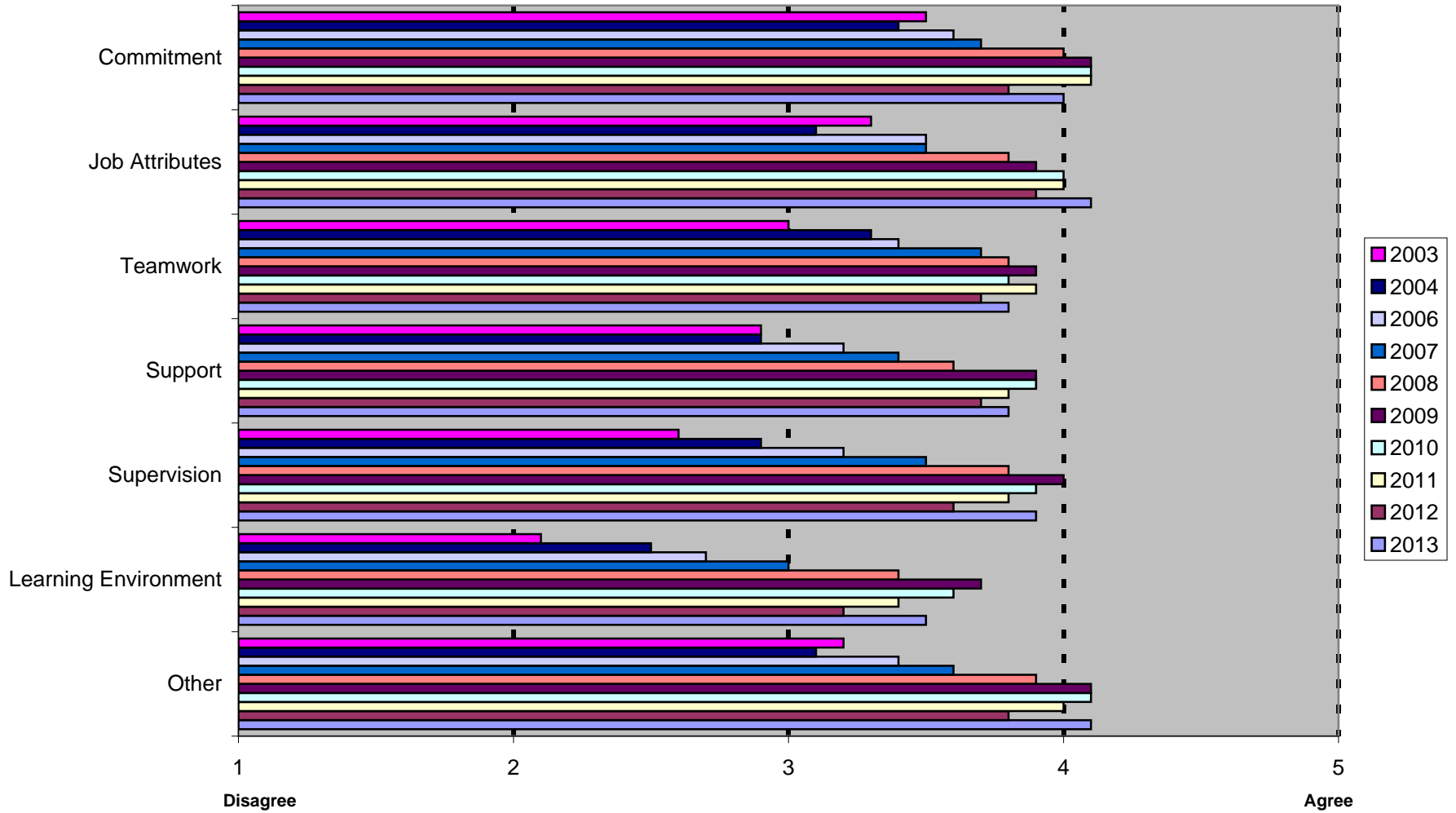


## Employee Survey Results Revenue Bureau (formerly Bureau of Licenses)



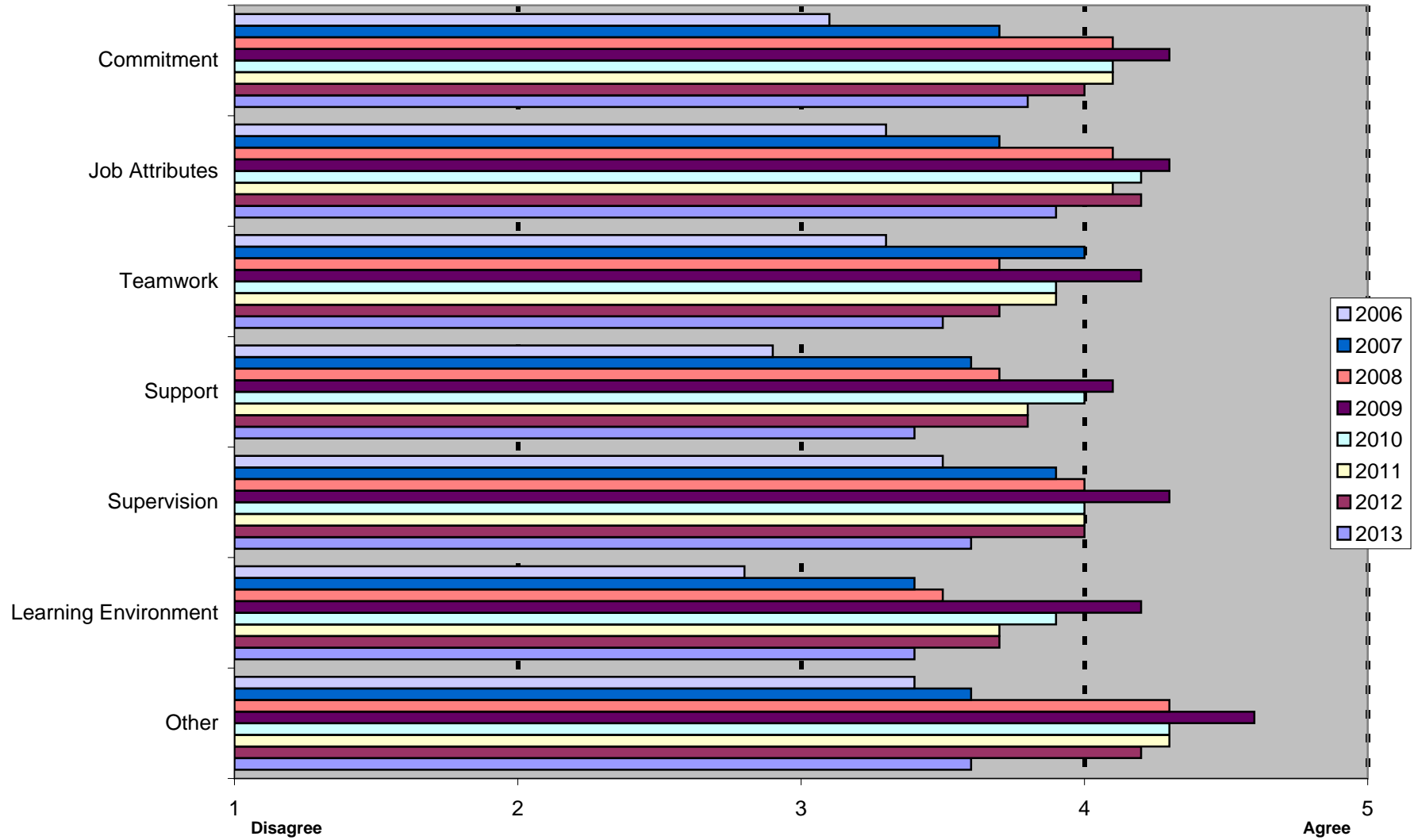
**2013 Employee survey results (grouped by domain)**  
**Revenue Bureau**

**Average = 3.85**

**Respondents = 59**

		DISAGREE				AGREE
		1	2	3	4	5
<b>COMMITMENT</b> (average = 4)	I believe my job is important	[Bar chart showing distribution from 1 to 5]				
	I am proud of the work I do here	[Bar chart showing distribution from 1 to 5]				
	I intend to stay here for the foreseeable future	[Bar chart showing distribution from 1 to 5]				
	I would recommend the Bureau as a place of employment to others	[Bar chart showing distribution from 1 to 5]				
	I would recommend this kind of work to others	[Bar chart showing distribution from 1 to 5]				
<b>JOB ATTRIBUTES</b> (average = 4.1)	I have the appropriate amount of independence on the job	[Bar chart showing distribution from 1 to 5]				
	I have enough variety in my work	[Bar chart showing distribution from 1 to 5]				
	My salary is fair for my responsibilities	[Bar chart showing distribution from 1 to 5]				
	I know what is expected of me at work	[Bar chart showing distribution from 1 to 5]				
	My benefits are fair	[Bar chart showing distribution from 1 to 5]				
	I am given the right level of decision-making authority	[Bar chart showing distribution from 1 to 5]				
	My daily work was accurately presented to me before I was hired	[Bar chart showing distribution from 1 to 5]				
Work expectations are clearly communicated to me	[Bar chart showing distribution from 1 to 5]					
<b>TEAMWORK</b> (average = 3.8)	I have a good friend at work	[Bar chart showing distribution from 1 to 5]				
	My co-workers appreciate my work	[Bar chart showing distribution from 1 to 5]				
	My co-workers are committed to doing quality work	[Bar chart showing distribution from 1 to 5]				
	I feel I can trust my co-workers to do their job well	[Bar chart showing distribution from 1 to 5]				
	Overall, people work together as a team	[Bar chart showing distribution from 1 to 5]				
<b>SUPPORT</b> (average = 3.8)	Recently, I received recognition or praise from someone at work for doing good work	[Bar chart showing distribution from 1 to 5]				
	I have the materials and equipment I need to do my work right	[Bar chart showing distribution from 1 to 5]				
	I receive adequate training to do my job	[Bar chart showing distribution from 1 to 5]				
	There is someone at work who encourages my development	[Bar chart showing distribution from 1 to 5]				
	This last year, I had opportunities to learn and grow	[Bar chart showing distribution from 1 to 5]				
	The Bureau appreciates a job well done	[Bar chart showing distribution from 1 to 5]				
<b>SUPERVISION</b> (average = 3.9)	My performance evaluations are used to improve my job performance	[Bar chart showing distribution from 1 to 5]				
	My supervisor cares about me as a person	[Bar chart showing distribution from 1 to 5]				
	My supervisors are qualified to do their work	[Bar chart showing distribution from 1 to 5]				
	The Bureau treats me fairly	[Bar chart showing distribution from 1 to 5]				
	Given the nature of my work, Bureau management does what it can to make this a good place to work	[Bar chart showing distribution from 1 to 5]				
	My supervisors actively solicit and use our suggestions for improving things at work	[Bar chart showing distribution from 1 to 5]				
	My supervisor regularly talks to me about my progress	[Bar chart showing distribution from 1 to 5]				
	Top bureau managers are qualified to do their work	[Bar chart showing distribution from 1 to 5]				
	The Bureau has strong leadership	[Bar chart showing distribution from 1 to 5]				
<b>LEARNING ENVIRONMENT</b> (average = 3.5)	At work, my opinions seem to count	[Bar chart showing distribution from 1 to 5]				
	As an organization, we know where we are going and how to get there	[Bar chart showing distribution from 1 to 5]				
	Management is attuned to, and knows what is happening with day-to-day operations	[Bar chart showing distribution from 1 to 5]				
	We, as a Bureau, learn from our mistakes	[Bar chart showing distribution from 1 to 5]				
	Our organization collects information from employees about how well things work	[Bar chart showing distribution from 1 to 5]				
<b>OTHER (4.1)</b>	OVERALL, how satisfied are you with the Bureau as a place to work?	[Bar chart showing distribution from 1 to 5]				

## Employee Survey Results Business Solutions Division



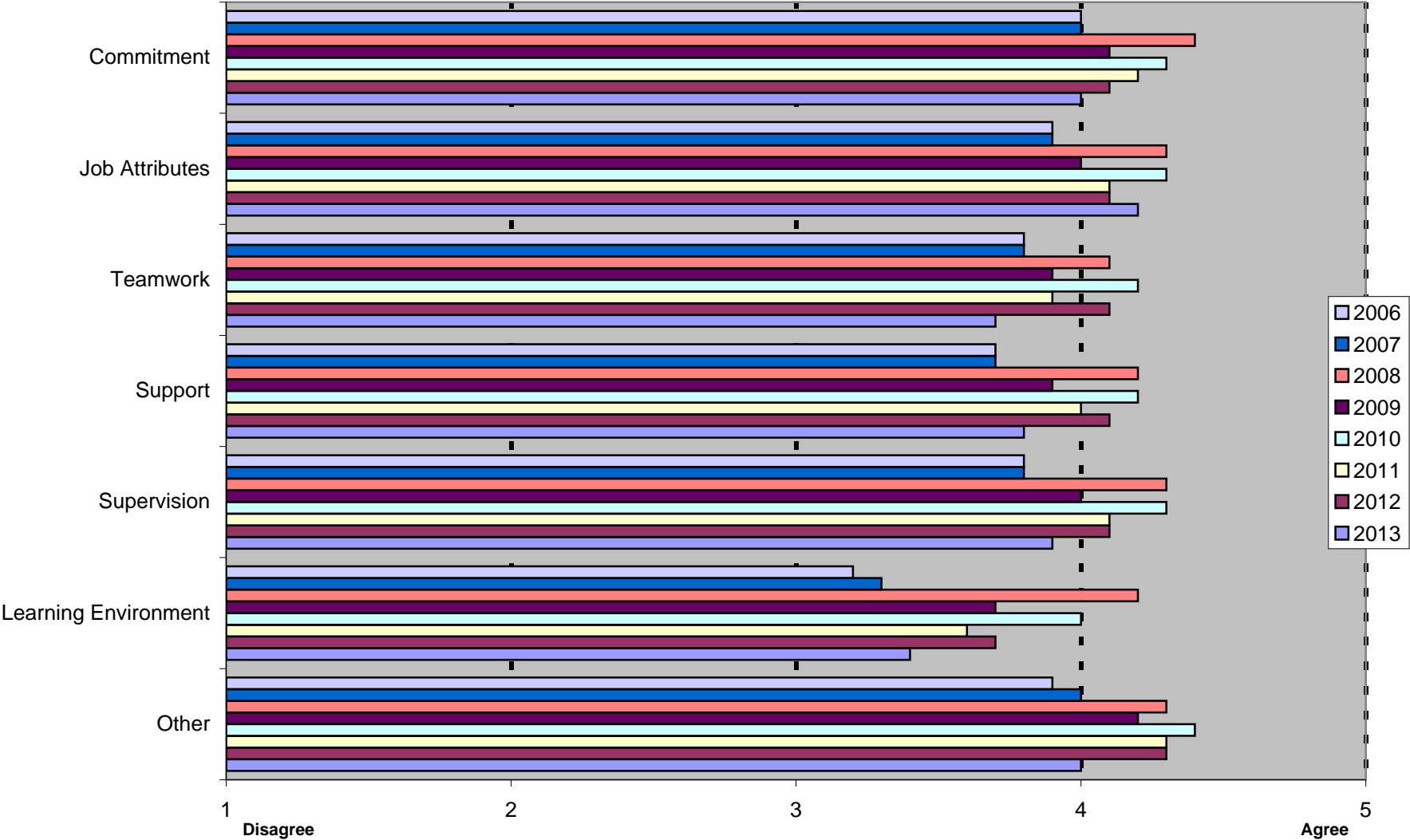
**2013 Employee survey results (grouped by domain)**  
**Business Solutions Division**

**Average = 3.60**

**Respondents = 10**

		DISAGREE				AGREE
		1	2	3	4	5
<b>COMMITMENT</b> (average = 3.8)	I believe my job is important	[Bar chart showing distribution from 1 to 5]				
	I am proud of the work I do here	[Bar chart showing distribution from 1 to 5]				
	I intend to stay here for the foreseeable future	[Bar chart showing distribution from 1 to 5]				
	I would recommend the Bureau as a place of employment to others	[Bar chart showing distribution from 1 to 5]				
	I would recommend this kind of work to others	[Bar chart showing distribution from 1 to 5]				
<b>JOB ATTRIBUTES</b> (average = 3.9)	I have the appropriate amount of independence on the job	[Bar chart showing distribution from 1 to 5]				
	I have enough variety in my work	[Bar chart showing distribution from 1 to 5]				
	My salary is fair for my responsibilities	[Bar chart showing distribution from 1 to 5]				
	I know what is expected of me at work	[Bar chart showing distribution from 1 to 5]				
	My benefits are fair	[Bar chart showing distribution from 1 to 5]				
	I am given the right level of decision-making authority	[Bar chart showing distribution from 1 to 5]				
	My daily work was accurately presented to me before I was hired	[Bar chart showing distribution from 1 to 5]				
Work expectations are clearly communicated to me	[Bar chart showing distribution from 1 to 5]					
<b>TEAMWORK</b> (average = 3.5)	I have a good friend at work	[Bar chart showing distribution from 1 to 5]				
	My co-workers appreciate my work	[Bar chart showing distribution from 1 to 5]				
	My co-workers are committed to doing quality work	[Bar chart showing distribution from 1 to 5]				
	I feel I can trust my co-workers to do their job well	[Bar chart showing distribution from 1 to 5]				
	Overall, people work together as a team	[Bar chart showing distribution from 1 to 5]				
<b>SUPPORT</b> (average = 3.4)	Recently, I received recognition or praise from someone at work for doing good work	[Bar chart showing distribution from 1 to 5]				
	I have the materials and equipment I need to do my work right	[Bar chart showing distribution from 1 to 5]				
	I receive adequate training to do my job	[Bar chart showing distribution from 1 to 5]				
	There is someone at work who encourages my development	[Bar chart showing distribution from 1 to 5]				
	This last year, I had opportunities to learn and grow	[Bar chart showing distribution from 1 to 5]				
	The Bureau appreciates a job well done	[Bar chart showing distribution from 1 to 5]				
My performance evaluations are used to improve my job performance	[Bar chart showing distribution from 1 to 5]					
<b>SUPERVISION</b> (average = 3.6)	My supervisor cares about me as a person	[Bar chart showing distribution from 1 to 5]				
	My supervisors are qualified to do their work	[Bar chart showing distribution from 1 to 5]				
	The Bureau treats me fairly	[Bar chart showing distribution from 1 to 5]				
	Given the nature of my work, Bureau management does what it can to make this a good place to work	[Bar chart showing distribution from 1 to 5]				
	My supervisors actively solicit and use our suggestions for improving things at work	[Bar chart showing distribution from 1 to 5]				
	My supervisor regularly talks to me about my progress	[Bar chart showing distribution from 1 to 5]				
	Top bureau managers are qualified to do their work	[Bar chart showing distribution from 1 to 5]				
	The Bureau has strong leadership	[Bar chart showing distribution from 1 to 5]				
<b>LEARNING ENVIRONMENT</b> (average = 3.4)	At work, my opinions seem to count	[Bar chart showing distribution from 1 to 5]				
	As an organization, we know where we are going and how to get there	[Bar chart showing distribution from 1 to 5]				
	Management is attuned to, and knows what is happening with day-to-day operations	[Bar chart showing distribution from 1 to 5]				
	We, as a Bureau, learn from our mistakes	[Bar chart showing distribution from 1 to 5]				
	Our organization collects information from employees about how well things work	[Bar chart showing distribution from 1 to 5]				
When something goes wrong, the Bureau corrects the underlying problem so it will not happen again	[Bar chart showing distribution from 1 to 5]					
<b>OTHER (3.6)</b>	OVERALL, how satisfied are you with the Bureau as a place to work?	[Bar chart showing distribution from 1 to 5]				

## Employee Survey Results Audit & Accounting Division (Formerly Operations Division)



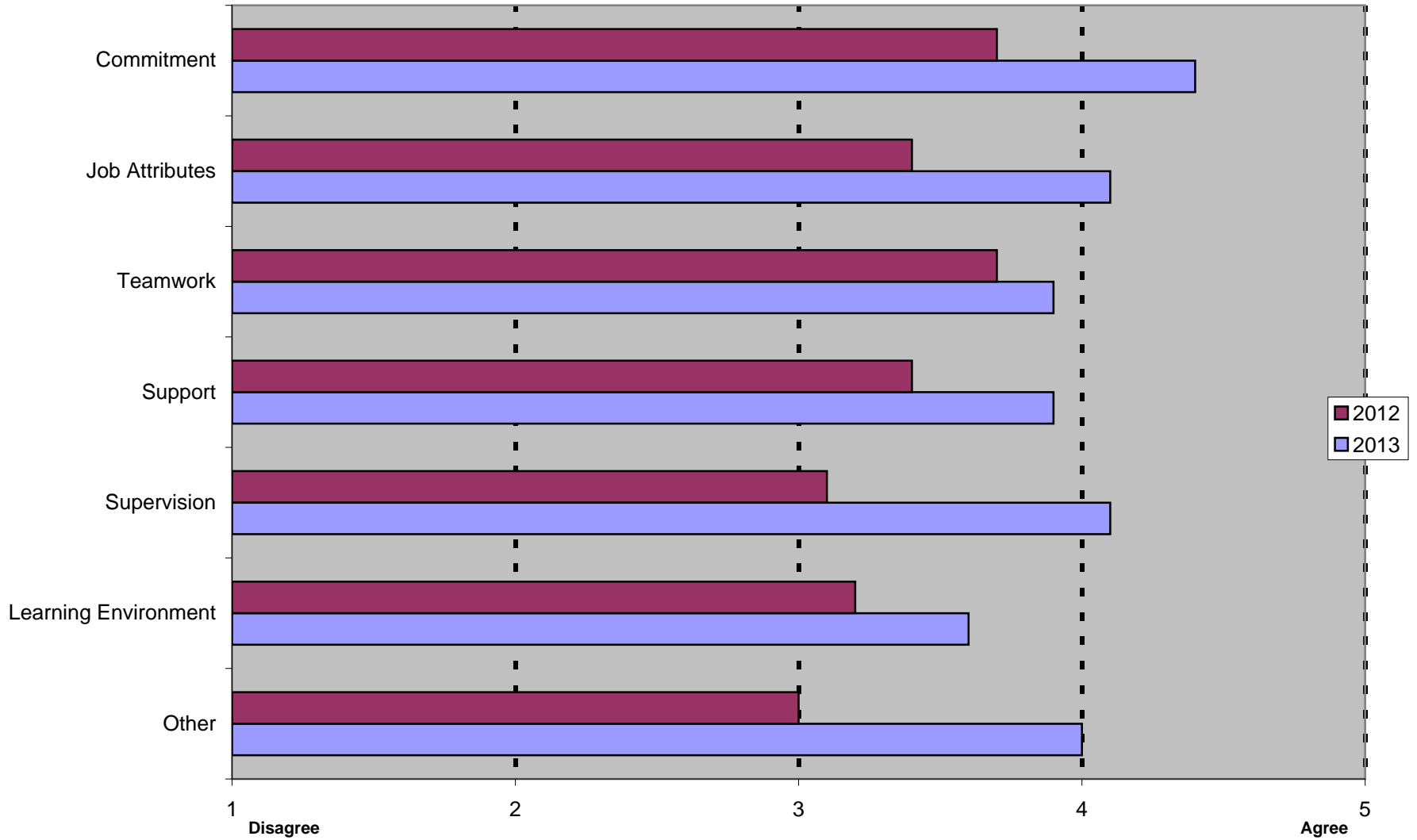
**2013 Employee survey results (grouped by domain)**  
**Audit & Accounting Division**

**Average = 3.83**

**Respondents = 9**

		DISAGREE				AGREE
		1	2	3	4	5
<b>COMMITMENT</b> (average = 4)	I believe my job is important	[Bar chart showing distribution from 1 to 5]				
	I am proud of the work I do here	[Bar chart showing distribution from 1 to 5]				
	I intend to stay here for the foreseeable future	[Bar chart showing distribution from 1 to 5]				
	I would recommend the Bureau as a place of employment to others	[Bar chart showing distribution from 1 to 5]				
	I would recommend this kind of work to others	[Bar chart showing distribution from 1 to 5]				
<b>JOB ATTRIBUTES</b> (average = 4.2)	I have the appropriate amount of independence on the job	[Bar chart showing distribution from 1 to 5]				
	I have enough variety in my work	[Bar chart showing distribution from 1 to 5]				
	My salary is fair for my responsibilities	[Bar chart showing distribution from 1 to 5]				
	I know what is expected of me at work	[Bar chart showing distribution from 1 to 5]				
	My benefits are fair	[Bar chart showing distribution from 1 to 5]				
	I am given the right level of decision-making authority	[Bar chart showing distribution from 1 to 5]				
	My daily work was accurately presented to me before I was hired	[Bar chart showing distribution from 1 to 5]				
Work expectations are clearly communicated to me	[Bar chart showing distribution from 1 to 5]					
<b>TEAMWORK</b> (average = 3.7)	I have a good friend at work	[Bar chart showing distribution from 1 to 5]				
	My co-workers appreciate my work	[Bar chart showing distribution from 1 to 5]				
	My co-workers are committed to doing quality work	[Bar chart showing distribution from 1 to 5]				
	I feel I can trust my co-workers to do their job well	[Bar chart showing distribution from 1 to 5]				
	Overall, people work together as a team	[Bar chart showing distribution from 1 to 5]				
<b>SUPPORT</b> (average = 3.8)	Recently, I received recognition or praise from someone at work for doing good work	[Bar chart showing distribution from 1 to 5]				
	I have the materials and equipment I need to do my work right	[Bar chart showing distribution from 1 to 5]				
	I receive adequate training to do my job	[Bar chart showing distribution from 1 to 5]				
	There is someone at work who encourages my development	[Bar chart showing distribution from 1 to 5]				
	This last year, I had opportunities to learn and grow	[Bar chart showing distribution from 1 to 5]				
	The Bureau appreciates a job well done	[Bar chart showing distribution from 1 to 5]				
My performance evaluations are used to improve my job performance	[Bar chart showing distribution from 1 to 5]					
<b>SUPERVISION</b> (average = 3.9)	My supervisor cares about me as a person	[Bar chart showing distribution from 1 to 5]				
	My supervisors are qualified to do their work	[Bar chart showing distribution from 1 to 5]				
	The Bureau treats me fairly	[Bar chart showing distribution from 1 to 5]				
	Given the nature of my work, Bureau management does what it can to make this a good place to work	[Bar chart showing distribution from 1 to 5]				
	My supervisors actively solicit and use our suggestions for improving things at work	[Bar chart showing distribution from 1 to 5]				
	My supervisor regularly talks to me about my progress	[Bar chart showing distribution from 1 to 5]				
	Top bureau managers are qualified to do their work	[Bar chart showing distribution from 1 to 5]				
	The Bureau has strong leadership	[Bar chart showing distribution from 1 to 5]				
<b>LEARNING ENVIRONMENT</b> (average = 3.4)	At work, my opinions seem to count	[Bar chart showing distribution from 1 to 5]				
	As an organization, we know where we are going and how to get there	[Bar chart showing distribution from 1 to 5]				
	Management is attuned to, and knows what is happening with day-to-day operations	[Bar chart showing distribution from 1 to 5]				
	We, as a Bureau, learn from our mistakes	[Bar chart showing distribution from 1 to 5]				
	Our organization collects information from employees about how well things work	[Bar chart showing distribution from 1 to 5]				
When something goes wrong, the Bureau corrects the underlying problem so it will not happen again	[Bar chart showing distribution from 1 to 5]					
<b>OTHER (4)</b>	OVERALL, how satisfied are you with the Bureau as a place to work?	[Bar chart showing distribution from 1 to 5]				

## Employee Survey Results Office for Community Technology



**2013 Employee survey results (grouped by domain)**  
**Office for Community Technology**

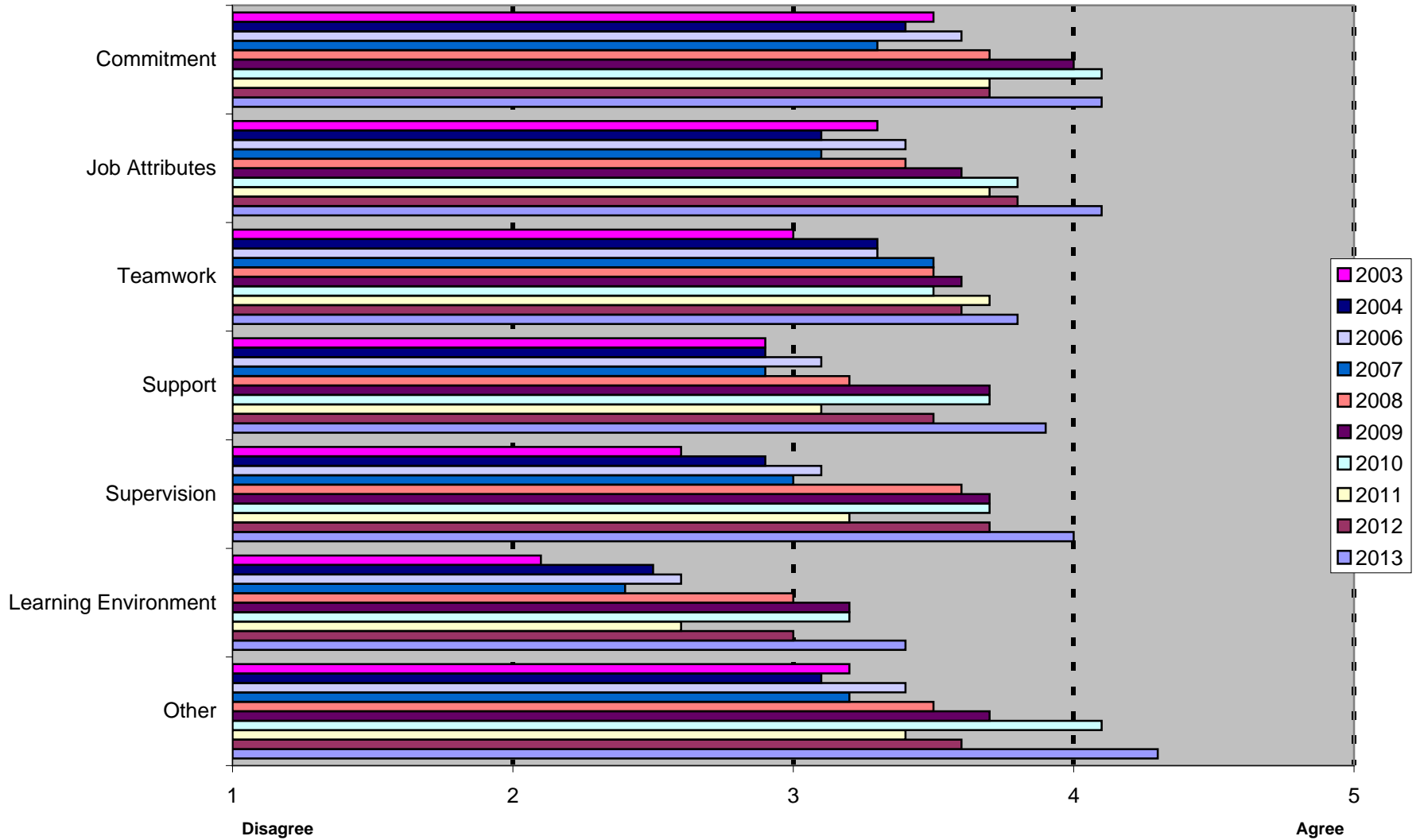
**Average = 4.00**

**Respondents = 3**

		DISAGREE		AGREE		
		1	2	3	4	5
<b>COMMITMENT</b> (average = 4.4)	I believe my job is important	[Bar chart showing high agreement]				
	I am proud of the work I do here	[Bar chart showing high agreement]				
	I intend to stay here for the foreseeable future	[Bar chart showing high agreement]				
	I would recommend the Bureau as a place of employment to others	[Bar chart showing high agreement]				
	I would recommend this kind of work to others	[Bar chart showing high agreement]				
<b>JOB ATTRIBUTES</b> (average = 4.1)	I have the appropriate amount of independence on the job	[Bar chart showing high agreement]				
	I have enough variety in my work	[Bar chart showing high agreement]				
	My salary is fair for my responsibilities	[Bar chart showing high agreement]				
	I know what is expected of me at work	[Bar chart showing high agreement]				
	My benefits are fair	[Bar chart showing high agreement]				
	I am given the right level of decision-making authority	[Bar chart showing high agreement]				
	My daily work was accurately presented to me before I was hired	[Bar chart showing high agreement]				
Work expectations are clearly communicated to me	[Bar chart showing high agreement]					
<b>TEAMWORK</b> (average = 3.9)	I have a good friend at work	[Bar chart showing moderate agreement]				
	My co-workers appreciate my work	[Bar chart showing moderate agreement]				
	My co-workers are committed to doing quality work	[Bar chart showing moderate agreement]				
	I feel I can trust my co-workers to do their job well	[Bar chart showing moderate agreement]				
	Overall, people work together as a team	[Bar chart showing moderate agreement]				
<b>SUPPORT</b> (average = 3.9)	Recently, I received recognition or praise from someone at work for doing good work	[Bar chart showing moderate agreement]				
	I have the materials and equipment I need to do my work right	[Bar chart showing moderate agreement]				
	I receive adequate training to do my job	[Bar chart showing moderate agreement]				
	There is someone at work who encourages my development	[Bar chart showing moderate agreement]				
	This last year, I had opportunities to learn and grow	[Bar chart showing moderate agreement]				
	The Bureau appreciates a job well done	[Bar chart showing moderate agreement]				
<b>SUPERVISION</b> (average = 4.1)	My supervisor cares about me as a person	[Bar chart showing high agreement]				
	My supervisors are qualified to do their work	[Bar chart showing high agreement]				
	The Bureau treats me fairly	[Bar chart showing high agreement]				
	Given the nature of my work, Bureau management does what it can to make this a good place to work	[Bar chart showing high agreement]				
	My supervisors actively solicit and use our suggestions for improving things at work	[Bar chart showing high agreement]				
	My supervisor regularly talks to me about my progress	[Bar chart showing high agreement]				
	Top bureau managers are qualified to do their work	[Bar chart showing high agreement]				
	The Bureau has strong leadership	[Bar chart showing high agreement]				
<b>LEARNING ENVIRONMENT</b> (average = 3.6)	At work, my opinions seem to count	[Bar chart showing moderate agreement]				
	As an organization, we know where we are going and how to get there	[Bar chart showing moderate agreement]				
	Management is attuned to, and knows what is happening with day-to-day operations	[Bar chart showing moderate agreement]				
	We, as a Bureau, learn from our mistakes	[Bar chart showing moderate agreement]				
	Our organization collects information from employees about how well things work	[Bar chart showing moderate agreement]				
When something goes wrong, the Bureau corrects the underlying problem so it will not happen again	[Bar chart showing moderate agreement]					
<b>OTHER (4)</b>	OVERALL, how satisfied are you with the Bureau as a place to work?	[Bar chart showing high agreement]				



## Employee Survey Results Tax Division (Formerly License & Tax Division)



# 2013 Employee survey results (grouped by domain)

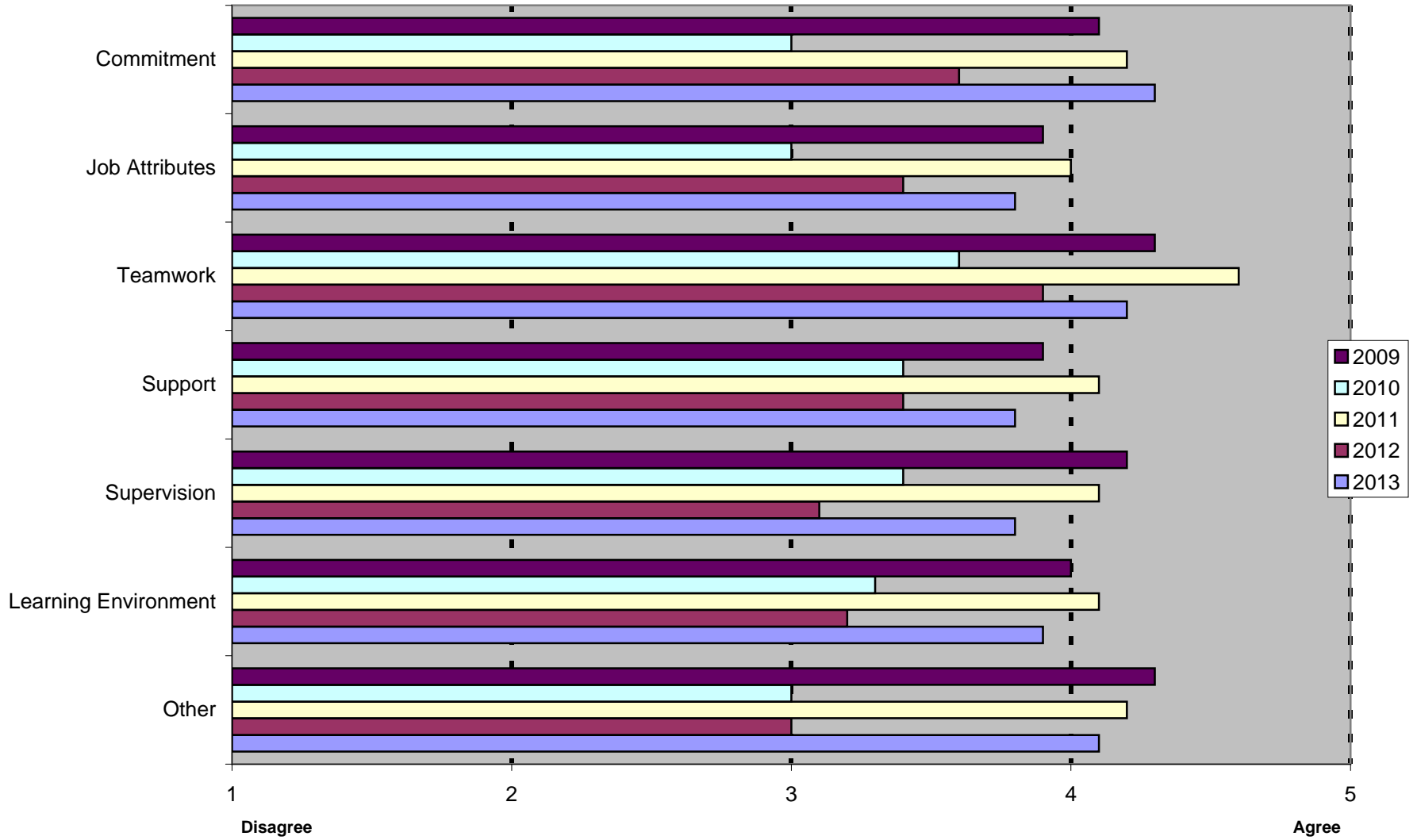
Average = 3.88

## Tax Division

Respondents = 29

		DISAGREE				AGREE
		1	2	3	4	5
<b>COMMITMENT</b> (average = 4.1)	I believe my job is important	[Bar chart showing distribution from 1 to 5]				
	I am proud of the work I do here	[Bar chart showing distribution from 1 to 5]				
	I intend to stay here for the foreseeable future	[Bar chart showing distribution from 1 to 5]				
	I would recommend the Bureau as a place of employment to others	[Bar chart showing distribution from 1 to 5]				
	I would recommend this kind of work to others	[Bar chart showing distribution from 1 to 5]				
<b>JOB ATTRIBUTES</b> (average = 4.1)	I have the appropriate amount of independence on the job	[Bar chart showing distribution from 1 to 5]				
	I have enough variety in my work	[Bar chart showing distribution from 1 to 5]				
	My salary is fair for my responsibilities	[Bar chart showing distribution from 1 to 5]				
	I know what is expected of me at work	[Bar chart showing distribution from 1 to 5]				
	My benefits are fair	[Bar chart showing distribution from 1 to 5]				
	I am given the right level of decision-making authority	[Bar chart showing distribution from 1 to 5]				
	My daily work was accurately presented to me before I was hired	[Bar chart showing distribution from 1 to 5]				
Work expectations are clearly communicated to me	[Bar chart showing distribution from 1 to 5]					
<b>TEAMWORK</b> (average = 3.8)	I have a good friend at work	[Bar chart showing distribution from 1 to 5]				
	My co-workers appreciate my work	[Bar chart showing distribution from 1 to 5]				
	My co-workers are committed to doing quality work	[Bar chart showing distribution from 1 to 5]				
	I feel I can trust my co-workers to do their job well	[Bar chart showing distribution from 1 to 5]				
	Overall, people work together as a team	[Bar chart showing distribution from 1 to 5]				
<b>SUPPORT</b> (average = 3.9)	Recently, I received recognition or praise from someone at work for doing good work	[Bar chart showing distribution from 1 to 5]				
	I have the materials and equipment I need to do my work right	[Bar chart showing distribution from 1 to 5]				
	I receive adequate training to do my job	[Bar chart showing distribution from 1 to 5]				
	There is someone at work who encourages my development	[Bar chart showing distribution from 1 to 5]				
	This last year, I had opportunities to learn and grow	[Bar chart showing distribution from 1 to 5]				
	The Bureau appreciates a job well done	[Bar chart showing distribution from 1 to 5]				
	My performance evaluations are used to improve my job performance	[Bar chart showing distribution from 1 to 5]				
<b>SUPERVISION</b> (average = 4)	My supervisor cares about me as a person	[Bar chart showing distribution from 1 to 5]				
	My supervisors are qualified to do their work	[Bar chart showing distribution from 1 to 5]				
	The Bureau treats me fairly	[Bar chart showing distribution from 1 to 5]				
	Given the nature of my work, Bureau management does what it can to make this a good place to work	[Bar chart showing distribution from 1 to 5]				
	My supervisors actively solicit and use our suggestions for improving things at work	[Bar chart showing distribution from 1 to 5]				
	My supervisor regularly talks to me about my progress	[Bar chart showing distribution from 1 to 5]				
	Top bureau managers are qualified to do their work	[Bar chart showing distribution from 1 to 5]				
	The Bureau has strong leadership	[Bar chart showing distribution from 1 to 5]				
<b>LEARNING ENVIRONMENT</b> (average = 3.4)	At work, my opinions seem to count	[Bar chart showing distribution from 1 to 5]				
	As an organization, we know where we are going and how to get there	[Bar chart showing distribution from 1 to 5]				
	Management is attuned to, and knows what is happening with day-to-day operations	[Bar chart showing distribution from 1 to 5]				
	We, as a Bureau, learn from our mistakes	[Bar chart showing distribution from 1 to 5]				
	Our organization collects information from employees about how well things work	[Bar chart showing distribution from 1 to 5]				
When something goes wrong, the Bureau corrects the underlying problem so it will not happen again	[Bar chart showing distribution from 1 to 5]					
<b>OTHER (4.3)</b>	OVERALL, how satisfied are you with the Bureau as a place to work?	[Bar chart showing distribution from 1 to 5]				

## Employee Survey Results Regulatory Division



# 2013 Employee survey results (grouped by domain)

## Regulatory Division

Average = 3.97

Respondents = 8

		DISAGREE		AGREE		
		1	2	3	4	5
<b>COMMITMENT</b> (average = 4.3)	I believe my job is important	[Bar chart showing score of 4.3]				
	I am proud of the work I do here	[Bar chart showing score of 4.3]				
	I intend to stay here for the foreseeable future	[Bar chart showing score of 4.3]				
	I would recommend the Bureau as a place of employment to others	[Bar chart showing score of 4.3]				
	I would recommend this kind of work to others	[Bar chart showing score of 4.3]				
<b>JOB ATTRIBUTES</b> (average = 3.8)	I have the appropriate amount of independence on the job	[Bar chart showing score of 3.8]				
	I have enough variety in my work	[Bar chart showing score of 3.8]				
	My salary is fair for my responsibilities	[Bar chart showing score of 3.8]				
	I know what is expected of me at work	[Bar chart showing score of 3.8]				
	My benefits are fair	[Bar chart showing score of 3.8]				
	I am given the right level of decision-making authority	[Bar chart showing score of 3.8]				
	My daily work was accurately presented to me before I was hired	[Bar chart showing score of 3.8]				
Work expectations are clearly communicated to me	[Bar chart showing score of 3.8]					
<b>TEAMWORK</b> (average = 4.2)	I have a good friend at work	[Bar chart showing score of 4.2]				
	My co-workers appreciate my work	[Bar chart showing score of 4.2]				
	My co-workers are committed to doing quality work	[Bar chart showing score of 4.2]				
	I feel I can trust my co-workers to do their job well	[Bar chart showing score of 4.2]				
	Overall, people work together as a team	[Bar chart showing score of 4.2]				
<b>SUPPORT</b> (average = 3.8)	Recently, I received recognition or praise from someone at work for doing good work	[Bar chart showing score of 3.8]				
	I have the materials and equipment I need to do my work right	[Bar chart showing score of 3.8]				
	I receive adequate training to do my job	[Bar chart showing score of 3.8]				
	There is someone at work who encourages my development	[Bar chart showing score of 3.8]				
	This last year, I had opportunities to learn and grow	[Bar chart showing score of 3.8]				
	The Bureau appreciates a job well done	[Bar chart showing score of 3.8]				
	My performance evaluations are used to improve my job performance	[Bar chart showing score of 3.8]				
<b>SUPERVISION</b> (average = 3.8)	My supervisor cares about me as a person	[Bar chart showing score of 3.8]				
	My supervisors are qualified to do their work	[Bar chart showing score of 3.8]				
	The Bureau treats me fairly	[Bar chart showing score of 3.8]				
	Given the nature of my work, Bureau management does what it can to make this a good place to work	[Bar chart showing score of 3.8]				
	My supervisors actively solicit and use our suggestions for improving things at work	[Bar chart showing score of 3.8]				
	My supervisor regularly talks to me about my progress	[Bar chart showing score of 3.8]				
	Top bureau managers are qualified to do their work	[Bar chart showing score of 3.8]				
	The Bureau has strong leadership	[Bar chart showing score of 3.8]				
<b>LEARNING ENVIRONMENT</b> (average = 3.9)	At work, my opinions seem to count	[Bar chart showing score of 3.9]				
	As an organization, we know where we are going and how to get there	[Bar chart showing score of 3.9]				
	Management is attuned to, and knows what is happening with day-to-day operations	[Bar chart showing score of 3.9]				
	We, as a Bureau, learn from our mistakes	[Bar chart showing score of 3.9]				
	Our organization collects information from employees about how well things work	[Bar chart showing score of 3.9]				
When something goes wrong, the Bureau corrects the underlying problem so it will not happen again	[Bar chart showing score of 3.9]					
<b>OTHER (4.1)</b>	OVERALL, how satisfied are you with the Bureau as a place to work?	[Bar chart showing score of 4.1]				