%
	Neutral	39.11%	37.75%	39.92%	42.45%	38.82%	40.52%	37.60%	39.30%	43.17%	38.49%	33.17%	40.67%
23. Leadership in my department supports participation in conversations about racial equity.	Favorable	52.10%	57.75%	48.40%	40.79%	45.66%	49.92%	54.02%	60.36%	32.94%	55.00%	58.58%	50.26%
	Neutral	35.36%	32.54%	37.73%	36.82%	38.52%	36.83%	31.99%	33.69%	47.30%	33.55%	29.79%	36.86%
24. I feel that my department values diversity.	Favorable	67.65%	71.76%	66.02%	50.90%	61.90%	65.35%	68.79%	76.19%	58.11%	69.09%	71.82%	66.66%
	Neutral	22.54%	20.67%	23.49%	28.52%	25.34%	24.07%	21.15%	18.84%	28.38%	21.66%	17.95%	23.61%
STRATEGIC DIRECTION 2023	Unfavorable	9.81%	7.57%	10.49%	20.58%	12.76%	10.59%	10.05%	4.97%	13.51%	9.25%	10.23%	9.73%
	Favorable	34.30%	39.45%	31.77%	17.33%	30.86%	30.25%	34.35%	43.90%	5.58%	38.64%	31.35%	35.23%
25. I believe the City of Austin uses the results of this annual survey to make improvements in the workplace.	Neutral	38.10%	41.15%	36.19%	31.41%	35.20%	36.59%	36.63%	45.39%	23.69%	40.28%	36.79%	38.58%
	Unfavorable	27.59%	19.40%	32.04%	51.26%	33.94%	33.16%	29.02%	10.71%	70.73%	21.07%	31.85%	26.19%
26. I feel that my pay is about the same as or better than I would receive if I were doing the same type of work for other employer in the Austin area.	Favorable	34.29%	37.59%	32.43%	25.18%	37.77%	31.23%	29.93%	39.75%	33.22%	34.45%	32.43%	34.96%
	Neutral	23.77%	22.82%	24.73%	23.02%	26.54%	21.55%	22.86%	24.74%	26.31%	23.39%	20.78%	24.63%
27. My ideas and suggestions are valued by department management.	Unfavorable	41.94%	39.58%	42.84%	51.80%	35.69%	47.22%	47.21%	35.52%	40.47%	42.16%	46.79%	40.41%
	Favorable	49.53%	55.07%	47.79%	23.38%	42.93%	44.33%	48.69%	65.50%	13.49%	54.99%	55.18%	48.05%
28. Overall, I am satisfied with the promotion/career opportunities in my present job.	Neutral	24.96%	25.25%	23.76%	32.37%	27.54%	25.29%	24.17%	22.43%	23.78%	25.13%	22.01%	25.73%
	Unfavorable	25.51%	19.68%	28.45%	44.24%	29.53%	30.39%	27.14%	12.06%	62.73%	19.87%	22.81%	26.22%
	Favorable	45.66%	47.88%	46.42%	23.47%	44.46%	40.75%	42.45%	57.78%	34.07%	47.41%	51.61%	44.14%
	Neutral	25.19%	25.04%	25.33%	25.27%	26.41%	24.37%	24.37%	25.93%	21.36%	25.77%	22.79%	25.78%
	Unfavorable	29.15%	27.08%	28.26%	51.26%	29.13%	34.88%	33.19%	16.30%	44.58%	26.82%	25.60%	30.08%

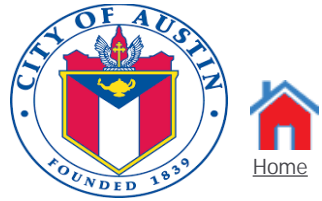


Listening to the Workforce Survey 2.0 - Demographics



Human Resource Performance Survey Data for Year: 2021

		MANAGER		HOURLY PAY				ETHNICITY					
		Yes	No	\$32.51 or more	\$25.51 to \$32.50	\$18.51 to \$25.50	\$18.50 or less	White	Black or African American	Hispanic or Latino	American Indian/Alaska Native	Asian	Native Hawaiian/Pacific Islander
19. I think it is valuable to critically discuss the impacts of race.	Neutral	19.91%	23.09%	22.20%	22.30%	24.69%	24.28%	20.82%	15.47%	24.56%	32.00%	19.01%	25.00%
	Unfavorable	13.11%	12.72%	15.02%	11.30%	9.07%	9.06%	11.71%	7.63%	10.20%	24.00%	5.63%	16.67%
20. I feel comfortable talking about race in my department.	Favorable	49.07%	47.23%	46.02%	47.61%	48.87%	54.55%	52.27%	45.03%	51.25%	16.00%	61.97%	33.33%
	Neutral	25.47%	30.61%	29.58%	31.02%	30.23%	31.27%	28.14%	28.75%	29.63%	32.00%	26.76%	41.67%
	Unfavorable	25.47%	22.16%	24.40%	21.37%	20.91%	14.18%	19.59%	26.22%	19.13%	52.00%	11.27%	25.00%
21. My department is committed to racial equity.	Favorable	66.74%	59.67%	61.07%	58.69%	59.90%	61.37%	65.28%	51.49%	62.43%	32.00%	71.83%	41.67%
	Neutral	24.59%	30.36%	29.25%	31.35%	29.63%	29.60%	27.69%	31.28%	29.03%	56.00%	21.83%	41.67%
	Unfavorable	8.67%	9.97%	9.68%	9.96%	10.47%	9.03%	7.04%	17.23%	8.53%	12.00%	6.34%	16.67%
22. My department has taken steps to reduce racial inequities.	Favorable	59.11%	49.37%	51.04%	48.00%	49.68%	54.18%	54.12%	43.71%	53.17%	12.00%	61.97%	41.67%
	Neutral	31.54%	39.90%	38.46%	41.38%	39.34%	35.64%	38.47%	38.17%	37.07%	68.00%	32.39%	41.67%
	Unfavorable	9.35%	10.72%	10.51%	10.61%	10.97%	10.18%	7.41%	18.12%	9.76%	20.00%	5.63%	16.67%
23. Leadership in my department supports participation in conversations about racial equity.	Favorable	63.55%	50.90%	53.03%	51.56%	49.43%	53.62%	57.69%	43.74%	53.43%	36.00%	60.56%	41.67%
	Neutral	25.93%	36.35%	35.48%	34.70%	36.32%	34.06%	32.66%	36.09%	35.34%	44.00%	30.28%	41.67%
	Unfavorable	10.51%	12.75%	11.49%	13.74%	14.25%	12.32%	9.65%	20.17%	11.23%	20.00%	9.15%	16.67%
24. I feel that my department values diversity.	Favorable	73.36%	67.05%	68.28%	67.02%	66.46%	67.87%	73.22%	59.20%	68.50%	44.00%	72.54%	66.67%
	Neutral	17.76%	23.04%	22.14%	22.73%	23.83%	21.66%	20.22%	23.89%	22.66%	28.00%	21.13%	16.67%
	Unfavorable	8.88%	9.90%	9.58%	10.24%	9.71%	10.47%	6.57%	16.91%	8.84%	28.00%	6.34%	16.67%
25. I believe the City of Austin uses the results of this annual survey to make improvements in the workplace.	Favorable	32.94%	34.45%	32.17%	33.95%	37.45%	45.13%	33.19%	43.83%	41.92%	16.67%	52.82%	25.00%
	Neutral	35.98%	38.33%	36.41%	39.80%	40.48%	39.71%	40.33%	37.02%	35.45%	50.00%	37.32%	50.00%
	Unfavorable	31.07%	27.23%	31.42%	26.24%	22.07%	15.16%	26.47%	19.15%	22.63%	33.33%	9.86%	25.00%
26. I feel that my pay is about the same as or better than I would receive if I were doing the same type of work for other employer in the Austin area.	Favorable	29.91%	34.75%	35.01%	33.53%	32.08%	37.18%	35.07%	37.08%	39.23%	24.00%	35.21%	16.67%
	Neutral	23.13%	23.84%	22.31%	25.05%	26.29%	24.55%	21.85%	26.91%	23.00%	40.00%	26.76%	41.67%
	Unfavorable	46.96%	41.41%	42.68%	41.42%	41.64%	38.27%	43.08%	36.02%	37.77%	36.00%	38.03%	41.67%
27. My ideas and suggestions are valued by department management.	Favorable	59.25%	48.52%	52.59%	45.56%	46.04%	47.65%	55.10%	48.41%	51.40%	24.00%	64.08%	41.67%
	Neutral	18.97%	25.58%	21.78%	27.41%	28.81%	32.49%	20.26%	30.23%	27.89%	56.00%	26.76%	33.33%
	Unfavorable	21.78%	25.90%	25.63%	27.02%	25.16%	19.86%	24.64%	21.35%	20.71%	20.00%	9.15%	25.00%
28. Overall, I am satisfied with the promotion/career opportunities in my present job.	Favorable	55.50%	44.63%	47.16%	42.44%	44.33%	48.38%	47.21%	48.20%	51.09%	36.00%	51.41%	58.33%
	Neutral	19.20%	25.82%	23.29%	28.68%	26.32%	25.63%	24.44%	25.58%	24.35%	20.00%	27.46%	16.67%
	Unfavorable	25.29%	29.55%	29.56%	28.88%	29.35%	25.99%	28.35%	26.22%	24.56%	44.00%	21.13%	25.00%



Listening to the Workforce Survey 2.0 - Demographics



Human Resource Performance Survey Data for Year: 2021

		ETHNICITY		GENERATION TYPE			
		Two or more races	Choose not to disclose	Baby Boomers (1946-1964)	Generation X (1965-1980)	Millennials (1981-1996)	Generation Z (1997-2012)
19. I think it is valuable to critically discuss the impacts of race.	Neutral	19.03%	32.85%	25.34%	24.63%	19.37%	12.35%
	Unfavorable	20.07%	20.73%	10.70%	13.97%	11.98%	16.05%
20. I feel comfortable talking about race in my department.	Favorable	44.14%	29.78%	47.91%	44.22%	51.16%	55.56%
	Neutral	27.59%	38.83%	32.19%	31.90%	26.68%	27.16%
	Unfavorable	28.28%	31.39%	19.90%	23.89%	22.16%	17.28%
21. My department is committed to racial equity.	Favorable	58.97%	49.19%	64.57%	58.76%	60.01%	65.43%
	Neutral	27.59%	37.34%	27.41%	31.51%	29.21%	20.99%
	Unfavorable	13.45%	13.47%	8.02%	9.73%	10.78%	13.58%
22. My department has taken steps to reduce racial inequities.	Favorable	52.41%	38.34%	51.54%	49.67%	50.00%	60.00%
	Neutral	33.45%	47.08%	39.85%	40.04%	38.15%	25.00%
	Unfavorable	14.14%	14.58%	8.61%	10.29%	11.85%	15.00%
23. Leadership in my department supports participation in conversations about racial equity.	Favorable	51.38%	39.65%	52.89%	50.43%	53.96%	53.09%
	Neutral	32.07%	44.46%	35.92%	36.49%	33.58%	33.33%
	Unfavorable	16.55%	15.89%	11.19%	13.08%	12.46%	13.58%
24. I feel that my department values diversity.	Favorable	64.83%	57.75%	70.44%	65.56%	68.93%	70.37%
	Neutral	21.38%	28.65%	21.06%	24.44%	20.96%	17.28%
	Unfavorable	13.79%	13.60%	8.50%	10.00%	10.11%	12.35%
25. I believe the City of Austin uses the results of this annual survey to make improvements in the workplace.	Favorable	28.62%	19.56%	43.80%	33.68%	30.04%	33.75%
	Neutral	36.55%	36.50%	38.77%	37.05%	39.05%	41.25%
	Unfavorable	34.83%	43.94%	17.42%	29.27%	30.91%	25.00%
26. I feel that my pay is about the same as or better than I would receive if I were doing the same type of work for other employer in the Austin area.	Favorable	29.31%	25.84%	39.07%	34.39%	30.74%	49.38%
	Neutral	25.17%	25.99%	27.52%	24.96%	20.49%	16.05%
	Unfavorable	45.52%	48.18%	33.42%	40.64%	48.77%	34.57%
27. My ideas and suggestions are valued by department management.	Favorable	43.45%	32.70%	56.39%	48.18%	47.94%	45.68%
	Neutral	25.52%	28.47%	26.17%	26.10%	22.77%	23.46%
	Unfavorable	31.03%	38.83%	17.44%	25.72%	29.29%	30.86%
28. Overall, I am satisfied with the promotion/career opportunities in my present job.	Favorable	43.45%	31.77%	49.26%	45.73%	43.07%	55.56%
	Neutral	23.79%	28.70%	28.01%	24.93%	24.53%	16.05%
	Unfavorable	32.76%	39.53%	22.73%	29.34%	32.40%	28.40%

Department	Number Eligible	Number Completed	2021 Response Rate	2019 Response Rate	% Change
Animal Services	103	53	51.5%	23.8%	27.7%
Austin Code	132	70	53.0%	51.9%	1.1%
Austin Energy	1,624	711	43.8%	43.0%	0.8%
Austin Public Health	468	294	62.8%	40.8%	22.1%
Austin Public Library	419	235	56.1%	36.1%	20.0%
Austin Resource Recovery	447	142	31.8%	60.8%	-29.0%
Austin Transportation	294	130	44.2%	31.6%	12.7%
Austin Water	1,150	344	29.9%	58.0%	-28.1%
Aviation	434	81	18.7%	24.2%	-5.5%
Building Services	173	111	64.2%	37.4%	26.7%
Communication & Tech Mgmt	255	113	44.3%	46.3%	-2.0%
Communications & Public Inform	29	21	72.4%	23.8%	48.6%
Convention Center	277	104	37.5%	24.6%	13.0%
Development Services	359	183	51.0%	33.4%	17.5%
Downtown Community Court	35	15	42.9%	24.0%	18.9%
Economic Development	57	31	54.4%	37.7%	16.7%
Emergency Medical Services	585	174	29.7%	8.9%	20.9%
Financial Services	270	106	39.3%	38.5%	0.8%
Fire	1,281	104	8.1%	6.9%	1.2%
Fleet Mobility Services	193	38	19.7%	24.9%	-5.2%
Housing and Planning	107	36	33.6%	--	--
Human Resources	98	58	59.2%	52.0%	7.2%
Law	105	42	40.0%	53.5%	-13.5%
Management Services	75	39	52.0%	50.0%	2.0%
Mayor and Council	56	12	21.4%	7.1%	14.3%
Municipal Court	175	94	53.7%	66.9%	-13.1%
Office of Real Estate Services	32	24	75.0%	41.2%	33.8%
Office Of The City Auditor	25	20	80.0%	88.9%	-8.9%
Office of the City Clerk	25	17	68.0%	63.6%	4.4%
Parks and Recreation	673	186	27.6%	27.1%	0.5%
Police	2,365	603	25.5%	10.0%	15.5%
Public Works	529	162	30.6%	44.8%	-14.2%
Small & Minority Business Rsrc	28	17	60.7%	69.0%	-8.3%
Watershed Protection	327	129	39.4%	28.9%	10.6%
Other		14			
<b>Total</b>	<b>13,170</b>	<b>4513</b>	<b>34.3%</b>	<b>35.2%</b>	<b>-0.9%</b>



Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name	Citywide	Animal Services	Austin Code	Austin Convention Center	Austin Energy	Austin Fire Department	Austin Police Department	Austin Public Health	Austin Public Library	Austin Resource Recovery	Austin Transportation
Survey Question	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
<b>EMPLOYEE ENGAGEMENT</b>											
1. I would recommend the City of Austin as a good place to work.	73.44%	58.49%	79.71%	80.77%	76.30%	73.08%	30.56%	86.39%	73.62%	78.01%	81.54%
2. I am proud to tell people that I work for the City of Austin.	71.96%	69.81%	77.14%	83.65%	73.00%	73.08%	28.69%	87.41%	73.19%	76.06%	79.23%
3. I have a strong commitment to the City of Austin as my employer.	77.73%	71.70%	80.00%	84.47%	82.93%	77.88%	42.43%	89.46%	69.66%	79.58%	84.62%
4. My organization inspires me to do the best in my job.	60.81%	43.40%	68.12%	59.62%	67.51%	68.93%	27.29%	78.57%	54.47%	56.34%	70.00%
5. I feel comfortable being myself at work.	68.50%	69.81%	71.43%	71.15%	73.77%	69.23%	42.29%	77.82%	63.40%	67.61%	71.54%
6. My department motivates me to help achieve its objectives.	59.52%	50.94%	62.86%	59.22%	68.45%	71.15%	25.67%	77.13%	50.64%	54.23%	68.46%
<b>LEADERSHIP &amp; ORGANIZATIONAL CULTURE</b>											
7. I feel that my department is managed well.	50.92%	26.92%	61.43%	51.46%	59.63%	52.88%	19.97%	69.05%	39.57%	46.48%	53.85%
8. I feel that change is managed well within the City of Austin.	35.37%	18.87%	57.14%	43.27%	38.56%	33.65%	11.13%	54.42%	29.36%	36.17%	41.54%
9. I feel that it is safe to challenge the way things are done in my department.	45.28%	33.96%	50.00%	38.46%	56.90%	47.12%	17.08%	51.54%	32.77%	41.55%	50.00%
10. I feel encouraged to come up with new and better ways of doing things.	56.48%	50.94%	60.87%	58.65%	65.59%	60.58%	26.70%	63.70%	49.36%	53.90%	67.69%
11. I feel valued for the work I do.	58.06%	34.62%	71.01%	51.92%	66.81%	65.38%	25.21%	71.43%	57.02%	54.93%	61.54%
12. My workplace culture supports people to achieve a good work-life balance.	61.00%	41.51%	81.43%	51.92%	69.30%	75.00%	32.17%	74.40%	54.47%	60.28%	65.12%
13. The leaders of my department keep us informed about what is happening.	56.34%	32.08%	71.43%	58.65%	65.54%	63.46%	24.96%	68.37%	45.96%	48.59%	57.36%
<b>SELF</b>											
14. My work gives me a feeling of accomplishment.	72.48%	67.92%	74.29%	69.23%	75.35%	76.92%	51.91%	82.94%	70.64%	63.38%	76.15%
15. My opinions count at work.	56.53%	40.38%	57.14%	50.96%	65.16%	60.58%	25.42%	65.99%	50.00%	54.93%	71.54%
16. I am given a real opportunity to improve my skills at the City of Austin.	60.24%	50.00%	77.14%	55.77%	63.80%	74.04%	31.84%	66.89%	54.04%	56.34%	62.31%
17. There are opportunities for me to develop my career at the City of Austin.	57.71%	43.40%	64.29%	52.88%	58.93%	68.93%	39.20%	60.41%	51.49%	52.48%	68.46%
18. I receive appropriate recognition when I do good work.	55.24%	37.74%	59.42%	47.12%	64.23%	61.54%	29.57%	64.51%	58.72%	48.59%	63.85%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name	Austin Water	Aviation	Building Services Department	Comm. & Technology Mgmt. (CTM)	Communications & Public Information Office	Development Services Department	Downtown Austin Community Court	Economic Development Department	Emergency Medical Services	Financial Services	Fleet Services	Housing and Planning Department
Survey Question	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
<b>EMPLOYEE ENGAGEMENT</b>												
1. I would recommend the City of Austin as a good place to work.	83.72%	75.31%	88.18%	83.19%	85.71%	75.96%	100.00%	77.42%	64.94%	88.57%	71.05%	94.44%
2. I am proud to tell people that I work for the City of Austin.	80.81%	70.37%	86.49%	80.53%	80.95%	69.40%	93.33%	77.42%	70.52%	86.67%	73.68%	69.44%
3. I have a strong commitment to the City of Austin as my employer.	87.79%	80.25%	91.82%	84.96%	71.43%	78.69%	93.33%	83.33%	64.94%	87.74%	89.47%	88.89%
4. My organization inspires me to do the best in my job.	62.39%	62.96%	76.36%	62.83%	71.43%	53.85%	93.33%	74.19%	48.28%	72.64%	55.26%	69.44%
5. I feel comfortable being myself at work.	73.61%	67.90%	78.38%	73.45%	90.48%	64.48%	93.33%	70.97%	62.07%	83.02%	68.42%	75.00%
6. My department motivates me to help achieve its objectives.	64.83%	49.38%	77.48%	57.52%	47.62%	49.45%	100.00%	70.97%	41.38%	67.92%	55.26%	61.11%
<b>LEADERSHIP &amp; ORGANIZATIONAL CULTURE</b>												
7. I feel that my department is managed well.	56.40%	46.91%	62.16%	56.64%	57.14%	38.25%	100.00%	70.00%	22.99%	72.64%	34.21%	50.00%
8. I feel that change is managed well within the City of Austin.	34.88%	27.16%	55.86%	37.17%	38.10%	23.08%	60.00%	36.67%	20.69%	50.00%	31.58%	47.22%
9. I feel that it is safe to challenge the way things are done in my department.	51.17%	42.50%	56.76%	56.64%	38.10%	34.97%	60.00%	61.29%	27.59%	58.49%	44.74%	44.44%
10. I feel encouraged to come up with new and better ways of doing things.	62.39%	53.75%	70.27%	69.91%	57.14%	46.45%	100.00%	70.97%	35.06%	67.92%	55.26%	63.89%
11. I feel valued for the work I do.	65.01%	55.56%	71.56%	58.41%	52.38%	54.95%	93.33%	72.41%	36.78%	67.92%	44.74%	69.44%
12. My workplace culture supports people to achieve a good work-life balance.	63.37%	53.09%	75.45%	69.91%	76.19%	53.55%	86.67%	67.74%	28.74%	70.75%	57.89%	77.78%
13. The leaders of my department keep us informed about what is happening.	63.16%	44.44%	72.73%	63.72%	61.90%	38.67%	86.67%	76.67%	29.31%	67.92%	39.47%	72.22%
<b>SELF</b>												
14. My work gives me a feeling of accomplishment.	78.72%	77.50%	82.88%	84.96%	76.19%	65.03%	93.33%	74.19%	63.79%	74.29%	68.42%	75.00%
15. My opinions count at work.	61.34%	56.79%	70.27%	68.14%	66.67%	49.45%	100.00%	58.06%	32.18%	69.52%	55.26%	75.00%
16. I am given a real opportunity to improve my skills at the City of Austin.	67.15%	55.56%	73.87%	62.83%	57.14%	59.56%	86.67%	70.97%	56.32%	74.53%	50.00%	69.44%
17. There are opportunities for me to develop my career at the City of Austin.	62.79%	56.79%	71.17%	47.79%	47.62%	61.54%	80.00%	54.84%	58.05%	74.53%	48.65%	63.89%
18. I receive appropriate recognition when I do good work.	56.73%	48.75%	63.96%	61.06%	52.38%	54.64%	86.67%	61.29%	30.46%	65.09%	52.63%	61.11%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).





Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name	Human Resources Department	Information & Security Office	Law Department	Management Services	Mayor/Council staff	Municipal Court	Office of Civil Rights	Office of Real Estate Services	Office of the City Auditor	Office of the City Clerk	Parks & Recreation Department	Public Works Department
Survey Question	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
<b>EMPLOYEE ENGAGEMENT</b>												
1. I would recommend the City of Austin as a good place to work.	89.66%	70.00%	90.48%	66.67%	66.67%	91.49%	60.00%	75.00%	90.00%	82.35%	82.26%	89.51%
2. I am proud to tell people that I work for the City of Austin.	86.21%	90.00%	88.10%	87.18%	83.33%	90.43%	60.00%	62.50%	80.00%	70.59%	82.70%	87.65%
3. I have a strong commitment to the City of Austin as my employer.	91.38%	90.00%	92.86%	74.36%	83.33%	91.49%	80.00%	70.83%	85.00%	82.35%	82.70%	94.41%
4. My organization inspires me to do the best in my job.	75.86%	90.00%	80.95%	69.23%	83.33%	79.79%	20.00%	54.17%	75.00%	62.50%	62.90%	75.93%
5. I feel comfortable being myself at work.	77.59%	70.00%	80.95%	76.92%	66.67%	79.79%	0.00%	73.91%	75.00%	70.59%	69.89%	78.40%
6. My department motivates me to help achieve its objectives.	68.97%	80.00%	83.33%	69.23%	75.00%	77.42%	0.00%	70.83%	80.00%	76.47%	61.29%	74.69%
<b>LEADERSHIP &amp; ORGANIZATIONAL CULTURE</b>												
7. I feel that my department is managed well.	56.90%	80.00%	76.19%	64.10%	58.33%	71.28%	0.00%	58.33%	80.00%	82.35%	54.35%	70.81%
8. I feel that change is managed well within the City of Austin.	43.10%	40.00%	59.52%	28.21%	50.00%	61.29%	0.00%	33.33%	20.00%	52.94%	36.02%	49.38%
9. I feel that it is safe to challenge the way things are done in my department.	56.90%	90.00%	69.05%	56.41%	75.00%	69.15%	0.00%	50.00%	60.00%	64.71%	43.01%	59.63%
10. I feel encouraged to come up with new and better ways of doing things.	65.52%	80.00%	71.43%	61.54%	66.67%	73.40%	20.00%	54.17%	80.00%	64.71%	56.99%	70.99%
11. I feel valued for the work I do.	75.86%	80.00%	82.93%	56.41%	91.67%	66.67%	0.00%	54.17%	75.00%	76.47%	61.29%	72.67%
12. My workplace culture supports people to achieve a good work-life balance.	68.97%	80.00%	83.33%	61.54%	50.00%	74.47%	0.00%	75.00%	95.00%	64.71%	63.44%	78.88%
13. The leaders of my department keep us informed about what is happening.	72.41%	90.00%	80.95%	60.53%	66.67%	77.66%	0.00%	79.17%	95.00%	82.35%	60.75%	78.26%
<b>SELF</b>												
14. My work gives me a feeling of accomplishment.	77.59%	80.00%	95.24%	71.79%	83.33%	80.85%	20.00%	66.67%	85.00%	76.47%	76.88%	80.25%
15. My opinions count at work.	65.52%	80.00%	80.95%	66.67%	66.67%	73.40%	0.00%	54.17%	73.68%	70.59%	61.83%	66.05%
16. I am given a real opportunity to improve my skills at the City of Austin.	67.24%	90.00%	83.33%	58.97%	58.33%	76.60%	20.00%	54.17%	85.00%	76.47%	60.75%	70.37%
17. There are opportunities for me to develop my career at the City of Austin.	60.34%	80.00%	66.67%	53.85%	66.67%	77.66%	20.00%	58.33%	80.00%	64.71%	58.06%	68.52%
18. I receive appropriate recognition when I do good work.	63.79%	90.00%	73.81%	58.97%	58.33%	64.89%	0.00%	62.50%	80.00%	70.59%	55.91%	66.67%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).





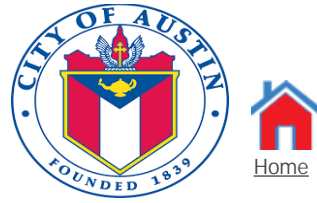
Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name	Small & Minority Business Resources	Watershed Protection
Survey Question	Percentage	Percentage
<b>EMPLOYEE ENGAGEMENT</b>		
1. I would recommend the City of Austin as a good place to work.	88.24%	85.27%
2. I am proud to tell people that I work for the City of Austin.	88.24%	84.50%
3. I have a strong commitment to the City of Austin as my employer.	94.12%	88.37%
4. My organization inspires me to do the best in my job.	70.59%	74.42%
5. I feel comfortable being myself at work.	70.59%	75.40%
6. My department motivates me to help achieve its objectives.	70.59%	77.52%
<b>LEADERSHIP &amp; ORGANIZATIONAL CULTURE</b>		
7. I feel that my department is managed well.	64.71%	61.24%
8. I feel that change is managed well within the City of Austin.	52.94%	37.98%
9. I feel that it is safe to challenge the way things are done in my department.	41.18%	57.36%
10. I feel encouraged to come up with new and better ways of doing things.	52.94%	67.44%
11. I feel valued for the work I do.	64.71%	72.87%
12. My workplace culture supports people to achieve a good work-life balance.	70.59%	78.29%
13. The leaders of my department keep us informed about what is happening.	70.59%	72.09%
<b>SELF</b>		
14. My work gives me a feeling of accomplishment.	88.24%	82.17%
15. My opinions count at work.	56.25%	70.54%
16. I am given a real opportunity to improve my skills at the City of Austin.	70.59%	77.34%
17. There are opportunities for me to develop my career at the City of Austin.	64.71%	61.72%
18. I receive appropriate recognition when I do good work.	47.06%	68.99%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name	Citywide	Animal Services	Austin Code	Austin Convention Center	Austin Energy	Austin Fire Department	Austin Police Department	Austin Public Health	Austin Public Library	Austin Resource Recovery	Austin Transportation
Survey Question	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
<b>CITY EQUITY MEASURES</b>											
19. I think it is valuable to critically discuss the impacts of race.	64.46%	49.06%	62.86%	57.69%	61.69%	65.05%	39.04%	80.61%	82.13%	68.31%	80.77%
20. I feel comfortable talking about race in my department.	47.40%	47.17%	52.86%	41.75%	45.92%	48.08%	33.67%	59.73%	52.99%	42.25%	46.92%
21. My department is committed to racial equity.	60.34%	37.74%	68.57%	55.77%	61.05%	63.11%	51.33%	75.77%	65.81%	47.89%	58.46%
22. My department has taken steps to reduce racial inequities.	50.30%	24.53%	58.57%	41.75%	51.55%	66.35%	45.11%	65.53%	57.26%	37.32%	49.23%
23. Leadership in my department supports participation in conversations about racial equity.	52.10%	30.19%	52.86%	37.50%	52.68%	61.17%	39.30%	64.85%	57.69%	47.18%	56.15%
24. I feel that my department values diversity.	67.73%	49.06%	75.71%	59.22%	69.20%	72.82%	59.30%	79.25%	71.49%	55.63%	66.92%
<b>STRATEGIC DIRECTION 2023</b>											
25. I believe the City of Austin uses the results of this annual survey to make improvements in the workplace.	34.34%	15.09%	54.29%	40.38%	38.76%	35.58%	10.48%	51.88%	33.19%	30.28%	33.59%
26. I feel that my pay is about the same as or better than I would receive if I were doing the same type of work for other employer in the Austin area.	34.29%	30.19%	44.29%	37.50%	38.65%	28.85%	24.54%	37.07%	37.45%	25.35%	37.69%
27. My ideas and suggestions are valued by department management.	49.59%	45.28%	52.17%	49.51%	60.00%	50.96%	18.74%	58.84%	42.98%	45.07%	54.62%
28. Overall, I am satisfied with the promotion/career opportunities in my present job.	45.71%	33.96%	50.00%	41.35%	49.30%	51.92%	27.91%	52.38%	38.03%	45.07%	53.85%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name	Austin Water	Aviation	Building Services Department	Comm. & Technology Mgmt. (CTM)	Communications & Public Information Office	Development Services Department	Downtown Austin Community Court	Economic Development Department	Emergency Medical Services	Financial Services	Fleet Services	Housing and Planning Department
Survey Question	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
<b>CITY EQUITY MEASURES</b>												
19. I think it is valuable to critically discuss the impacts of race.	60.47%	60.49%	58.72%	57.52%	100.00%	63.39%	73.33%	93.55%	57.47%	64.76%	50.00%	91.67%
20. I feel comfortable talking about race in my department.	44.77%	46.91%	47.71%	49.56%	61.90%	39.34%	80.00%	64.52%	48.85%	44.34%	36.84%	61.11%
21. My department is committed to racial equity.	52.92%	51.85%	59.09%	61.95%	66.67%	56.59%	86.67%	77.42%	51.15%	54.72%	52.63%	66.67%
22. My department has taken steps to reduce racial inequities.	42.40%	43.21%	50.00%	41.59%	61.90%	37.70%	80.00%	74.19%	41.95%	43.40%	42.11%	55.56%
23. Leadership in my department supports participation in conversations about racial equity.	46.36%	38.27%	47.71%	48.67%	90.48%	37.70%	93.33%	80.65%	31.61%	52.83%	39.47%	71.43%
24. I feel that my department values diversity.	58.43%	61.25%	66.06%	70.80%	95.24%	63.74%	100.00%	80.65%	64.94%	70.75%	57.89%	80.56%
<b>STRATEGIC DIRECTION 2023</b>												
25. I believe the City of Austin uses the results of this annual survey to make improvements in the workplace.	35.47%	29.63%	48.65%	40.71%	47.62%	30.77%	46.67%	48.39%	16.67%	31.43%	31.58%	41.67%
26. I feel that my pay is about the same as or better than I would receive if I were doing the same type of work for other employer in the Austin area.	32.27%	18.52%	41.44%	30.09%	42.86%	30.77%	73.33%	38.71%	48.85%	37.14%	32.43%	36.11%
27. My ideas and suggestions are valued by department management.	56.27%	49.38%	53.15%	59.29%	47.62%	39.01%	100.00%	61.29%	24.71%	66.98%	37.84%	58.33%
28. Overall, I am satisfied with the promotion/career opportunities in my present job.	49.27%	43.21%	63.06%	37.17%	47.62%	43.96%	53.33%	41.94%	48.26%	52.38%	42.11%	47.22%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



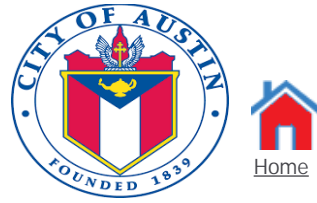
Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name	Human Resources Department	Information & Security Office	Law Department	Management Services	Mayor/Council staff	Municipal Court	Office of Civil Rights	Office of Real Estate Services	Office of the City Auditor	Office of the City Clerk	Parks & Recreation Department	Public Works Department
Survey Question	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
<b>CITY EQUITY MEASURES</b>												
19. I think it is valuable to critically discuss the impacts of race.	72.41%	80.00%	78.57%	84.62%	75.00%	79.79%	60.00%	75.00%	85.00%	82.35%	77.30%	68.52%
20. I feel comfortable talking about race in my department.	53.45%	70.00%	69.05%	64.10%	66.67%	58.51%	40.00%	41.67%	60.00%	70.59%	50.54%	48.15%
21. My department is committed to racial equity.	81.03%	70.00%	76.19%	84.62%	91.67%	73.40%	20.00%	70.83%	75.00%	70.59%	65.05%	54.94%
22. My department has taken steps to reduce racial inequities.	61.40%	50.00%	66.67%	69.23%	83.33%	56.38%	20.00%	33.33%	55.00%	64.71%	55.68%	46.91%
23. Leadership in my department supports participation in conversations about racial equity.	68.97%	70.00%	78.57%	79.49%	83.33%	64.89%	20.00%	58.33%	80.00%	58.82%	63.24%	56.17%
24. I feel that my department values diversity.	79.31%	70.00%	83.33%	79.49%	91.67%	79.79%	0.00%	70.83%	80.00%	70.59%	69.89%	69.14%
<b>STRATEGIC DIRECTION 2023</b>												
25. I believe the City of Austin uses the results of this annual survey to make improvements in the workplace.	41.38%	70.00%	48.78%	33.33%	41.67%	59.57%	0.00%	20.83%	35.00%	41.18%	36.76%	41.98%
26. I feel that my pay is about the same as or better than I would receive if I were doing the same type of work for other employer in the Austin area.	34.48%	30.00%	28.57%	33.33%	25.00%	50.00%	0.00%	25.00%	30.00%	47.06%	34.41%	33.33%
27. My ideas and suggestions are valued by department management.	62.07%	80.00%	76.19%	71.79%	66.67%	67.02%	0.00%	54.17%	75.00%	76.47%	52.15%	60.49%
28. Overall, I am satisfied with the promotion/career opportunities in my present job.	48.28%	70.00%	59.52%	43.59%	41.67%	70.21%	0.00%	43.48%	65.00%	47.06%	43.55%	47.53%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name	Small & Minority Business Resources	Watershed Protection
Survey Question	Percentage	Percentage
CITY EQUITY MEASURES		
19. I think it is valuable to critically discuss the impacts of race.	64.71%	79.84%
20. I feel comfortable talking about race in my department.	58.82%	58.14%
21. My department is committed to racial equity.	82.35%	72.87%
22. My department has taken steps to reduce racial inequities.	64.71%	66.67%
23. Leadership in my department supports participation in conversations about racial equity.	58.82%	77.52%
24. I feel that my department values diversity.	76.47%	74.42%
STRATEGIC DIRECTION 2023		
25. I believe the City of Austin uses the results of this annual survey to make improvements in the workplace.	47.06%	42.64%
26. I feel that my pay is about the same as or better than I would receive if I were doing the same type of work for other employer in the Austin area.	47.06%	30.23%
27. My ideas and suggestions are valued by department management.	47.06%	61.24%
28. Overall, I am satisfied with the promotion/career opportunities in my present job.	58.82%	51.94%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name		Citywide	Animal Services	Austin Code	Austin Convention Center	Austin Energy	Austin Fire Department	Austin Police Department	Austin Public Health	Austin Public Library	Austin Resource Recovery	Austin Transportation
Survey Question		Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
<b>ABOUT YOU</b>												
29. Select the gender you currently identify with:	Female	44.59%	66.04%	47.14%	38.46%	39.24%	26.92%	34.99%	73.13%	59.15%	33.80%	41.54%
	Male	49.25%	28.30%	47.14%	54.81%	55.70%	67.31%	55.72%	22.45%	33.19%	61.97%	51.54%
	Other	6.16%	5.66%	5.71%	6.73%	5.06%	5.77%	9.29%	4.42%	7.66%	4.23%	6.92%
30. How long have you worked for the City?	>15 yrs	24.52%	15.09%	17.14%	26.92%	28.41%	36.54%	36.15%	16.33%	22.13%	26.06%	13.08%
	7-15 yrs	29.13%	28.30%	22.86%	35.58%	31.93%	14.42%	32.67%	18.37%	30.21%	30.28%	18.46%
	3-7 yrs	46.34%	56.60%	60.00%	37.50%	39.66%	49.04%	31.18%	65.31%	47.66%	43.66%	68.46%
31. What Generation are you a member of? Use your birth year to select from the options below.	Baby Boomers	18.05%	16.98%	24.29%	27.88%	22.78%	14.42%	6.80%	20.07%	20.00%	14.08%	13.85%
	Generation X	46.81%	32.08%	54.29%	50.96%	51.90%	50.00%	47.76%	43.20%	45.53%	45.77%	33.08%
	Millennials	33.34%	41.51%	21.43%	18.27%	24.89%	32.69%	44.28%	31.29%	34.47%	38.03%	49.23%
	Generation Z	1.79%	9.43%	0.00%	2.88%	0.42%	2.88%	1.16%	5.44%	0.00%	2.11%	3.85%
32. Are you an APD Officer, AFD Firefighter, or EMS who is subject to Civil Service regulations?		20.23%	1.89%	2.86%	0.00%	0.28%	46.15%	64.18%	0.68%	0.00%	0.70%	0.00%
33. Are you a supervisor? (Is it part of your job responsibility to conduct official performance evaluations?)		22.34%	18.87%	22.86%	16.35%	21.10%	25.00%	25.13%	12.37%	23.38%	31.91%	23.62%
34. Do you supervise supervisors?		9.51%	9.43%	2.86%	7.69%	9.56%	7.69%	8.79%	5.44%	8.51%	17.61%	11.54%
35. Which of these describes your hourly pay?	\$32.51 or more per hour	53.50%	16.98%	42.86%	33.65%	75.25%	46.15%	63.18%	27.21%	21.28%	45.77%	61.54%
	\$25.51-\$32.50	22.75%	16.98%	41.43%	23.08%	15.61%	27.88%	19.57%	25.85%	21.70%	30.99%	30.77%
	\$18.51-\$25.50	17.61%	32.08%	15.71%	29.81%	7.31%	20.19%	14.10%	32.99%	42.98%	19.72%	6.15%
	\$18.50 or less	6.14%	33.96%	0.00%	13.46%	1.83%	5.77%	3.15%	13.95%	14.04%	3.52%	1.54%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name		Austin Water	Aviation	Building Services Department	Comm. & Technology Mgmt. (CTM)	Communications & Public Information Office	Development Services Department	Downtown Austin Community Court	Economic Development Department	Emergency Medical Services	Financial Services	Fleet Services	Housing and Planning Department
Survey Question		Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
ABOUT YOU													
29. Select the gender you currently identify with:	Female	31.98%	37.04%	39.64%	33.63%	71.43%	43.17%	80.00%	70.97%	33.91%	71.70%	28.95%	50.00%
	Male	63.66%	58.02%	56.76%	60.18%	28.57%	49.18%	20.00%	19.35%	61.49%	22.64%	65.79%	30.56%
	Other	4.36%	4.94%	3.60%	6.19%	0.00%	7.65%	0.00%	9.68%	4.60%	5.66%	5.26%	19.44%
30. How long have you worked for the City?	>15 yrs	23.55%	18.52%	20.72%	30.97%	4.76%	15.85%	6.67%	22.58%	32.18%	20.75%	18.42%	19.44%
	7-15 yrs	32.85%	28.40%	26.13%	27.43%	23.81%	28.42%	26.67%	35.48%	25.86%	29.25%	57.89%	27.78%
	3-7 yrs	43.60%	53.09%	53.15%	41.59%	71.43%	55.74%	66.67%	41.94%	41.95%	50.00%	23.68%	52.78%
31. What Generation are you a member of? Use your birth year to select from the options below.	Baby Boomers	20.06%	20.99%	30.63%	17.70%	19.05%	18.58%	13.33%	19.35%	5.17%	20.75%	31.58%	19.44%
	Generation X	43.02%	49.38%	44.14%	53.98%	38.10%	48.63%	20.00%	51.61%	44.25%	52.83%	47.37%	33.33%
	Millennials	34.88%	28.40%	24.32%	26.55%	38.10%	31.15%	66.67%	29.03%	44.83%	24.53%	21.05%	44.44%
	Generation Z	2.03%	1.23%	0.90%	1.77%	4.76%	1.64%	0.00%	0.00%	5.75%	1.89%	0.00%	2.78%
32. Are you an APD Officer, AFD Firefighter, or EMS who is subject to Civil Service regulations?		0.58%	1.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	81.61%	0.00%	0.00%	0.00%
33. Are you a supervisor? (Is it part of your job responsibility to conduct official performance evaluations?)		20.59%	25.93%	19.44%	17.86%	4.76%	22.22%	20.00%	40.00%	17.24%	29.25%	26.32%	30.56%
34. Do you supervise supervisors?		10.17%	12.35%	9.01%	9.73%	4.76%	10.38%	6.67%	16.13%	4.60%	12.26%	15.79%	8.33%
35. Which of these describes your hourly pay?	\$32.51 or more per hour	51.74%	54.32%	21.62%	83.19%	47.62%	68.85%	26.67%	77.42%	38.51%	71.70%	39.47%	55.56%
	\$25.51-\$32.50	27.33%	29.63%	10.81%	8.85%	38.10%	22.40%	60.00%	22.58%	37.36%	20.75%	34.21%	30.56%
	\$18.51-\$25.50	15.99%	12.35%	31.53%	5.31%	4.76%	8.20%	6.67%	0.00%	22.41%	6.60%	15.79%	13.89%
	\$18.50 or less	4.94%	3.70%	36.04%	2.65%	9.52%	0.55%	6.67%	0.00%	1.72%	0.94%	10.53%	0.00%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name		Human Resources Department	Information & Security Office	Law Department	Management Services	Mayor/Council staff	Municipal Court	Office of Civil Rights	Office of Real Estate Services	Office of the City Auditor	Office of the City Clerk	Parks & Recreation Department	Public Works Department
Survey Question		Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
ABOUT YOU													
29. Select the gender you currently identify with:	Female	46.55%	30.00%	64.29%	53.85%	58.33%	64.89%	60.00%	54.17%	50.00%	76.47%	51.08%	47.53%
	Male	37.93%	60.00%	30.95%	35.90%	25.00%	29.79%	20.00%	41.67%	45.00%	23.53%	43.01%	50.00%
	Other	15.52%	10.00%	4.76%	10.26%	16.67%	5.32%	20.00%	4.17%	5.00%	0.00%	5.91%	2.47%
30. How long have you worked for the City?	>15 yrs	12.07%	0.00%	19.05%	12.82%	25.00%	20.21%	40.00%	25.00%	15.00%	17.65%	18.82%	22.84%
	7-15 yrs	27.59%	20.00%	23.81%	25.64%	41.67%	27.66%	40.00%	25.00%	35.00%	29.41%	25.27%	33.95%
	3-7 yrs	60.34%	80.00%	57.14%	61.54%	33.33%	52.13%	20.00%	50.00%	50.00%	52.94%	55.91%	43.21%
31. What Generation are you a member of? Use your birth year to select from the options below.	Baby Boomers	10.34%	20.00%	26.19%	15.38%	25.00%	18.09%	40.00%	20.83%	0.00%	17.65%	25.27%	20.99%
	Generation X	63.79%	60.00%	38.10%	51.28%	33.33%	45.74%	60.00%	62.50%	35.00%	23.53%	39.25%	52.47%
	Millennials	24.14%	20.00%	35.71%	33.33%	33.33%	35.11%	0.00%	16.67%	60.00%	58.82%	34.95%	25.93%
	Generation Z	1.72%	0.00%	0.00%	0.00%	8.33%	1.06%	0.00%	0.00%	5.00%	0.00%	0.54%	0.62%
32. Are you an APD Officer, AFD Firefighter, or EMS who is subject to Civil Service regulations?		0.00%	0.00%	2.38%	0.00%	8.33%	1.06%	0.00%	0.00%	0.00%	0.00%	0.54%	0.00%
33. Are you a supervisor? (Is it part of your job responsibility to conduct official performance evaluations?)		29.31%	30.00%	21.95%	25.00%	25.00%	17.02%	0.00%	29.17%	36.84%	23.53%	27.03%	23.75%
34. Do you supervise supervisors?		8.62%	0.00%	4.76%	23.08%	25.00%	9.57%	0.00%	12.50%	15.00%	11.76%	11.29%	9.26%
35. Which of these describes your hourly pay?	\$32.51 or more per hour	68.97%	90.00%	57.14%	61.54%	50.00%	26.60%	100.00%	54.17%	65.00%	41.18%	28.49%	66.05%
	\$25.51-\$32.50	24.14%	0.00%	26.19%	28.21%	41.67%	17.02%	0.00%	41.67%	30.00%	29.41%	25.27%	16.67%
	\$18.51-\$25.50	5.17%	0.00%	16.67%	10.26%	8.33%	54.26%	0.00%	4.17%	5.00%	29.41%	25.81%	13.58%
	\$18.50 or less	1.72%	10.00%	0.00%	0.00%	0.00%	2.13%	0.00%	0.00%	0.00%	0.00%	20.43%	3.70%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).





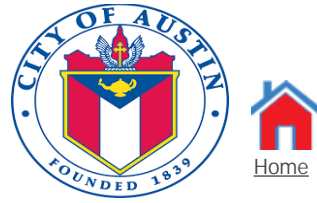
Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name		Small & Minority Business Resources	Watershed Protection
Survey Question		Percentage	Percentage
ABOUT YOU			
29. Select the gender you currently identify with:	Female	70.59%	37.21%
	Male	23.53%	56.59%
	Other	5.88%	6.20%
30. How long have you worked for the City?	>15 yrs	17.65%	24.81%
	7-15 yrs	29.41%	34.11%
	3-7 yrs	52.94%	41.09%
31. What Generation are you a member of? Use your birth year to select from the options below.	Baby Boomers	17.65%	17.83%
	Generation X	47.06%	43.41%
	Millennials	35.29%	37.21%
	Generation Z	0.00%	1.55%
32. Are you an APD Officer, AFD Firefighter, or EMS who is subject to Civil Service regulations?		5.88%	0.00%
33. Are you a supervisor? (Is it part of your job responsibility to conduct official performance evaluations?)		11.76%	23.26%
34. Do you supervise supervisors?		5.88%	10.08%
35. Which of these describes your hourly pay?	\$32.51 or more per hour	58.82%	65.12%
	\$25.51-\$32.50	23.53%	18.60%
	\$18.51-\$25.50	17.65%	13.95%
	\$18.50 or less	0.00%	2.33%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name		Citywide	Animal Services	Austin Code	Austin Convention Center	Austin Energy	Austin Fire Department	Austin Police Department	Austin Public Health	Austin Public Library	Austin Resource Recovery	Austin Transportation
Survey Question		Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
ABOUT YOU												
36. Please indicate your race/ethnic group:	White	54.35%	75.00%	46.00%	42.86%	56.96%	64.63%	57.14%	39.44%	62.03%	39.34%	60.19%
	Black or African American	13.37%	0.00%	22.00%	16.67%	13.74%	8.54%	7.75%	19.12%	13.90%	35.25%	7.41%
	Hispanic or Latino	27.22%	20.83%	20.00%	36.90%	23.15%	23.17%	30.75%	37.45%	18.72%	24.59%	23.15%
	American Indian/Alaska Nativ	0.71%	0.00%	2.00%	1.19%	0.54%	0.00%	0.73%	0.00%	0.53%	0.82%	0.00%
	Asian	4.01%	4.17%	10.00%	2.38%	5.61%	3.66%	3.39%	3.59%	4.81%	0.00%	7.41%
	Native Hawaiian/Pacific Islander	0.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.24%	0.40%	0.00%	0.00%	1.85%
37. Do you have access to email and/or the City's Intranet at work?		99.05%	98.11%	98.57%	98.08%	99.02%	99.04%	99.67%	99.32%	100.00%	93.66%	97.69%
38. Which version of the questionnaire did you use to complete the survey?	English	99.87%	98.11%	100.00%	100.00%	99.86%	100.00%	99.83%	100.00%	100.00%	100.00%	100.00%
	Spanish	0.13%	1.89%	0.00%	0.00%	0.14%	0.00%	0.17%	0.00%	0.00%	0.00%	0.00%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name	Austin Water	Aviation	Building Services Department	Comm. & Technology Mgmt. (CTM)	Communications & Public Information Office	Development Services Department	Downtown Austin Community Court	Economic Development Department	Emergency Medical Services	Financial Services	Fleet Services	Housing and Planning Department	
Survey Question	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	
ABOUT YOU													
36. Please indicate your race/ethnic group:	White	54.98%	53.33%	23.26%	64.71%	60.00%	58.82%	71.43%	53.85%	65.49%	54.12%	61.29%	63.33%
	Black or African American	9.96%	15.00%	26.74%	9.41%	30.00%	8.09%	7.14%	23.08%	9.15%	10.59%	6.45%	16.67%
	Hispanic or Latino	29.15%	26.67%	47.67%	17.65%	10.00%	27.21%	7.14%	23.08%	23.94%	29.41%	29.03%	16.67%
	American Indian/Alaska Nativ	1.85%	1.67%	1.16%	0.00%	0.00%	1.47%	7.14%	0.00%	0.70%	0.00%	3.23%	0.00%
	Asian	3.32%	3.33%	1.16%	8.24%	0.00%	3.68%	7.14%	0.00%	0.70%	5.88%	0.00%	3.33%
	Native Hawaiian/Pacific Islander	0.74%	0.00%	0.00%	0.00%	0.00%	0.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
37. Do you have access to email and/or the City's Intranet at work?		98.84%	98.77%	99.10%	99.12%	95.24%	99.45%	100.00%	100.00%	99.43%	100.00%	100.00%	97.22%
38. Which version of the questionnaire did you use to complete the survey?	English	99.42%	100.00%	100.00%	100.00%	100.00%	99.45%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
	Spanish	0.58%	0.00%	0.00%	0.00%	0.00%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



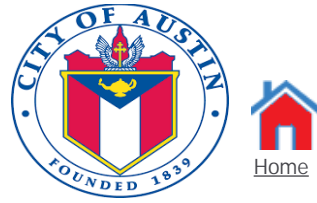
Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name	Human Resources Department	Information & Security Office	Law Department	Management Services	Mayor/Council staff	Municipal Court	Office of Civil Rights	Office of Real Estate Services	Office of the City Auditor	Office of the City Clerk	Parks & Recreation Department	Public Works Department	
Survey Question	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	
ABOUT YOU													
36. Please indicate your race/ethnic group:	White	56.10%	71.43%	64.52%	67.74%	60.00%	37.66%	0.00%	57.14%	70.59%	60.00%	58.60%	42.86%
	Black or African American	17.07%	14.29%	22.58%	6.45%	10.00%	14.29%	66.67%	14.29%	17.65%	0.00%	14.01%	8.27%
	Hispanic or Latino	24.39%	0.00%	12.90%	22.58%	20.00%	44.16%	33.33%	21.43%	11.76%	40.00%	24.20%	36.09%
	American Indian/Alaska Nativ	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	0.64%	0.00%
	Asian	2.44%	14.29%	0.00%	3.23%	0.00%	3.90%	0.00%	0.00%	0.00%	0.00%	1.27%	11.28%
	Native Hawaiian/Pacific Islander	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.27%	1.50%
37. Do you have access to email and/or the City's Intranet at work?	100.00%	100.00%	100.00%	100.00%	100.00%	97.87%	100.00%	100.00%	100.00%	100.00%	99.46%	100.00%	
38. Which version of the questionnaire did you use to complete the survey?	English	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
	Spanish	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).



Listening to the Workforce Survey 2.0 - Department



Human Resource Performance Survey Data for Year: 2021

Survey Department Name		Small & Minority Business Resources	Watershed Protection
Survey Question		Percentage	Percentage
ABOUT YOU			
36. Please indicate your race/ethnic group:	White	0.00%	63.11%
	Black or African American	46.67%	11.65%
	Hispanic or Latino	53.33%	20.39%
	American Indian/Alaska Nativ	0.00%	0.97%
	Asian	0.00%	3.88%
	Native Hawaiian/Pacific Islander	0.00%	0.00%
37. Do you have access to email and/or the City's Intranet at work?		100.00%	99.22%
38. Which version of the questionnaire did you use to complete the survey?	English	100.00%	100.00%
	Spanish	0.00%	0.00%

Note: Data indicate favorable results (Agree + Strongly Agree, Good + Very Good).