

2018 Employee Opinion Survey Results

Full Time Results Only

2018 Total Responses: 37% return rate (114 of 303)
 2014 Total Responses: 25% return rate (81 of 329)
 2013 Total Responses: 24% return rate (71 of 291)
 2012 Response Rate: 23%

1. JOB SATISFACTION

Overall, how satisfied are you with the Carol Stream Park District as a place to work?						Satisfied & Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	3 8%	17 47%	16 44%	36	92%	90%	80.0%	88.7%	97.6%	90.1%

How satisfied are you with your immediate Supervisor?						Satisfied & Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	1 3%	2 6%	15 42%	18 50%	36	92%	90%	na	na	na	na

How satisfied are you with your Department Director?						Satisfied & Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	2 6%	13 36%	21 58%	36	94%	85%	na	na	na	na

How satisfied are you with Executive Director?						Satisfied & Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	3 8%	12 33%	21 58%	36	92%	95%	na	na	na	na

Comment(s) for:

1 * Job Satisfaction

5 Responses

10 per page [Update](#)

Answer	Respondent
Overall our district has a lot of caring workers and this is especially true in the department I work directly in. Training followed by delegation are important from upper management in order to build a strong organization.	Anonymous
This is a great company based on the people that are currently in place.	Anonymous
I enjoy the people I work with. Our director is very positive and easy to communicate with. Directors are very approachable if you have a question or comment.	Anonymous
I really like the variety of my work and duties. Its challenging and rewarding. We have a great group of people to work with.	Anonymous
I love working with everyone.	Anonymous

10 per page [Update](#)

On a scale of 1-4 with 4 being the highest, how would you rate the overall morale of the Park District?						Rating of 3 and 4 Percentage					
	1	2	3	4	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	1 3%	4 11%	23 64%	8 22%	36	86%	70%	na	na	na	na

Comment(s) for:

2 * Job Satisfaction

9 Responses

10 per page [Update](#)

Answer	Respondent
It seems like people are down and negative at times. I can't quite put my finger on it. Workloads might be the issue. Some staff appear to be frustrated.	Anonymous
There have been quite a few more levels of management added over the years. The extra layers add to our spending unless specific duties are laid out, new supervisors/managers are fully trained and they and their staff are being held accountable for their responsibilities. We've talked a lot about who should be doing what when problems arise, but perhaps if all managers took ownership of their responsibilities perhaps we would not be discussing shifting the assignments.	Anonymous
I think overall morale is good here. There could be improvements with conflicts between departments.	Anonymous
with all the current staff and position changes it seems like things are a bit disarray. The CSPD needs to take time to clean up all the changes and get the staff and positions settled before making more changes. Staff Responsibilities and Organizational charts need to be updated and sent out to all staff as a starter.	Anonymous
Morale can always be boosted. Need to work on getting all departments together instead of just "silos."	Anonymous
I think that each the morale in each area	Anonymous

There are a small number of folks with negative attitudes, but many, many more with positive attitudes and high morale. While a few Debbie-downers can bring others down, I think the overall morale is really good!	Anonymous
I have seen a big improvement in morale over the past few years and hope it stays this way!	Anonymous
Morale could easily be improved by making it ONE place of employment - the Carol Stream Park District as opposed to Recreation vs Parks vs Admin. When there is a goodbye lunch for an employee leaving & the person who works 2 cubicles away from them doesn't get invited that brings down morale. When the office has Christmas stockings for almost every person that works in the office except for 2 people that lowers morale. Being left out of dept. meetings lowers morale. Include everyone to a point.	Anonymous

10 per page Update

Occasionally small events are held to build some fun and camaraderie (potluck lunches, free throw contest, etc.). Do you agree that these events help with employee morale?						Agreed & Strongly Agreed Percentage					
	Strongly Disagree	Disagree	Agree	Strongly Agree	Completed Responses	2018 Full Time only	2014	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0	3	11	22	36	92%	na	na	na	na	na
	0%	8%	31%	61%							

Comment(s) for:

3 * Job Satisfaction

12 Responses

Answer	Respondent
It would be nice to sometimes have a luncheon that was not a potluck. Even if it was just pizza & soda. Still good to get together but not have to bring something.	Anonymous
Yes, the events during the day are huge moral boosters for staff! Keep doing them!	Anonymous
At first these were to often, but the last 2 years it has been much better.	Anonymous
Love these.	Anonymous
They're fun and I'm glad you try and include everyone	Anonymous
If the employee has the time to participate, yes, however if employee is too busy and takes away from job responsibilities No.	Anonymous
Yes, some may not always be enthusiastic, but this is great for all.	Anonymous
too many potlucks	Anonymous
I think that it is very helpful. I just wish there was a way for everyone to be able to be there, that is on that shift while the party is going on.	Anonymous
YES! Gives us a chance to mingle with staff we don't normally see.	Anonymous

10 per page Update

What do you like most about working for the Carol Stream Park District?

4 * Job Satisfaction What do you like most about working for the Carol Stream Park District?

35 Responses

Answer	Respondent
The community	Anonymous
The satisfaction of providing leisure activities for all ages. Seeing patrons having a great time and smiling.	Anonymous
Coworkers and happy participants	Anonymous
That I get to use my skills to help others.	Anonymous
working together towards a common goal of the best recreation, parks and facilities that we can provide.	Anonymous
Friendly people.	Anonymous
We all work as a team to serve the community and make it the best it can be.	Anonymous
Working with people who care and do their best, good benefits, respectful co-workers.	Anonymous
It is a flexible place to work as far as job schedule. I enjoy the open door policy with my superiors.	Anonymous
Opportunity to positively impact the community.	Anonymous
The people and the freedom to share my ideas and insights.	Anonymous
the people that I work with directly.	Anonymous
What I enjoy most about work for the Carol Stream Park District is giving back to the community and families. I like the programs we offer to the community, as well as our parks and facilities.	Anonymous
I enjoy the people I work with.	Anonymous
the people and the location. I used to welcome the challenge but I seem to be getting to old to enjoy that as much. HaHa	Anonymous
Staff is very friendly.	Anonymous
Co-workers, supervisors, directors	Anonymous
staff, most of them anyway	Anonymous
Co-workers.	Anonymous
My job, my boss, flexibility, independence, creativity, distance from home, ability to work from home, the people, most projects.	Anonymous

20 per page Update

4 * Job Satisfaction What do you like most about working for the Carol Stream Park District?

35 Responses

Answer	Respondent
I enjoy working with caring people while helping create fun activities in Carol Stream.	Anonymous
What I like most about working for the Carol Stream park district is how close everyone is. The Carol Stream park district workers are more like family. Being able to work with people that you are close to like family makes the job(s) and environment so much more enjoyable. What I also like about the Carol Stream park district is the overall freedom	Anonymous

20 per page Update

I enjoy working with people. Also being a part of the community and all the things that are attached to the park district. When I go to one of our parks, I am proud that I work for CSPD	Anonymous
When a resident/public compliments me on our parks and facilities.	Anonymous
How easy to talk to the management is.	Anonymous
The family atmosphere.	Anonymous
The variety of my work, the people, using my skills, and knowing that we make a difference to peoples lives.	Anonymous
All of the employees	Anonymous
Making a difference	Anonymous
Co-workers.	Anonymous
Being part of a team and knowing if you need help, there is someone there to help you.	Anonymous
I love that we provide great programs and events to our community. I love the flexibility that is afforded to me and I love my coworkers.	Anonymous
Engaging and interacting with people, the flexibility of the job, the department I work for.	Anonymous
I like the people I work with and the specifics of my job. These two factors make my job fun and interesting.	Anonymous
The community of staff and the family oriented-ness of the district	Anonymous

◀ ▶ 20 per page Update

What do you like least about working for the Carol Stream Park District?

5

*** Job Satisfaction** What do you like least about working for the Carol Stream Park District?

34 Responses

▶ ▶ 20 per page Update

Answer	Respondent
It's hard to live on my own with pay. I need to get second jobs to be able to pay rent and pay for food.	Anonymous
The feeling of not having enough time in the day to get everything done.	Anonymous
Tough question because I'm very happy working here.	Anonymous
staff that does not see the big picture just here for the pay check.	Anonymous
Lack of communication.	Anonymous
n/a	Anonymous
There are a lot of short term fixes with staff and sometimes with projects without more long term effects being considered and that hurts us in the long run. Some improvements in this area in 2018. Staff has been put into positions because they have been at CSPD rather than the best person for job.	Anonymous
Expanding on what I mentioned above, there are conflicts between departments often. I feel that sometimes we have a hard time being patient or understanding what others do since some of our jobs are so different from one another.	Anonymous
Silos between departments leading to lack of communication or inability to work together to complete a common goal.	Anonymous
It would be nice to have an administrative office so everyone could be in the same place.	Anonymous
n/a	Anonymous
There is nothing about the Carol Stream Park District I like the least. There is nothing about the Carol Stream Park District I like the least. There is nothing about the Carol Stream Park District I like the least. There is nothing about the Carol Stream Park District I like the least.	Anonymous
That my thoughts about how a project should be done aren't always respected.	Anonymous
The finger pointing. We are a team and should start operating like a TEAM.	Anonymous
Some positions are given to unqualified staff.	Anonymous
all departments being so segregated, and looking after themselves instead of the district as a whole. I know I have fallen into this category at times, but the more everyone works on it the better the district will be.	Anonymous
angst and lack of all working as one team for the CSPD	Anonymous
Using Restrictive/Outdated Technology Tools.	Anonymous
There are the occasional frustrations with staff, customers and other issues, but every job has them.	Anonymous
There is nothing I don't like about working for the park district.	Anonymous

▶ ▶ 20 per page Update

5

*** Job Satisfaction** What do you like least about working for the Carol Stream Park District?

34 Responses

◀ ▶ 20 per page Update

Answer	Respondent
What I like least about working for the Carol Stream park district are the hours. During peak season there is never enough time to get everything done. Being able to work later would allow more tasks to get done. It would be nice if work hours changed for spring,summer and fall,winter. An alternative to the all staff meetings would be nice as well.	Anonymous
because of my position, sometimes things get a little slow. I enjoy being busy. but there is always something to dig in and do.	Anonymous
Lack of time to do your best work.	Anonymous
I'm pretty much fine with everything.	Anonymous
not much	Anonymous
Dealing with negative customers, or residents who don't appreciate the services.	Anonymous
Dispelling false rumors about the park district ---like the one that says we are going bankrupt because we had to cut the number of fitness desk staff.	Anonymous
UGH!	Anonymous
Nothing	Anonymous
Communication between departments	Anonymous
The divide of departements	Anonymous
n/a	Anonymous
I wish the pay was higher.	Anonymous
I don't enjoy the lack of communication & direction, the sparation of departments to a point, how many employees are left out of things, that some staff can only work a certain amount of hours so that either puts a burden on them or others to now have to compensate for that. The stress of having to do it all, the lack pf compensation for the work.	Anonymous
the politics of it and the trying to throw people under the bus. Need to pull from the same rope and not just say well a mistake was made and its their fault. Fix the issues as a team.	Anonymous
Payroll errors - there have two instances in the past 6 months where I was overpaid and have had to have my current checks deducted.	Anonymous

◀ ▶ 20 per page Update

2. PERSONAL OPPORTUNITIES

I feel the Park District encourages and supports my career growth.	Agree and Strongly agree Percentage										
	Strongly Disagree	Disagree	Agree	Strongly Agree	# of Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	1 3%	3 8%	22 61%	10 28%	36	89%	80%	na	na	na	na

My job makes good use of my skills and abilities.	Agree and Strongly agree Percentage										
	Strongly Disagree	Disagree	Agree	Strongly Agree	# of Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	1 3%	0 0%	21 58%	14 39%	36	97%	90%	na	na	na	na

I feel I am an important asset to the Carol Stream Park District and my abilities and talents are valued.	Agree and Strongly agree Percentage										
	Strongly Disagree	Disagree	Agree	Strongly Agree	# of Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	1 3%	0 0%	19 53%	16 44%	36	97%	85%	na	na	na	na

6 * Personal Opportunities

4 Responses

10 per page Update

Answer	Respondent
If your very good at something it seems you are kept there and you can be overlooked for other opportunities. Cross training is important in all departments so that all can participate in growth opportunities.	Anonymous
Of course I feel that I am an asset to the district.	Anonymous
More money should be invested in individual training and growth opportunities. Too many educational opps are cut from the budget. Need to invest in people, keep them knowledgeable, fresh and motivated.	Anonymous
positions are usually always posted internally before going to the outside	Anonymous

10 per page Update

3. MISSION/PHILOSOPHY

Directors and Supervisors are leading the District according to our mission.	Agree and Strongly agree Percentage										
	Strongly Disagree	Disagree	Agree	Strongly Agree	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	1 3%	20 56%	15 42%	36	97%	90%	na	na	na	na

Comment(s) for:

7 * Mission/Philosophy Our mission states: "The mission of the Carol Stream Park District is to enrich our community by fulfilling our residents' needs for healthy, accessible, quality recreation activities, parks and facilities, and to be responsible stewards of our community resources."

3 Responses

10 per page Update

Answer	Respondent
The lack of extended planning through the years has left the district in a very difficult situation to maintain what we own for the community. Current leadership is trying to correct the path. Stress for employees is heightened when doing more and more without adequate resources for staff or equipment, etc. That effects morale.	Anonymous
I think we're too busy working on expanding on what we have instead of focusing on making what we do have perfect.	Anonymous
I see a lot of people trying to make all of our patrons satisfied. It is not always easy.	Anonymous

10 per page Update

4. COMMUNICATION AND TEAMWORK

How satisfied are you with the communication you receive from your immediate Supervisor?	Satisfied and Extremely Satisfied Percentage										
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	1 3%	1 3%	14 39%	20 56%	36	94%	75%	na	na	na	na

How satisfied are you with the communication you receive from your Department Director?						Satisfied and Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	1 3%	16 44%	19 53%	36	97%	75%	na	na	na	na

How satisfied are you with the communication you receive from the Executive Director?						Satisfied and Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	2 6%	17 47%	17 47%	36	94%	na	na	na	na	na

How satisfied are you with the information on the Employee Portal and other communication you receive on behalf of the District?						Satisfied and Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	2 6%	22 61%	12 33%	36	94%	95%	na	na	na	na

How satisfied are you with the J.I.M. Award Program?						Satisfied and Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	8 22%	17 47%	11 31%	36	78%	na	na	na	na	na

How satisfied are you with the quarterly All Staff Meetings?						Satisfied and Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	4 11%	22 61%	10 28%	36	89%	na	na	na	na	na

Comment(s) for:

8 * **Communication and Teamwork**

8 Responses 10 per page Update

Answer	Respondent
Criteria for awards is to vague. People can be nominated for tasks that are part of their job. Most communication is good in our department.	Anonymous
I love the fact that a fun weekly e-mail is shared with all staff to keep things light for the weekend. Thank you	Anonymous
J.I.M Award: I don't like candy :) but the thought is a good one.	Anonymous
The quarterly All-Staff meetings are good because they bring us together as a company. Safety & other topics are discussed, along with what other departments are doing. It is good to have facetime with staff you don't always see, and it's very important for the ED and Directors to report on happenings. I suggest tables are mixed with staff from other depts to force more interaction with each other.	Anonymous
The JIM award is a great idea. But, sometimes, just sometimes people get them for just doing their job. I hear about people that should get them because they went above and beyond and it is never mentioned. but it is hard to manage and is appreciated.	Anonymous
Our Communication under this leadership team and Jim Reuter is much better than it was before.	Anonymous
I think the JIM awards are given out to people for doing their job and not going above and beyond what their job expectation is. I don't feel like people are equally getting recognized for the good work they are doing.	Anonymous
Communication is absolutely horrendous. They amount of time that could be saved with simple communication could be used in a much more beneficial way.	Anonymous

10 per page Update

My Supervisor is visible and easy to reach.				Yes Percentage					
	Yes	No	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	36 100%	0 0%	36	100%	85%	na	na	na	na

My Department Director is visible and easy to reach.				Yes Percentage					
	Yes	No	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	35 97%	1 3%	36	97%	80%	na	na	na	na

The Executive Director is visible and easy to reach.				Yes Percentage					
	Yes	No	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	35 97%	1 3%	36	97%	100%	na	na	na	na

Comment(s) for:

9

*** Communication and Teamwork**

3 Responses

10 per page Update

Answer	Respondent
Everyone above has an open door policy making them all easily accessible.	Anonymous
The ED has an open door policy and I appreciate that he allows us to stop in and see him if we choose.	Anonymous
A++	Anonymous

10 per page Update

5. COMPENSATION AND PERFORMANCE REVIEW PROCESS

How satisfied are you with your compensation?	Satisfied and Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	# of Completed Responses	
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	1 3%	9 25%	26 72%	0 0%	36	2018 Full Time Only: 72%, 2014 Full Time Only: 60%, 2013: na, 2012: na, 2007: na, 2005: na

Comment(s) for:

10

*** Compensation and Performance Review Process**

8 Responses

10 per page Update

Answer	Respondent
I love my job it's just hard to afford paying all my bills every month. I often lose more money than I earn.	Anonymous
Still not understanding the recent grade levels that were given to positions.	Anonymous
Based on my responsibilities I think I should be Full time.	Anonymous
If you work hard you will receive the financial recognition that is deserved, but if you do bare minimum and try to just skate by you will also how it negatively impacts that.	Anonymous
More is always better and for all I do.....well, you know!	Anonymous
I believe I could be paid more to	Anonymous
Hoping to continue to receive pay adjustments to get me closer to the midpoint of my salary range.	Anonymous
Wish it was a little more but who doesn't	Anonymous

10 per page Update

How satisfied are you with the evaluation process?	Satisfied and Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Have not gotten a review yet	# of Completed Responses
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	5 14%	25 69%	4 11%	2 6%	36
						2018*: 81%, 2014 Full Time Only: 65%, 2013: na, 2012: na, 2007: na, 2005: na

"In 2018 we added the "Have not gotten a review yet" category so this may be the reason why the percentage of Satisfied and Extremely Satisfied went down this year

Comment(s) for:

11

*** Compensation and Performance Review Process**

4 Responses

10 per page Update

Answer	Respondent
The forms are difficult to fill out and are repetitive.	Anonymous
Since the approved raise is given to all this is not a merit related performance evaluation. No points system for rating the categories to improve you above another. If raise is related to performance, that has not been made clear and the reviews don't seem to be used that way. Evaluations are good for records, but communications more than once a year would help a person make corrections and improvements as well as encourage them.	Anonymous
I believe this is a document/process that could use an update.	Anonymous
We need to move to fillable forms	Anonymous

10 per page Update

6. CULTURE AND IMAGE

Generally, employees at our District are focused on solutions rather than blame	Agree and Strongly agree Percentage					
	Strongly Disagree	Disagree	Agree	Strongly Agree	Completed Responses	
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	8 22%	25 69%	3 8%	36	2018 Full Time Only: 78%, 2014 Full Time Only: 80%, 2013: na, 2012: na, 2007: na, 2005: na

I am proud of the Park District's image in our community.						Agree and Strongly agree Percentage					
	Strongly Disagree	Disagree	Agree	Strongly Agree	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 0%	1 3%	24 67%	11 31%	36	97%	80%	na	na	na	na

Comment(s) for:

12 * Culture and Image

8 Responses

10 per page Update

Answer	Respondent
There are still a number of people who stay in the "problem" focus (old habits) and are not learning to think as problem solvers or give suggestions. Everyone does this some, but some do it a lot. Collaboration and communication is key across departments.	Anonymous
It would be great to see more efforts to work together to solve problems rather than pointing fingers. There is often an obvious us vs. them mentality.	Anonymous
The brand in Carol Stream is extremely powerful.	Anonymous
I think solutions are often blown off and certain staff do not take responsibility for things or simply blow things off rather than enforce a rule.	Anonymous
some more than others focus on solutions. but overall I think most everyone works together towards solutions. I am proud of our parks and think the parks department does a great job trying to keep up, especially in the Summer.	Anonymous
I think leadership is having a positive impact and that finger pointing is being reduced. Some staff are taking longer to get on board, but we are making progress.	Anonymous
There is still a lot of finger pointing, but Senior Leadership is doing a great job at trying to improve this.	Anonymous
It sometimes seems that some areas prefer to complain rather than offering solutions that work for both involved areas.	Anonymous

10 per page Update

6. BENEFITS

Please tell us how satisfied you are with the benefits that you receive.						Satisfied and Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 2%	0 22%	17 58%	19 17%	36	100%	80%	na	na	na	na

How satisfied are you with the revised dress code guidelines?						Satisfied and Extremely Satisfied Percentage					
	Extremely Dissatisfied	Dissatisfied	Satisfied	Extremely Satisfied	Completed Responses	2018 Full Time Only	2014 Full Time Only	2013	2012	2007	2005
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	0 2%	2 4%	25 56%	9 35%	36	94%	100%	na	na	na	na

Comment(s) for:

13 * Benefits

7 Responses

10 per page Update

Answer	Respondent
I am satisfied, however would love to wear jeans more regularly ;)	Anonymous
The more jeans days, the better! Having more casual sweatshirt-approved days would be nice too.	Anonymous
Not everyone complies with dress up Monday. I think everyone should and then CQ might be have a better chance of convincing jeans for Tuesdays thru Fridays :)	Anonymous
the dress code is ok. its a bit restricted. I am not sure if the public really notices what color we wear- I do notice people will look directly at a name tag and will sometimes repeat your name. So, I think that a name tag is very important.	Anonymous
I'd like to see more casual/jean days. we work in a casual/recreation industry, so why not dress the part? Just dress up for meetings, or dress-up Mondays.	Anonymous
Please allow us to wear jeans every day.	Anonymous
I don't like dressing in slacks. More comfy in jeans.	Anonymous

10 per page Update

6. JOB CLASSIFICATION

Please tell us your job classification					
	Full Time or Full Time Equivalent	Regular Part Time	Part Time IMRF	Part Time or Seasonal	Completed Responses
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	36 32%	13 11%	4 4%	61 54%	114

7. DEPARTMENT

Please indicate your department

	Finance and Administration	Parks and Facilities	Recreation	No response given	Completed Responses
Top number is the count of respondents selecting the option. Bottom is percent of the total respondents selecting the option.	17 15%	23 20%	67 59%	7 6%	114

8. Additional thoughts and feedback from staff

Text answer(s) for:

16

Thank you for taking the time to complete this survey. Please use the space below to share any other thoughts or feedback.

8 Responses

10 per page Update

Answer	Respondent
Thank you for considering our opinion!	Anonymous
We are doing well, we can do even better together. Respect is gained through hearing and understanding one another. Also by learning how things effect each others departments and individuals "on the ground floor".Thanks for the opportunity to share. Employee Annual Objectives and Budgets that effect multiple departments could be better aligned.	Anonymous
Mesurment of sales is reactive and reporting varies from depending on what department is reporting.	Anonymous
I love my job!	Anonymous
I have seen things revolve thru the years and I think the times that we are open at the front desk, maybe needs to shorten up a bit, now that we have 2 buildings along with on line registration. I think it would save money in the long run. Other then that, great place to work for and great people to work with.	Anonymous
Thanks for taking the time to ask our opinion.	Anonymous
I love my job and I am proud to work for CSPD! Please keep adjusting pay rates per the new scale.	Anonymous
I really love working for CSPD - coming to work is fun and never something I wake up and dread doing. Thank you for an awesome work environment!	Anonymous

10 per page Update