

City of Albany Exit Survey

Thank you for answering the following questions about your experience working for the City of Albany.

(We have requested demographic data, so the City can evaluate its implementation of equal employment opportunity. Please know that personally identifying information (i.e., initials and position) will be kept confidential.)

Initials

Gender

- ☐ Female
- ☐ Male
- ☐ Non-binary / third gender
- ☐ Prefer not to say
- ☐ Prefer to self-describe as:

Race *

Please Select

Ethnicity *

Please Select

Position

Department *

Please Select

Number of Years in City Employment

ex: 23

On a Scale of 1 (Strongly Disagree) to 5 (Strongly Agree), please rank the following statements:

I enjoyed my job/position. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

I was compensated adequately or appropriately for my position. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

I was provided adequate time off. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

I felt like a valued member of my team/department. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

I was given adequate tools and training to do my job. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

The City provided me opportunities to grow and develop as an employee. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

My supervisor(s)/manager(s) were effective supervisors and managers. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

My supervisors listened to my or other employees' opinions when making decisions and changes. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

My department had a positive and healthy workplace culture. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

My department was inclusive and valued diversity. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

My department's leadership was actively engaged in increasing diversity, equity and inclusion. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

The City was inclusive and valued diversity. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

I am leaving (or I left) my City position for better compensation and benefits. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

I am leaving (or I left) my City position to advance my career. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

I am leaving (or I left) my City position to be more valued or respected in the workplace. *

1

2

3

4

5

Strongly Disagree

Strongly Agree

Please fill in the blanks or provide an open-ended reponse for the following:

I don't know why my department (or the City) doesn't just .

My department is really good at .

My department could improve by .

What did you like most about your position?

What does your new position offer that your prior City position did not? (You may select up to 3 factors) *

- ☐ Not applicable; I will not be working anymore.
- ☐ Better Pay
- ☐ Better Benefits
- ☐ Better Workplace Culture
- ☐ Better Management and Supervisors
- ☐ Different Schedule
- ☐ Flexible Schedule
- ☐ Career Advancement
- ☐ Change of Pace
- ☐ New Location (I am relocating)
- ☐ Shorter Commute
- ☐ Other

Did you share any of these concerns or perceived shortcomings with anyone before deciding to leave your City job? If yes, with who? When?

What is the main reason you decided to leave your City position? *

Would you recommend your department to a friend looking for work? *

- ☐ Yes
- ☐ No

Why or why not?

Would you recommend the City to a friend looking for work? *

- ☐ Yes
- ☐ No

Why or why not?

Would you consider working for the City again in the future?

☐ Yes

☐ No

Why or why not?

What other feedback would you like to give the City?

Would you be willing to speak to the HR Director about your responses to the survey and any additional feedback you have? *

☐ Yes

☐ No