

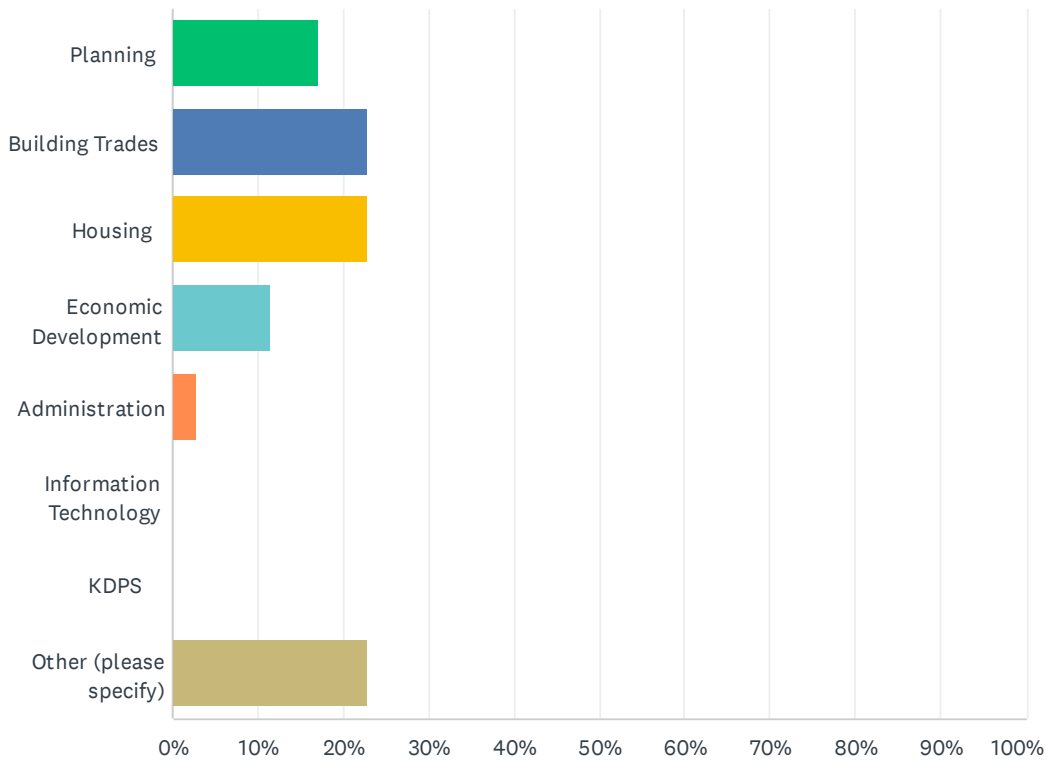
Q1 Name?

Answered: 33 Skipped: 3

#	RESPONSES	DATE
1	Antonio Mitchell	9/1/2023 12:23 AM
2	Stephen Meints	8/24/2023 2:34 PM
3	Sharilyn Parsons	8/23/2023 8:33 AM
4	Kris DeBarmore	8/23/2023 8:22 AM
5	Jason Adams	8/23/2023 7:45 AM
6	Jonthon M Klesko	8/22/2023 2:06 PM
7	Al	8/22/2023 12:49 PM
8	Kevin Ford	8/22/2023 10:27 AM
9	Marcy Dix	8/22/2023 10:16 AM
10	Justin Gish	8/22/2023 10:07 AM
11	Alex Hoffmann-Zobel	8/22/2023 9:53 AM
12	Jaime Marsman	8/21/2023 1:27 PM
13	Luis Peña	8/18/2023 1:52 PM
14	Bobby Durkee	8/18/2023 12:58 PM
15	Julie Johnston	8/18/2023 8:09 AM
16	Karleen Steppenwolf	8/17/2023 4:08 PM
17	Jamie McCarthy	8/17/2023 2:24 PM
18	Jared Chambers	8/17/2023 2:14 PM
19	Matt Schott	8/17/2023 1:11 PM
20	Beth Cheeseman	8/17/2023 12:39 PM
21	Roger Iveson	8/17/2023 11:34 AM
22	HEATHER BOWERS	8/17/2023 11:07 AM
23	DEBRA MILLER	8/17/2023 10:11 AM
24	Chelsie Downs-Hubbarth	8/17/2023 9:29 AM
25	Emily Szymanski	8/17/2023 9:13 AM
26	Pete Eldridge	8/17/2023 9:06 AM
27	Rachael	8/17/2023 9:02 AM
28	Charlotte	8/17/2023 8:17 AM
29	Marvella Vincent	8/17/2023 8:01 AM
30	Kevin Staten	8/17/2023 8:01 AM
31	Chris	8/17/2023 7:49 AM
32	CARMELA HABA	8/17/2023 7:26 AM
33	Jerrid Burdue	8/16/2023 9:09 PM

Q2 What workgroup are you a part of?

Answered: 35 Skipped: 1



ANSWER CHOICES	RESPONSES
Planning	17.14% 6
Building Trades	22.86% 8
Housing	22.86% 8
Economic Development	11.43% 4
Administration	2.86% 1
Information Technology	0.00% 0
KDPS	0.00% 0
Other (please specify)	22.86% 8
TOTAL	35

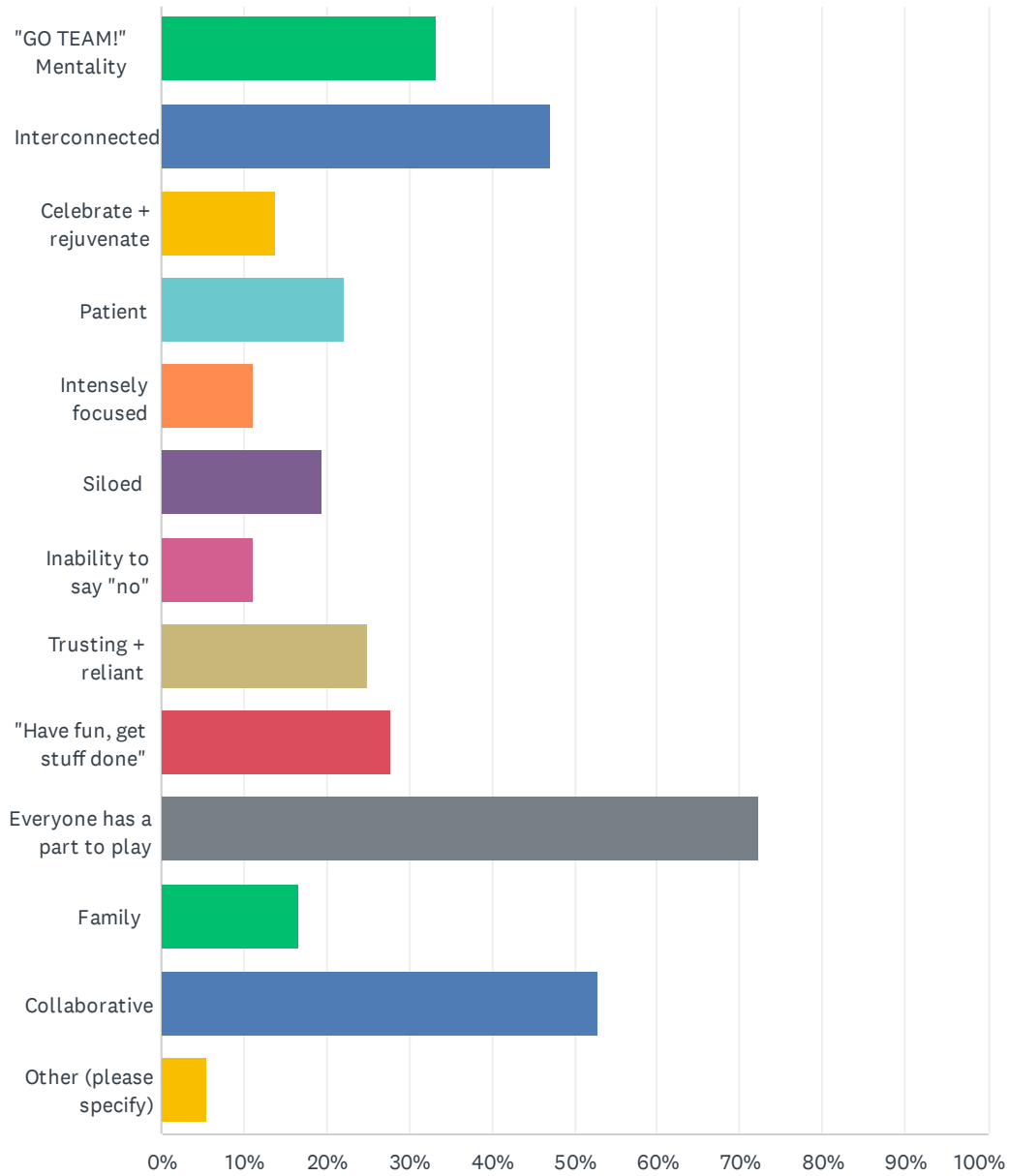
#	OTHER (PLEASE SPECIFY)	DATE
1	CPED Director	9/1/2023 12:23 AM
2	CPED	8/23/2023 8:33 AM
3	CPED Admin	8/21/2023 1:27 PM
4	Community Investment	8/18/2023 8:09 AM

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5	Code Administration	8/17/2023 4:08 PM
6	Planning Admin	8/17/2023 12:39 PM
7	CODE ADMINISTRATION	8/17/2023 10:11 AM
8	Housing & Economic Development	8/17/2023 9:29 AM

Q3 From your perspective, please describe the working culture at the City of Kalamazoo? (Select all that apply.)

Answered: 36 Skipped: 0



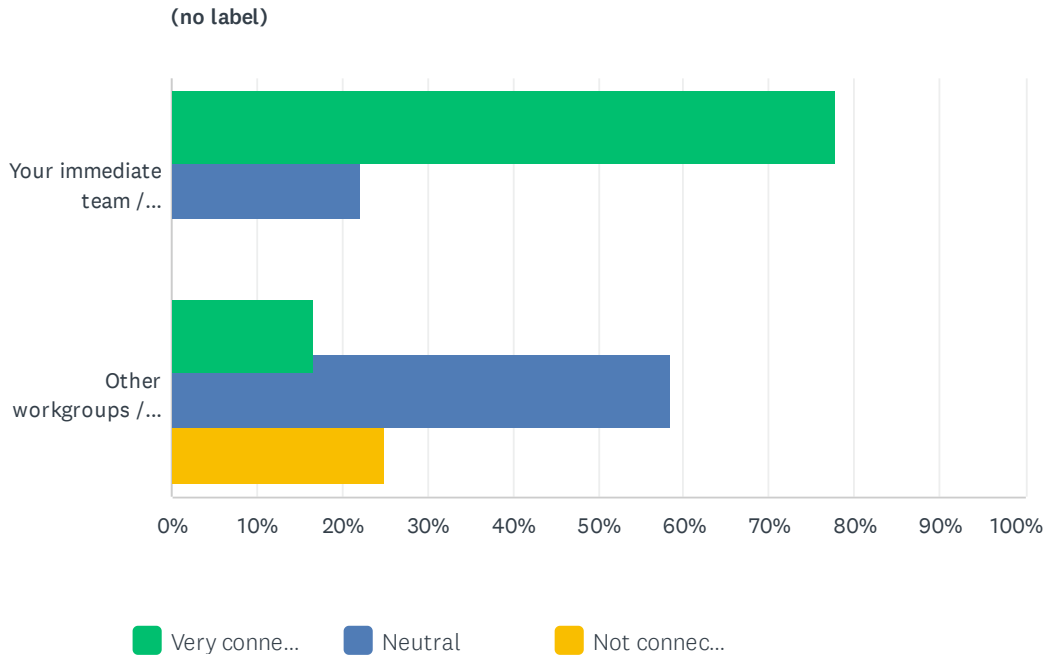
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ANSWER CHOICES	RESPONSES	
"GO TEAM!" Mentality	33.33%	12
Interconnected	47.22%	17
Celebrate + rejuvenate	13.89%	5
Patient	22.22%	8
Intensely focused	11.11%	4
Siloed	19.44%	7
Inability to say "no"	11.11%	4
Trusting + reliant	25.00%	9
"Have fun, get stuff done"	27.78%	10
Everyone has a part to play	72.22%	26
Family	16.67%	6
Collaborative	52.78%	19
Other (please specify)	5.56%	2
Total Respondents: 36		

#	OTHER (PLEASE SPECIFY)	DATE
1	separatist	8/22/2023 10:52 AM
2	On-the-go, fluid, adaptable	8/17/2023 2:24 PM

Q4 How connected do you feel with other people within:

Answered: 36 Skipped: 0

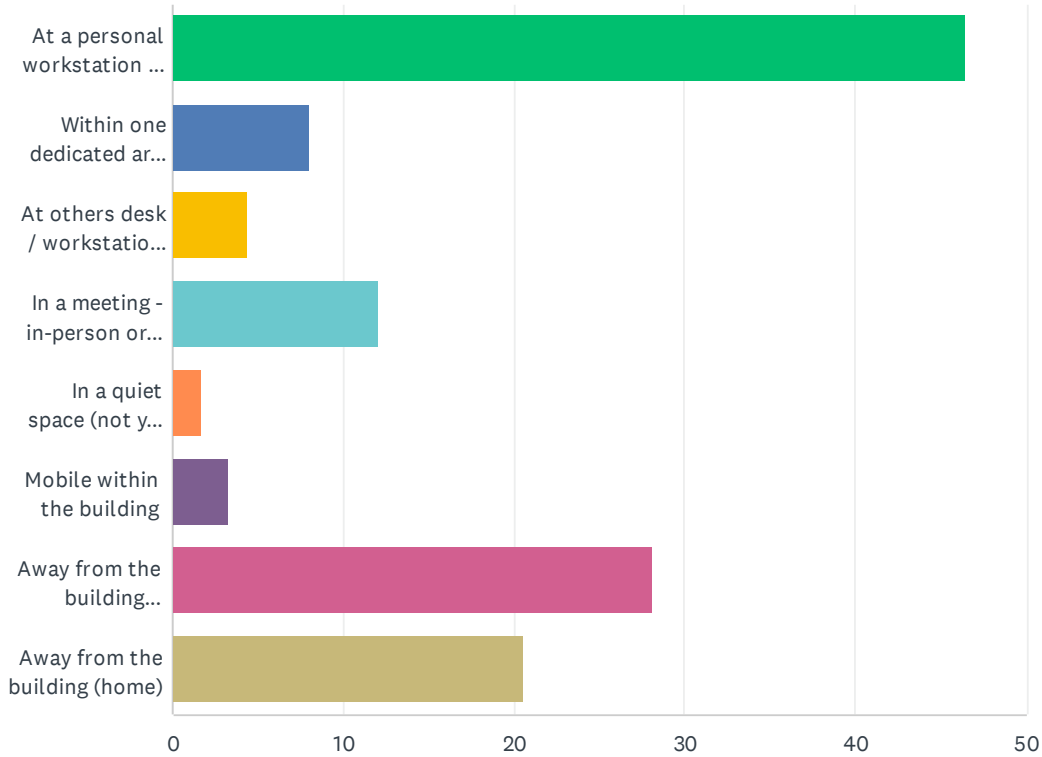


(no label)				
	VERY CONNECTED	NEUTRAL	NOT CONNECTED	TOTAL
Your immediate team / workgroup	77.78% 28	22.22% 8	0.00% 0	36
Other workgroups / departments	16.67% 6	58.33% 21	25.00% 9	36

#	DESCRIBE ANY DETAILS YOU THINK WE SHOULD KNOW ABOUT (OPTIONAL)	DATE
1	We are connected but still require our own space	8/17/2023 8:01 AM
2	Not sure if my immediate workgroup is Admin or Planning. Would like more options than very, neutral, and not. Feel mostly connected with Admin and Planning. Feel somewhat connected with other workgroups within the dept. Other departments in the City is Not Connected.	8/17/2023 12:39 PM
3	I do rely on physical space to help feel connected to my team and adjacent workgroups	8/17/2023 2:24 PM
4	I'm only connected to Admin staff and should be more involved with the rental inspectors.	8/17/2023 4:08 PM
5	I communicate a lot with Management Services, Public Services, and CMO, and some with Clerk's Office and Parks	8/22/2023 10:16 AM
6	CPED has working divisions or teams in the department.	9/1/2023 12:23 AM

Q5 In your typical work week, what percentage of your workday do you spend at the following places? (Percentages should add up to 100.)

Answered: 35 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
At a personal workstation / office	46	1,580	34
Within one dedicated area / workstation in the office	8	104	13
At others desk / workstation / area	4	75	17
In a meeting - in-person or on-site	12	302	25
In a quiet space (not your desk / main workspace) to focus &/or take a call	2	19	11
Mobile within the building	3	49	15
Away from the building (another location, offsite meetings, travel, etc.)	28	732	26
Away from the building (home)	21	639	31
Total Respondents: 35			

#	AT A PERSONAL WORKSTATION / OFFICE	DATE
1	25	9/1/2023 12:23 AM
2	40	8/23/2023 8:33 AM

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3	30	8/23/2023 8:22 AM
4	50	8/23/2023 7:45 AM
5	30	8/22/2023 2:06 PM
6	10	8/22/2023 12:49 PM
7	80	8/22/2023 11:05 AM
8	24	8/22/2023 10:27 AM
9	50	8/22/2023 10:16 AM
10	60	8/22/2023 10:07 AM
11	60	8/22/2023 9:53 AM
12	60	8/21/2023 1:27 PM
13	50	8/18/2023 1:52 PM
14	30	8/18/2023 12:58 PM
15	50	8/18/2023 8:09 AM
16	80	8/17/2023 4:08 PM
17	20	8/17/2023 2:24 PM
18	48	8/17/2023 2:14 PM
19	30	8/17/2023 1:11 PM
20	96	8/17/2023 12:39 PM
21	70	8/17/2023 11:34 AM
22	80	8/17/2023 11:07 AM
23	80	8/17/2023 10:11 AM
24	40	8/17/2023 9:29 AM
25	65	8/17/2023 9:13 AM
26	85	8/17/2023 9:06 AM
27	50	8/17/2023 9:02 AM
28	2	8/17/2023 8:17 AM
29	20	8/17/2023 8:16 AM
30	25	8/17/2023 8:01 AM
31	20	8/17/2023 8:01 AM
32	20	8/17/2023 7:49 AM
33	50	8/17/2023 7:26 AM
34	50	8/16/2023 9:09 PM
#	WITHIN ONE DEDICATED AREA / WORKSTATION IN THE OFFICE	DATE
1	25	9/1/2023 12:23 AM
2	10	8/24/2023 2:34 PM
3	10	8/23/2023 8:33 AM
4	0	8/23/2023 8:22 AM
5	10	8/23/2023 7:45 AM

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6	0	8/22/2023 2:06 PM
7	0	8/22/2023 10:27 AM
8	5	8/22/2023 10:07 AM
9	0	8/18/2023 1:52 PM
10	0	8/18/2023 8:09 AM
11	0	8/17/2023 12:39 PM
12	40	8/17/2023 8:17 AM
13	4	8/17/2023 8:01 AM
#	AT OTHERS DESK / WORKSTATION / AREA	DATE
1	5	8/24/2023 2:34 PM
2	5	8/23/2023 8:33 AM
3	0	8/23/2023 8:22 AM
4	0	8/22/2023 2:06 PM
5	1	8/22/2023 10:27 AM
6	5	8/22/2023 10:07 AM
7	10	8/18/2023 1:52 PM
8	0	8/18/2023 8:09 AM
9	5	8/17/2023 2:24 PM
10	5	8/17/2023 2:14 PM
11	0	8/17/2023 12:39 PM
12	5	8/17/2023 10:11 AM
13	15	8/17/2023 9:29 AM
14	2	8/17/2023 8:17 AM
15	10	8/17/2023 8:16 AM
16	2	8/17/2023 8:01 AM
17	5	8/16/2023 9:09 PM
#	IN A MEETING - IN-PERSON OR ON-SITE	DATE
1	5	8/24/2023 2:34 PM
2	10	8/23/2023 8:33 AM
3	0	8/23/2023 8:22 AM
4	5	8/23/2023 7:45 AM
5	30	8/22/2023 2:06 PM
6	15	8/22/2023 10:27 AM
7	10	8/22/2023 10:16 AM
8	5	8/22/2023 10:07 AM
9	20	8/21/2023 1:27 PM
10	10	8/18/2023 1:52 PM
11	10	8/18/2023 12:58 PM

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12	25	8/18/2023 8:09 AM
13	50	8/17/2023 2:24 PM
14	8	8/17/2023 2:14 PM
15	2	8/17/2023 12:39 PM
16	20	8/17/2023 11:34 AM
17	10	8/17/2023 11:07 AM
18	10	8/17/2023 10:11 AM
19	25	8/17/2023 9:29 AM
20	5	8/17/2023 9:13 AM
21	5	8/17/2023 9:06 AM
22	10	8/17/2023 9:02 AM
23	2	8/17/2023 8:17 AM
24	5	8/17/2023 8:01 AM
25	5	8/16/2023 9:09 PM
#	IN A QUIET SPACE (NOT YOUR DESK / MAIN WORKSPACE) TO FOCUS &/OR TAKE A CALL	DATE
1	0	8/23/2023 8:22 AM
2	0	8/23/2023 7:45 AM
3	0	8/22/2023 2:06 PM
4	0	8/22/2023 10:27 AM
5	5	8/22/2023 9:53 AM
6	0	8/18/2023 1:52 PM
7	10	8/18/2023 12:58 PM
8	0	8/18/2023 8:09 AM
9	2	8/17/2023 12:39 PM
10	0	8/17/2023 8:16 AM
11	2	8/17/2023 8:01 AM
#	MOBILE WITHIN THE BUILDING	DATE
1	5	8/24/2023 2:34 PM
2	0	8/23/2023 8:22 AM
3	0	8/23/2023 7:45 AM
4	0	8/22/2023 2:06 PM
5	0	8/22/2023 10:27 AM
6	5	8/22/2023 10:07 AM
7	5	8/22/2023 9:53 AM
8	5	8/18/2023 1:52 PM
9	10	8/18/2023 12:58 PM
10	0	8/18/2023 8:09 AM
11	2	8/17/2023 2:14 PM

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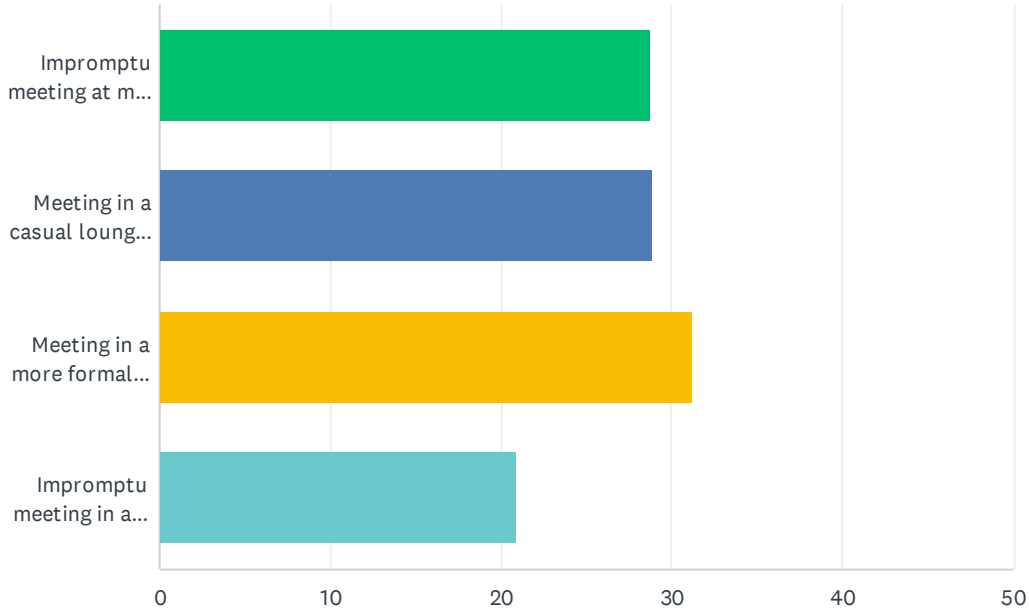
12	0	8/17/2023 12:39 PM
13	10	8/17/2023 9:29 AM
14	2	8/17/2023 8:01 AM
15	5	8/16/2023 9:09 PM
#	AWAY FROM THE BUILDING (ANOTHER LOCATION, OFFSITE MEETINGS, TRAVEL, ETC.)	DATE
1	15	9/1/2023 12:23 AM
2	65	8/24/2023 2:34 PM
3	10	8/23/2023 8:33 AM
4	70	8/23/2023 8:22 AM
5	10	8/23/2023 7:45 AM
6	30	8/22/2023 2:06 PM
7	80	8/22/2023 12:49 PM
8	25	8/22/2023 10:27 AM
9	10	8/22/2023 10:07 AM
10	25	8/18/2023 1:52 PM
11	10	8/18/2023 12:58 PM
12	5	8/18/2023 8:09 AM
13	5	8/17/2023 2:24 PM
14	2	8/17/2023 2:14 PM
15	60	8/17/2023 1:11 PM
16	0	8/17/2023 12:39 PM
17	10	8/17/2023 11:34 AM
18	10	8/17/2023 9:29 AM
19	5	8/17/2023 9:13 AM
20	10	8/17/2023 9:06 AM
21	40	8/17/2023 8:17 AM
22	60	8/17/2023 8:16 AM
23	10	8/17/2023 8:01 AM
24	80	8/17/2023 8:01 AM
25	70	8/17/2023 7:49 AM
26	15	8/16/2023 9:09 PM
#	AWAY FROM THE BUILDING (HOME)	DATE
1	35	9/1/2023 12:23 AM
2	10	8/24/2023 2:34 PM
3	25	8/23/2023 8:33 AM
4	0	8/23/2023 8:22 AM
5	25	8/23/2023 7:45 AM
6	10	8/22/2023 2:06 PM

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7	10	8/22/2023 12:49 PM
8	20	8/22/2023 11:05 AM
9	35	8/22/2023 10:27 AM
10	40	8/22/2023 10:16 AM
11	10	8/22/2023 10:07 AM
12	30	8/22/2023 9:53 AM
13	20	8/21/2023 1:27 PM
14	0	8/18/2023 1:52 PM
15	30	8/18/2023 12:58 PM
16	20	8/18/2023 8:09 AM
17	20	8/17/2023 4:08 PM
18	20	8/17/2023 2:24 PM
19	35	8/17/2023 2:14 PM
20	10	8/17/2023 1:11 PM
21	0	8/17/2023 12:39 PM
22	10	8/17/2023 11:07 AM
23	5	8/17/2023 10:11 AM
24	25	8/17/2023 9:13 AM
25	40	8/17/2023 9:02 AM
26	14	8/17/2023 8:17 AM
27	10	8/17/2023 8:16 AM
28	50	8/17/2023 8:01 AM
29	10	8/17/2023 7:49 AM
30	50	8/17/2023 7:26 AM
31	20	8/16/2023 9:09 PM

Q6 If you could design your Ideal WorkPlace for your current role, in-person interactions would take place in the following way (Percentages should add up to 100.)

Answered: 34 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Impromptu meeting at my workstation / office	29	920	32
Meeting in a casual lounge / comfortable setting	29	895	31
Meeting in a more formal meeting space (e.g. at a "conference table")	31	1,000	32
Impromptu meeting in a centrally-located open working setting with a variety of furniture options	21	585	28
Total Respondents: 34			

#	IMPROMPTU MEETING AT MY WORKSTATION / OFFICE	DATE
1	20	9/1/2023 12:23 AM
2	20	8/24/2023 2:34 PM
3	40	8/23/2023 8:33 AM
4	100	8/23/2023 8:22 AM
5	0	8/23/2023 7:45 AM
6	10	8/22/2023 2:06 PM
7	25	8/22/2023 12:49 PM
8	5	8/22/2023 10:27 AM

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9	20	8/22/2023 10:16 AM
10	10	8/22/2023 10:07 AM
11	5	8/22/2023 9:53 AM
12	25	8/21/2023 1:27 PM
13	50	8/18/2023 1:52 PM
14	40	8/18/2023 12:58 PM
15	0	8/18/2023 8:09 AM
16	50	8/17/2023 4:08 PM
17	30	8/17/2023 2:24 PM
18	40	8/17/2023 2:14 PM
19	10	8/17/2023 1:11 PM
20	80	8/17/2023 12:39 PM
21	20	8/17/2023 11:34 AM
22	10	8/17/2023 11:07 AM
23	10	8/17/2023 10:11 AM
24	25	8/17/2023 9:29 AM
25	80	8/17/2023 9:06 AM
26	50	8/17/2023 9:02 AM
27	25	8/17/2023 8:17 AM
28	40	8/17/2023 8:16 AM
29	10	8/17/2023 8:01 AM
30	20	8/17/2023 8:01 AM
31	30	8/17/2023 7:49 AM
32	20	8/16/2023 9:09 PM
#	MEETING IN A CASUAL LOUNGE / COMFORTABLE SETTING	DATE
1	30	9/1/2023 12:23 AM
2	20	8/24/2023 2:34 PM
3	40	8/23/2023 8:33 AM
4	0	8/23/2023 8:22 AM
5	25	8/23/2023 7:45 AM
6	90	8/22/2023 2:06 PM
7	25	8/22/2023 12:49 PM
8	90	8/22/2023 10:27 AM
9	30	8/22/2023 10:16 AM
10	40	8/22/2023 10:07 AM
11	10	8/22/2023 9:53 AM
12	25	8/21/2023 1:27 PM
13	0	8/18/2023 1:52 PM

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14	30	8/18/2023 12:58 PM
15	50	8/18/2023 8:09 AM
16	25	8/17/2023 4:08 PM
17	25	8/17/2023 2:24 PM
18	30	8/17/2023 2:14 PM
19	10	8/17/2023 1:11 PM
20	5	8/17/2023 12:39 PM
21	20	8/17/2023 11:34 AM
22	10	8/17/2023 11:07 AM
23	30	8/17/2023 10:11 AM
24	25	8/17/2023 9:29 AM
25	75	8/17/2023 9:13 AM
26	10	8/17/2023 9:06 AM
27	25	8/17/2023 8:17 AM
28	10	8/17/2023 8:16 AM
29	25	8/17/2023 8:01 AM
30	30	8/17/2023 7:49 AM
31	35	8/16/2023 9:09 PM
#	MEETING IN A MORE FORMAL MEETING SPACE (E.G. AT A "CONFERENCE TABLE")	DATE
1	50	9/1/2023 12:23 AM
2	20	8/24/2023 2:34 PM
3	15	8/23/2023 8:33 AM
4	0	8/23/2023 8:22 AM
5	50	8/23/2023 7:45 AM
6	0	8/22/2023 2:06 PM
7	25	8/22/2023 12:49 PM
8	0	8/22/2023 10:27 AM
9	40	8/22/2023 10:16 AM
10	20	8/22/2023 10:07 AM
11	70	8/22/2023 9:53 AM
12	25	8/21/2023 1:27 PM
13	50	8/18/2023 1:52 PM
14	30	8/18/2023 12:58 PM
15	50	8/18/2023 8:09 AM
16	25	8/17/2023 2:24 PM
17	30	8/17/2023 2:14 PM
18	70	8/17/2023 1:11 PM
19	10	8/17/2023 12:39 PM

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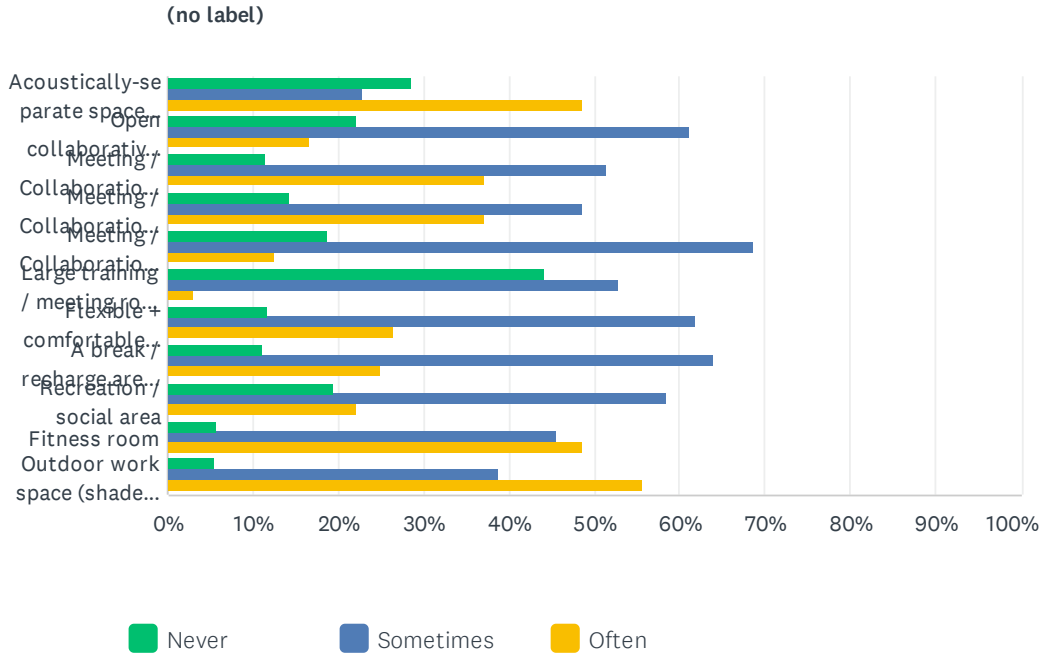
20	40	8/17/2023 11:34 AM
21	40	8/17/2023 11:07 AM
22	50	8/17/2023 10:11 AM
23	25	8/17/2023 9:29 AM
24	10	8/17/2023 9:06 AM
25	50	8/17/2023 9:02 AM
26	25	8/17/2023 8:17 AM
27	30	8/17/2023 8:16 AM
28	25	8/17/2023 8:01 AM
29	10	8/17/2023 8:01 AM
30	10	8/17/2023 7:49 AM
31	100	8/17/2023 7:26 AM
32	5	8/16/2023 9:09 PM
#	IMPROMPTU MEETING IN A CENTRALLY-LOCATED OPEN WORKING SETTING WITH A VARIETY OF FURNITURE OPTIONS	DATE
1	40	8/24/2023 2:34 PM
2	5	8/23/2023 8:33 AM
3	0	8/23/2023 8:22 AM
4	25	8/23/2023 7:45 AM
5	0	8/22/2023 2:06 PM
6	25	8/22/2023 12:49 PM
7	5	8/22/2023 10:27 AM
8	10	8/22/2023 10:16 AM
9	30	8/22/2023 10:07 AM
10	15	8/22/2023 9:53 AM
11	25	8/21/2023 1:27 PM
12	0	8/18/2023 1:52 PM
13	0	8/18/2023 8:09 AM
14	25	8/17/2023 4:08 PM
15	20	8/17/2023 2:24 PM
16	10	8/17/2023 1:11 PM
17	5	8/17/2023 12:39 PM
18	20	8/17/2023 11:34 AM
19	40	8/17/2023 11:07 AM
20	10	8/17/2023 10:11 AM
21	25	8/17/2023 9:29 AM
22	25	8/17/2023 9:13 AM
23	25	8/17/2023 8:17 AM
24	20	8/17/2023 8:16 AM

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25	40	8/17/2023 8:01 AM
26	70	8/17/2023 8:01 AM
27	30	8/17/2023 7:49 AM
28	40	8/16/2023 9:09 PM

Q7 In your Ideal WorkPlace performing your current role, how often would you use the following spaces?

Answered: 36 Skipped: 0



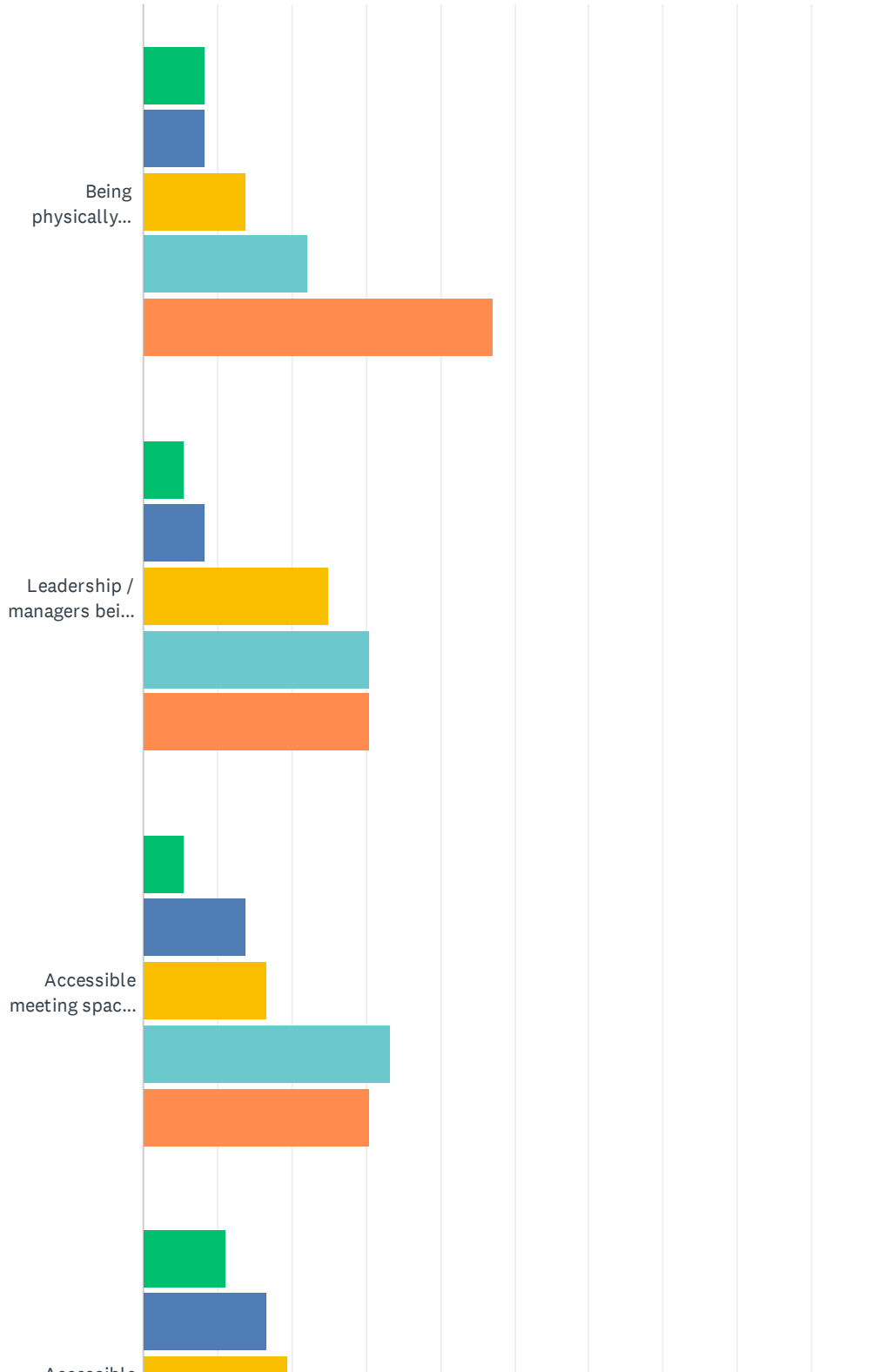
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(no label)				
	NEVER	SOMETIMES	OFTEN	TOTAL
Acoustically-separate spaces to perform focused tasks	28.57% 10	22.86% 8	48.57% 17	35
Open collaborative spaces for easy access to others while doing your tasks (with good acoustics)	22.22% 8	61.11% 22	16.67% 6	36
Meeting / Collaboration rooms (2-4 people)	11.43% 4	51.43% 18	37.14% 13	35
Meeting / Collaboration rooms (4-8 people)	14.29% 5	48.57% 17	37.14% 13	35
Meeting / Collaboration rooms (8-16 people)	18.75% 6	68.75% 22	12.50% 4	32
Large training / meeting room with flexible furnishings for 40-50 people	44.12% 15	52.94% 18	2.94% 1	34
Flexible + comfortable brainstorming / multi-use spaces	11.76% 4	61.76% 21	26.47% 9	34
A break / recharge area for eating and socializing	11.11% 4	63.89% 23	25.00% 9	36
Recreation / social area	19.44% 7	58.33% 21	22.22% 8	36
Fitness room	5.71% 2	45.71% 16	48.57% 17	35
Outdoor work space (shaded, comfy)	5.56% 2	38.89% 14	55.56% 20	36

#	OTHER (PLEASE SPECIFY)	DATE
1	Any place with natural light and not fluorescents	8/17/2023 7:49 AM
2	The fitness room / outdoor space would be INCREDIBLE. Sometimes I get so antsy sitting in a chair / same environment and need to stretch / move to a different room.	8/17/2023 9:13 AM
3	I would prefer an office to do my focused/individual tasks	8/17/2023 9:29 AM
4	OUTDOOR SPACE FOR LUNCH/BREAK WOULD BE NICE	8/17/2023 10:11 AM
5	I think having a large space (40-50) would be beneficial - rather than paying other places in town to have our larger meetings or retreats.	8/17/2023 12:39 PM
6	in fairness I currently have an office so I'm equating this to Acoustically-separate spaces to perform focused tasks	8/23/2023 8:33 AM
7	Really need a fitness room and shower room for men and women.	9/1/2023 12:23 AM

Q8 As you imagine your Ideal WorkPlace, rate the level of importance of the following as it relates to your teams effectiveness and happiness at work. (1-5 rating: 1 = low importance, 5 = high importance)

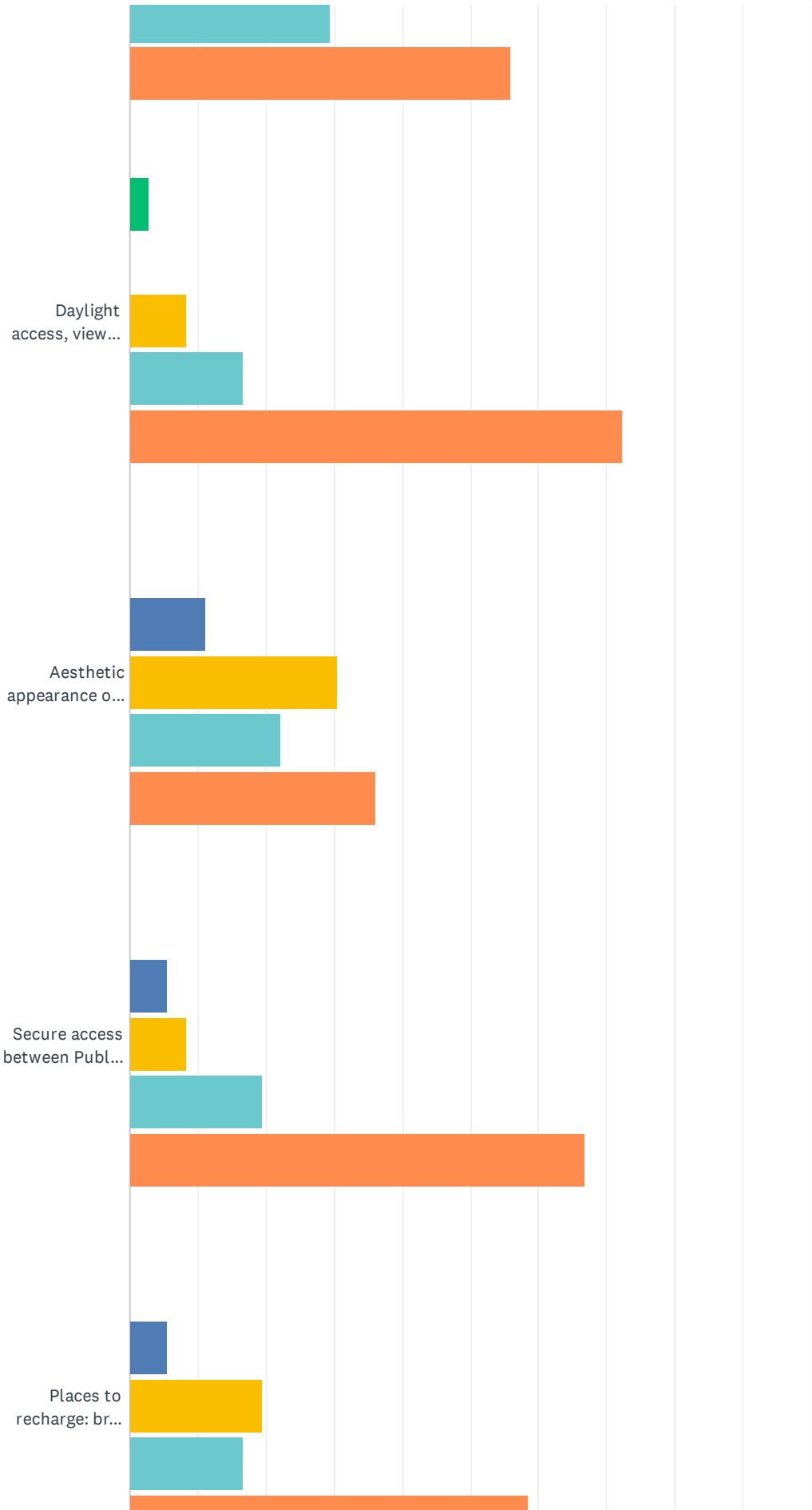
Answered: 36 Skipped: 0



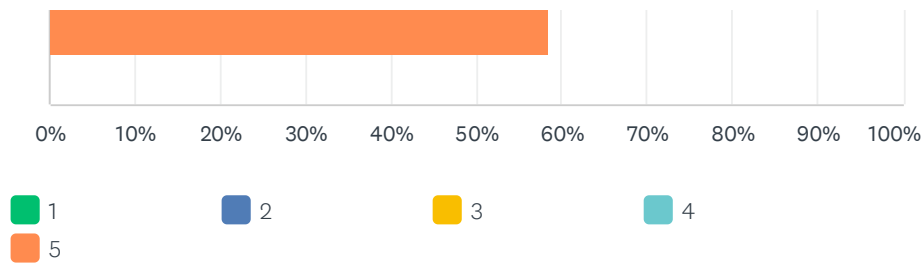
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	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
Being physically connected with my team / colleagues	8.33% 3	8.33% 3	13.89% 5	22.22% 8	47.22% 17	36	3.92
Leadership / managers being accessible / visible to team	5.56% 2	8.33% 3	25.00% 9	30.56% 11	30.56% 11	36	3.72
Accessible meeting spaces, for team-use, near your work area	5.56% 2	13.89% 5	16.67% 6	33.33% 12	30.56% 11	36	3.69
Accessible meeting spaces, for team & public use	11.11% 4	16.67% 6	19.44% 7	25.00% 9	27.78% 10	36	3.42
Accessible acoustically-separate focus space near your work area	8.33% 3	19.44% 7	25.00% 9	22.22% 8	25.00% 9	36	3.36
Access to technology where needed (e.g. power, network connection, video capabilities, etc.)	2.78% 1	2.78% 1	8.33% 3	11.11% 4	75.00% 27	36	4.53
Lighting control - lighting at your work area	5.56% 2	5.56% 2	25.00% 9	22.22% 8	41.67% 15	36	3.89
Noise control / acoustics	0.00% 0	5.88% 2	8.82% 3	29.41% 10	55.88% 19	34	4.35
Daylight access, views, windows	2.78% 1	0.00% 0	8.33% 3	16.67% 6	72.22% 26	36	4.56
Aesthetic appearance of your work area	0.00% 0	11.11% 4	30.56% 11	22.22% 8	36.11% 13	36	3.83
Secure access between Public + Private areas	0.00% 0	5.56% 2	8.33% 3	19.44% 7	66.67% 24	36	4.47
Places to recharge: break area, hospitality, fitness, etc.	0.00% 0	5.56% 2	19.44% 7	16.67% 6	58.33% 21	36	4.28

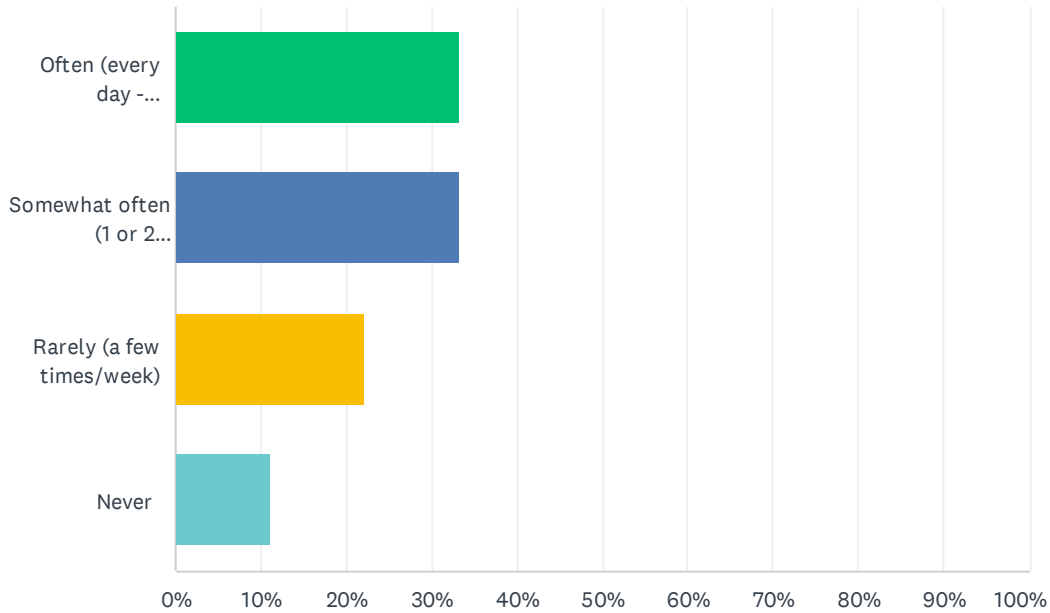
#	OTHER (PLEASE SPECIFY)	DATE
1	Need secure outside office workspace for summertime.	9/1/2023 12:23 AM
2	I like to step away from the office and recharge in the outdoors.	8/23/2023 8:33 AM
3	Energy efficient fixtures- temp control, motion lights...	8/22/2023 10:07 AM
4	If we are thrown into an open room, then the separate focus space may be more important.	8/17/2023 12:39 PM
5	No florescent lights, please. Always more plants!	8/17/2023 9:29 AM
6	Leadership being accessible to me doesn't mean "visible". when Bobby and Christina wfh, I can give them a call/send an email and get the same level of response than in-person. I don't see a difference with wfh vs. in-office.	8/17/2023 9:13 AM
7	I see a few comment about acoustics. I do hope this is not an open workplace concept with low partition walls. These layouts are difficult to work in for many. Full separation of work stations with 5 to 6 foot partitions is more desirable where actual office space is limited.	8/17/2023 9:06 AM

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8	Open office is sometimes hard when in meetings, but love to hear the laughter	8/17/2023 9:02 AM
9	Ideally I would want a quiet space to work with natural light.	8/17/2023 8:01 AM
10	Natural Light no fluorescents	8/17/2023 7:49 AM

Q9 Currently, how often does your role require you to be on a call (no video)?

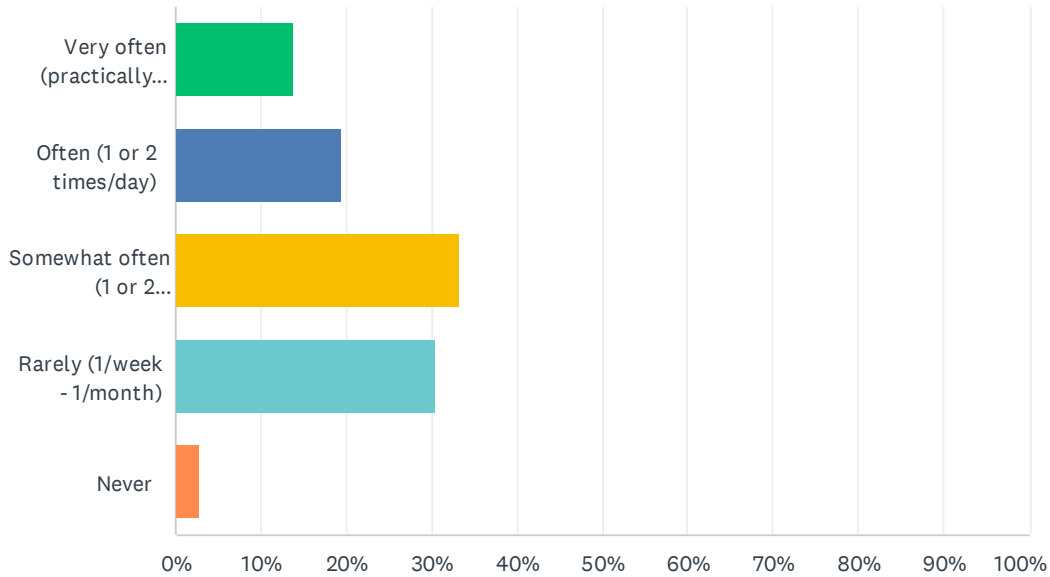
Answered: 36 Skipped: 0



ANSWER CHOICES	RESPONSES	
Often (every day - throughout the day)	33.33%	12
Somewhat often (1 or 2 times/day)	33.33%	12
Rarely (a few times/week)	22.22%	8
Never	11.11%	4
TOTAL		36

Q10 Currently, how often does your role require you to be on a video call (with video)?

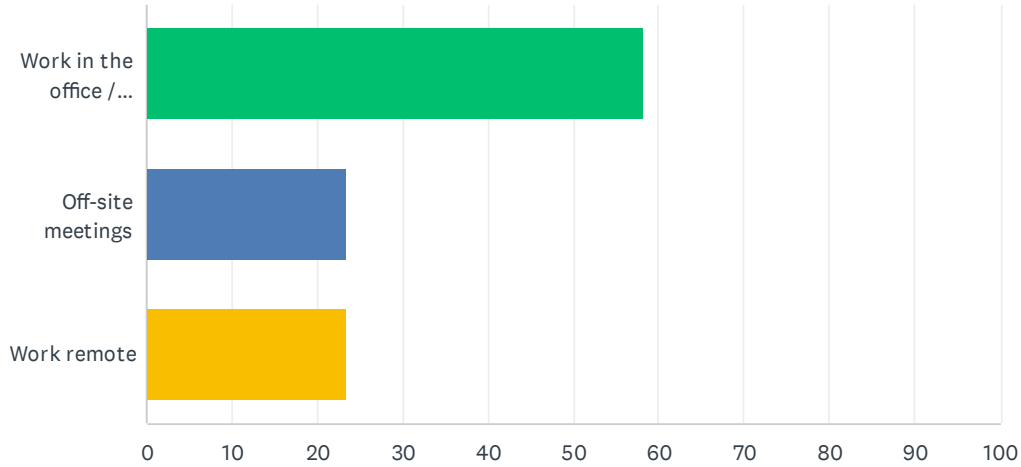
Answered: 36 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very often (practically all day / every hour)	13.89%	5
Often (1 or 2 times/day)	19.44%	7
Somewhat often (1 or 2 times/week)	33.33%	12
Rarely (1/week - 1/month)	30.56%	11
Never	2.78%	1
TOTAL		36

Q11 Within a week, what percentage of your time do you...? (Percentages should add up to 100.)

Answered: 36 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Work in the office / on-site	58	2,093	36
Off-site meetings	24	683	29
Work remote	24	824	35
Total Respondents: 36			

#	WORK IN THE OFFICE / ON-SITE	DATE
1	50	9/1/2023 12:23 AM
2	25	8/24/2023 2:34 PM
3	65	8/23/2023 8:33 AM
4	50	8/23/2023 8:22 AM
5	50	8/23/2023 7:45 AM
6	30	8/22/2023 2:06 PM
7	10	8/22/2023 12:49 PM
8	80	8/22/2023 11:05 AM
9	75	8/22/2023 10:52 AM
10	40	8/22/2023 10:27 AM
11	60	8/22/2023 10:16 AM
12	80	8/22/2023 10:07 AM
13	65	8/22/2023 9:53 AM
14	75	8/21/2023 1:27 PM

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15	70	8/18/2023 1:52 PM
16	60	8/18/2023 12:58 PM
17	75	8/18/2023 8:09 AM
18	80	8/17/2023 4:08 PM
19	70	8/17/2023 2:24 PM
20	63	8/17/2023 2:14 PM
21	30	8/17/2023 1:11 PM
22	100	8/17/2023 12:39 PM
23	75	8/17/2023 11:34 AM
24	90	8/17/2023 11:07 AM
25	95	8/17/2023 10:11 AM
26	50	8/17/2023 9:29 AM
27	65	8/17/2023 9:13 AM
28	70	8/17/2023 9:06 AM
29	50	8/17/2023 9:02 AM
30	75	8/17/2023 8:17 AM
31	30	8/17/2023 8:16 AM
32	35	8/17/2023 8:01 AM
33	20	8/17/2023 8:01 AM
34	20	8/17/2023 7:49 AM
35	50	8/17/2023 7:26 AM
36	65	8/16/2023 9:09 PM
#	OFF-SITE MEETINGS	DATE
1	15	9/1/2023 12:23 AM
2	10	8/23/2023 8:33 AM
3	50	8/23/2023 8:22 AM
4	25	8/23/2023 7:45 AM
5	60	8/22/2023 2:06 PM
6	80	8/22/2023 12:49 PM
7	0	8/22/2023 11:05 AM
8	0	8/22/2023 10:52 AM
9	20	8/22/2023 10:27 AM
10	10	8/22/2023 10:07 AM
11	5	8/22/2023 9:53 AM
12	5	8/21/2023 1:27 PM
13	30	8/18/2023 1:52 PM
14	15	8/18/2023 12:58 PM
15	5	8/18/2023 8:09 AM

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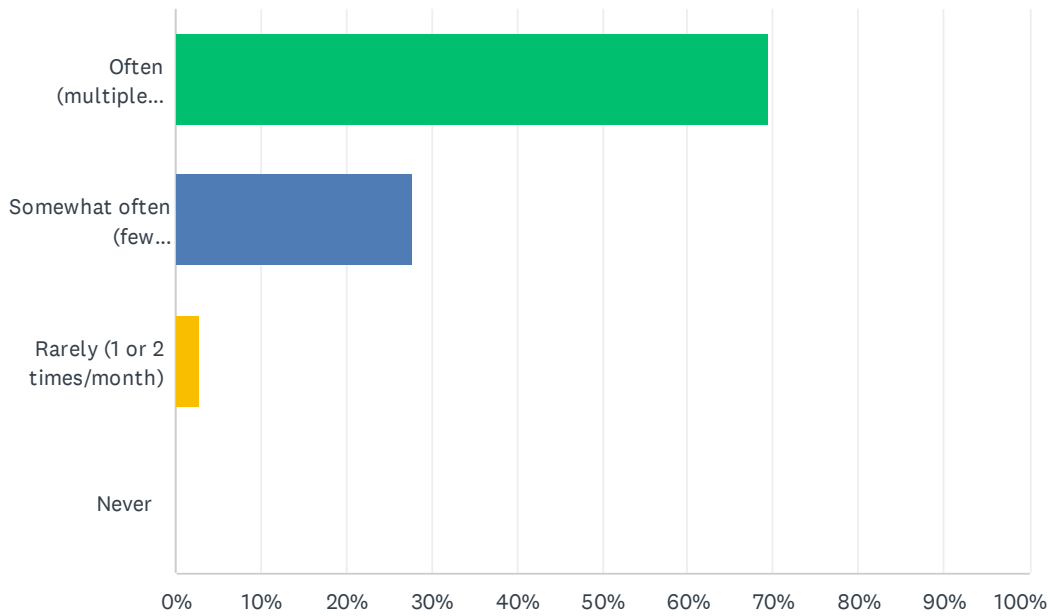
16	10	8/17/2023 2:24 PM
17	2	8/17/2023 2:14 PM
18	60	8/17/2023 1:11 PM
19	0	8/17/2023 12:39 PM
20	25	8/17/2023 11:34 AM
21	1	8/17/2023 10:11 AM
22	25	8/17/2023 9:29 AM
23	10	8/17/2023 9:13 AM
24	10	8/17/2023 9:06 AM
25	10	8/17/2023 9:02 AM
26	60	8/17/2023 8:16 AM
27	55	8/17/2023 8:01 AM
28	70	8/17/2023 7:49 AM
29	15	8/16/2023 9:09 PM
#	WORK REMOTE	DATE
1	35	9/1/2023 12:23 AM
2	75	8/24/2023 2:34 PM
3	25	8/23/2023 8:33 AM
4	0	8/23/2023 8:22 AM
5	25	8/23/2023 7:45 AM
6	10	8/22/2023 2:06 PM
7	10	8/22/2023 12:49 PM
8	20	8/22/2023 11:05 AM
9	25	8/22/2023 10:52 AM
10	40	8/22/2023 10:27 AM
11	40	8/22/2023 10:16 AM
12	10	8/22/2023 10:07 AM
13	30	8/22/2023 9:53 AM
14	20	8/21/2023 1:27 PM
15	0	8/18/2023 1:52 PM
16	25	8/18/2023 12:58 PM
17	20	8/18/2023 8:09 AM
18	20	8/17/2023 4:08 PM
19	20	8/17/2023 2:24 PM
20	35	8/17/2023 2:14 PM
21	10	8/17/2023 1:11 PM
22	0	8/17/2023 12:39 PM
23	10	8/17/2023 11:07 AM

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24	4	8/17/2023 10:11 AM
25	25	8/17/2023 9:29 AM
26	25	8/17/2023 9:13 AM
27	20	8/17/2023 9:06 AM
28	40	8/17/2023 9:02 AM
29	25	8/17/2023 8:17 AM
30	10	8/17/2023 8:16 AM
31	10	8/17/2023 8:01 AM
32	80	8/17/2023 8:01 AM
33	10	8/17/2023 7:49 AM
34	50	8/17/2023 7:26 AM
35	20	8/16/2023 9:09 PM

Q12 To do your best work, how often do you collaborate with other staff?

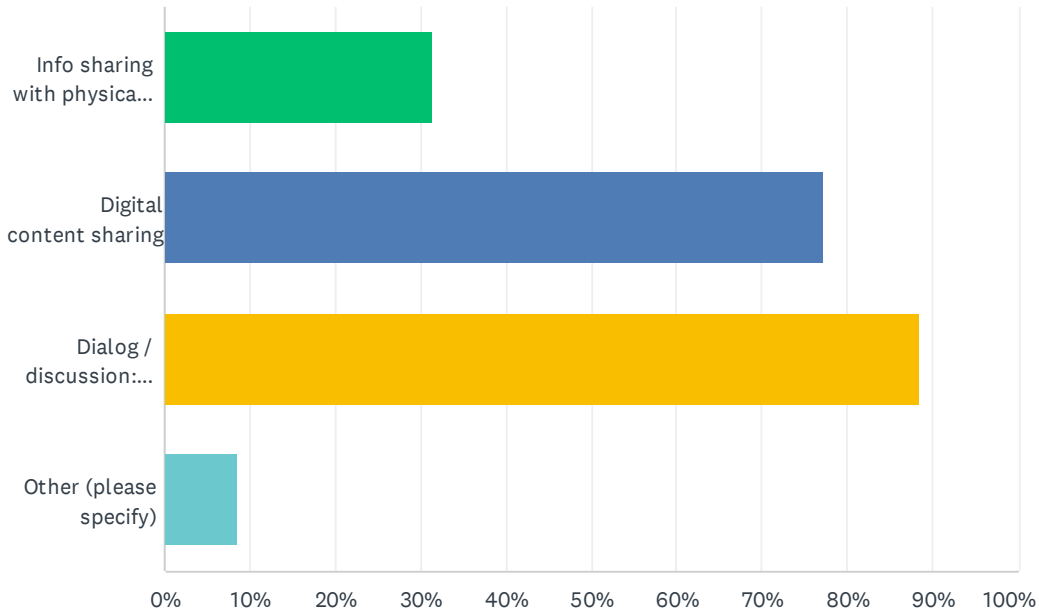
Answered: 36 Skipped: 0



ANSWER CHOICES	RESPONSES	
Often (multiple times/day)	69.44%	25
Somewhat often (few times/week)	27.78%	10
Rarely (1 or 2 times/month)	2.78%	1
Never	0.00%	0
TOTAL		36

Q13 How do you collaborate with other staff? (Select all that apply.)

Answered: 35 Skipped: 1

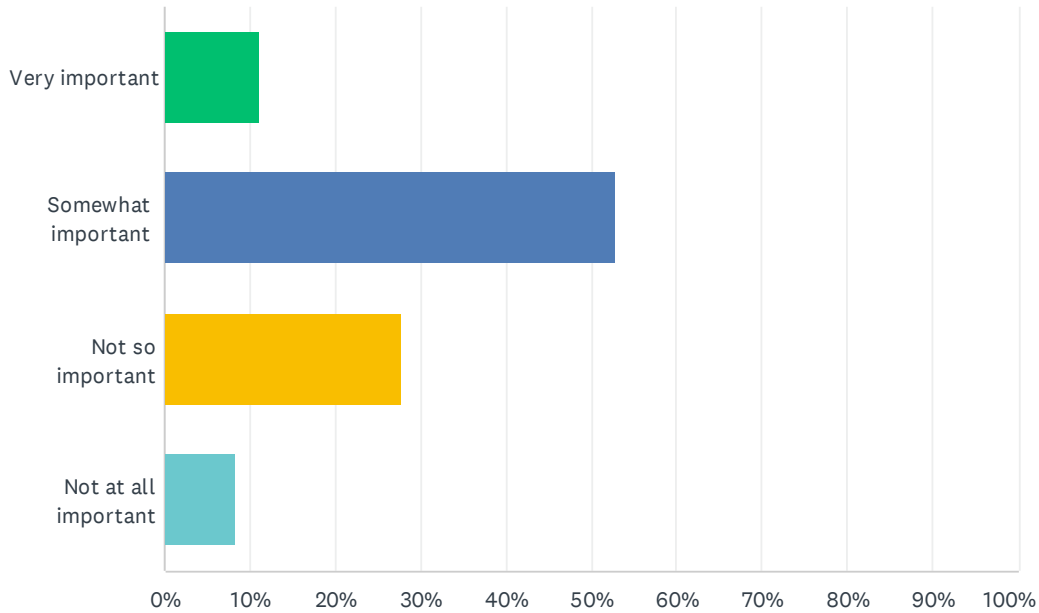


ANSWER CHOICES	RESPONSES
Info sharing with physical / analog marker boards	31.43% 11
Digital content sharing	77.14% 27
Dialog / discussion: active listening	88.57% 31
Other (please specify)	8.57% 3
Total Respondents: 35	

#	OTHER (PLEASE SPECIFY)	DATE
1	Capability to meet virtually in larger conference areas would be great	8/17/2023 2:24 PM
2	Stop by office or by email.	8/17/2023 12:39 PM
3	EMAIL; APPLICATION FORMS; MESSAGES; TEXT; CELL PHONE	8/17/2023 10:11 AM

Q14 How important is it for you to see / overhear and interact in work-related discussions around you while at your desk?

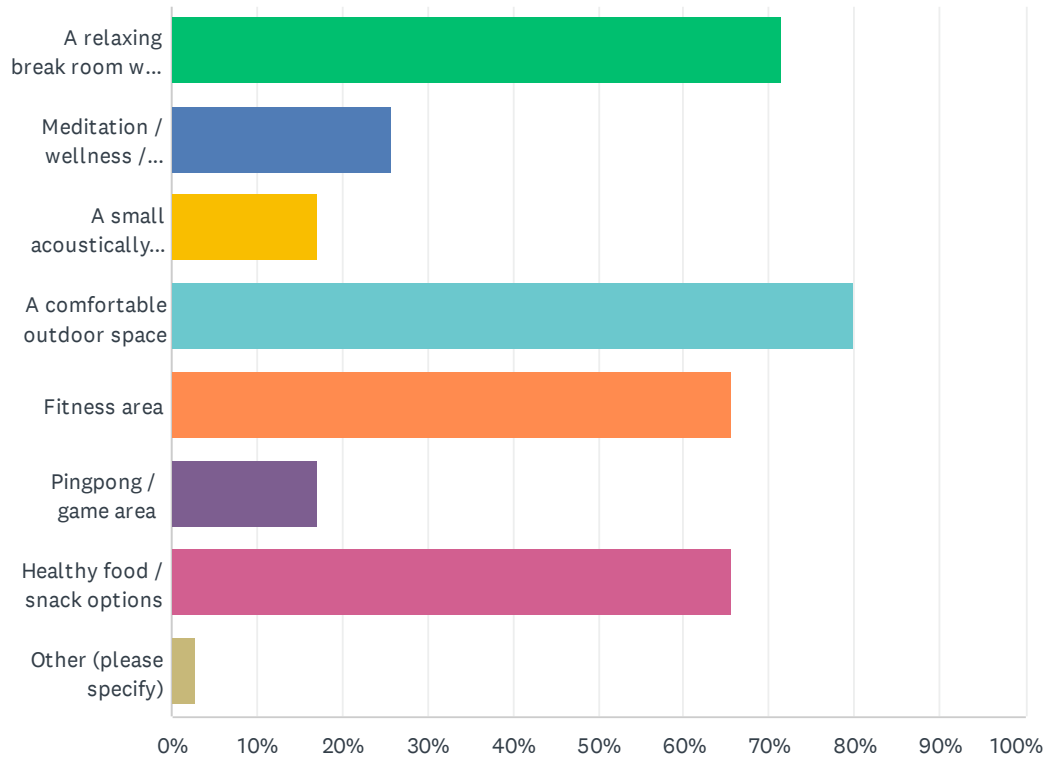
Answered: 36 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very important	11.11%	4
Somewhat important	52.78%	19
Not so important	27.78%	10
Not at all important	8.33%	3
TOTAL		36

Q15 What would you use on-site to recharge throughout the day / week? (Select all that apply.)

Answered: 35 Skipped: 1

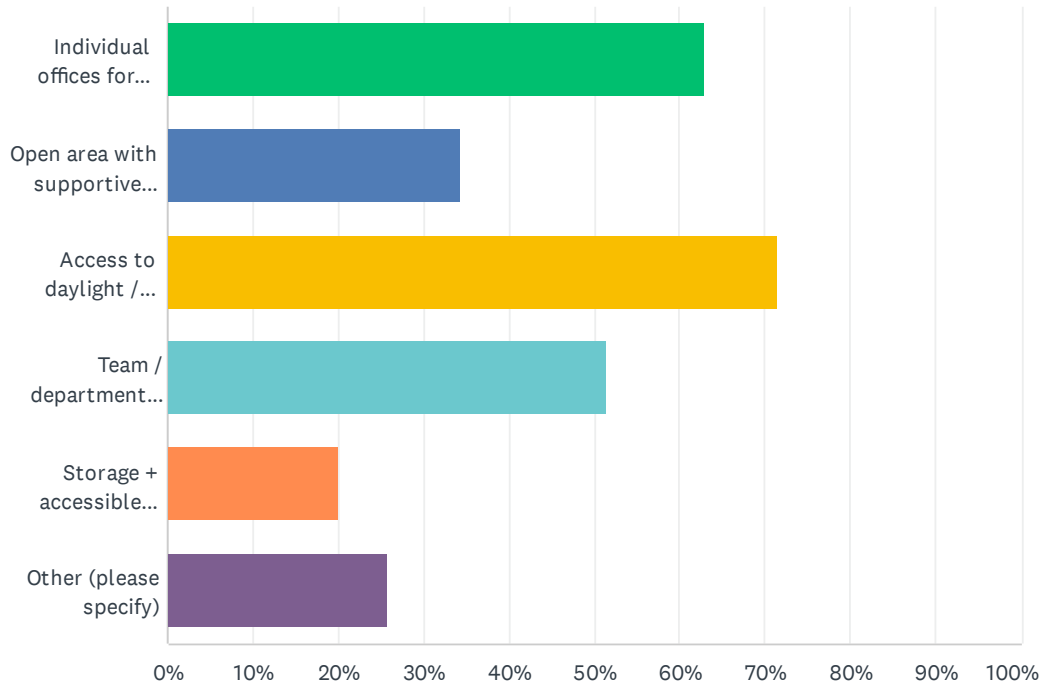


ANSWER CHOICES	RESPONSES	
A relaxing break room with water, coffee, tea, etc.	71.43%	25
Meditation / wellness / mother's room	25.71%	9
A small acoustically-enclosed room to take a phone call	17.14%	6
A comfortable outdoor space	80.00%	28
Fitness area	65.71%	23
Pingpong / game area	17.14%	6
Healthy food / snack options	65.71%	23
Other (please specify)	2.86%	1
Total Respondents: 35		

#	OTHER (PLEASE SPECIFY)	DATE
1	I would like to have a local coffee option.	8/17/2023 8:01 AM

Q16 What is one thing you love and would like to keep about your current building / workplace, its function and design? (Select all that apply.)

Answered: 35 Skipped: 1



ANSWER CHOICES	RESPONSES
Individual offices for those that require them	62.86% 22
Open area with supportive technology for group meetings	34.29% 12
Access to daylight / windows	71.43% 25
Team / department clusters	51.43% 18
Storage + accessible shelving	20.00% 7
Other (please specify)	25.71% 9
Total Respondents: 35	

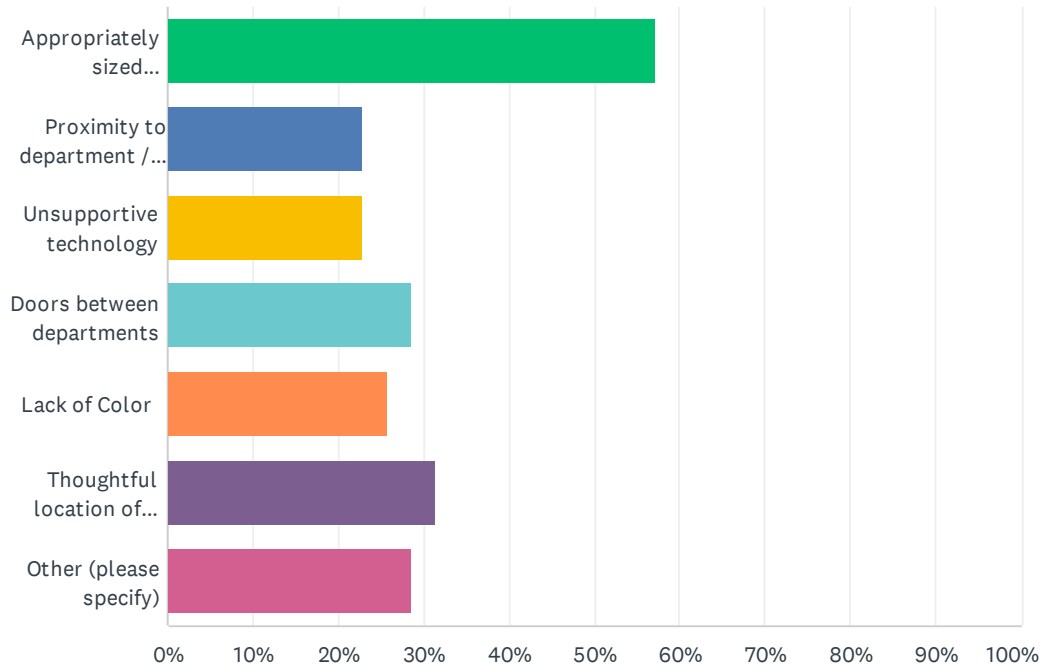
#	OTHER (PLEASE SPECIFY)	DATE
1	A good number of small and large conference rooms for meetings.	9/1/2023 12:23 AM
2	Proximity to downtown	8/22/2023 10:27 AM
3	Nothing from 245 Rose	8/18/2023 12:58 PM
4	Need more storage than office currently accomodates	8/17/2023 2:24 PM
5	We definitely need more storage capacity than we have in our current workspace.	8/17/2023 12:39 PM
6	TEAM CLUSTERS NOT VERY GOOD FOR ALL, BUT CONCEPT GOOD	8/17/2023 10:11 AM
7	Offices with a door! :) My ADHD needs that physical separation at times.	8/17/2023 9:13 AM

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8	Our row of cubicles allows for a personal space and easy conversation with other inspectors. It makes us more consistent in our jobs as we can check in with each other quickly and easily.	8/17/2023 8:01 AM
9	Access to downtown	8/17/2023 7:49 AM

Q17 What is one thing you would like to see improved? (Select all that apply.)

Answered: 35 Skipped: 1



ANSWER CHOICES	RESPONSES
Appropriately sized workspaces (Minimizing unnecessary oversized offices, increasing size of mini-workstations for those that need more, etc.)	57.14% 20
Proximity to department / team	22.86% 8
Unsupportive technology	22.86% 8
Doors between departments	28.57% 10
Lack of Color	25.71% 9
Thoughtful location of break / coffee areas	31.43% 11
Other (please specify)	28.57% 10
Total Respondents: 35	

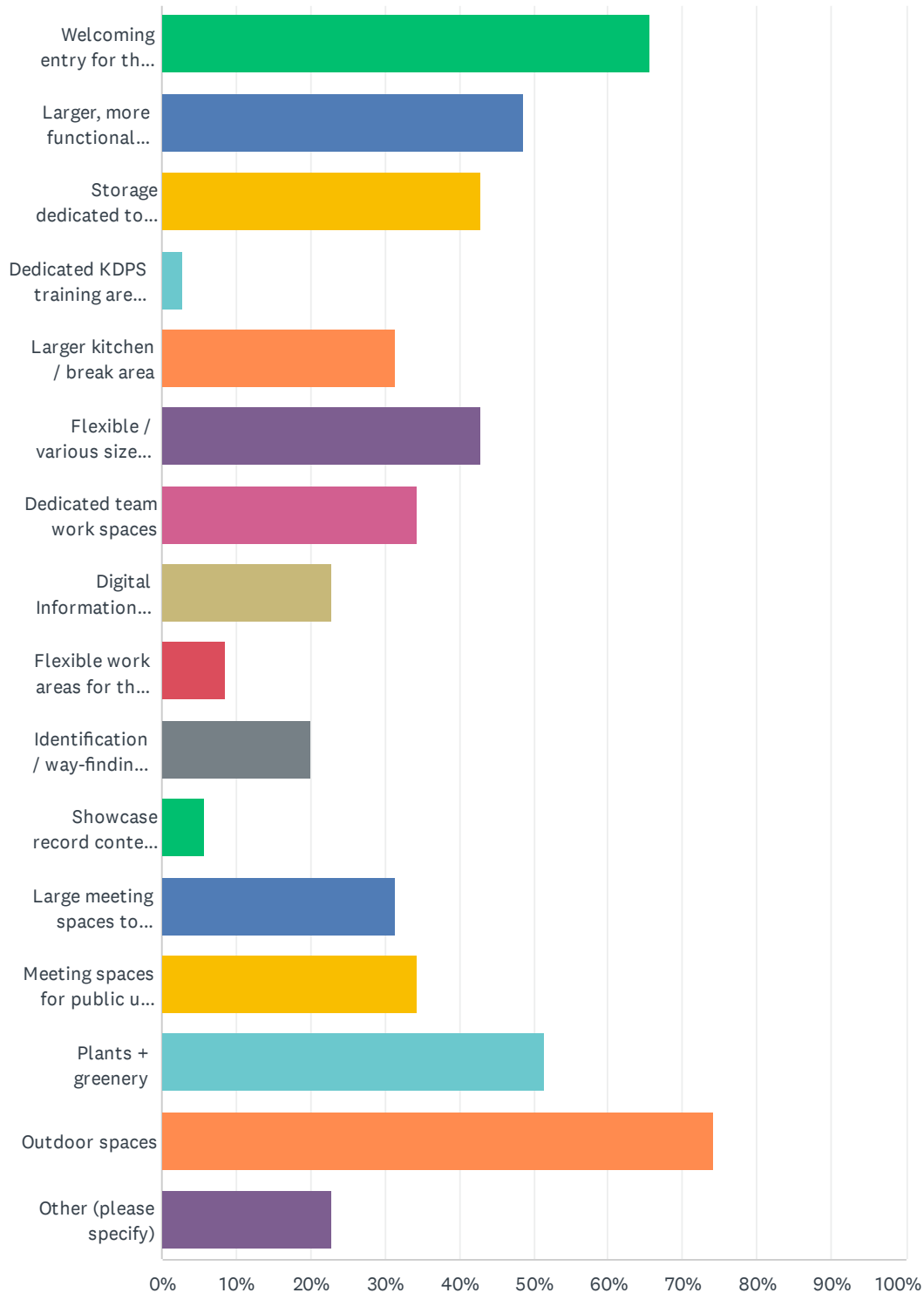
#	OTHER (PLEASE SPECIFY)	DATE
1	Energy efficiency, recycling,	8/22/2023 10:07 AM
2	Access to natural light	8/18/2023 8:09 AM
3	I don't like all of the doors we currently have.	8/17/2023 12:39 PM
4	Florescent lighting	8/17/2023 9:29 AM
5	Lack of adjustable work equipment. Standing desks, balancing chairs! Sitting all day is problematic on the body.	8/17/2023 9:13 AM

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6	Only Planning Staff Person on Community Development Side of Office	8/17/2023 9:06 AM
7	Clean HVAC, higher security measures	8/17/2023 9:02 AM
8	access to clean drinking water	8/17/2023 8:17 AM
9	I do not have natural light. The overhead lighting is too much.	8/17/2023 8:01 AM
10	Natural Light	8/17/2023 7:49 AM

Q18 What opportunities or spaces would you like to see be created? (Select all that apply.)

Answered: 35 Skipped: 1



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ANSWER CHOICES	RESPONSES	
Welcoming entry for the public / clear point of entry	65.71%	23
Larger, more functional lobby (with appropriate intake stations)	48.57%	17
Storage dedicated to variety of needs	42.86%	15
Dedicated KDPS training area for VR	2.86%	1
Larger kitchen / break area	31.43%	11
Flexible / various sized meeting rooms with versatile furnishings	42.86%	15
Dedicated team work spaces	34.29%	12
Digital Information dashboards	22.86%	8
Flexible work areas for those that don't need a dedicated desk (hoteling stations)	8.57%	3
Identification / way-finding for departments / teams within office	20.00%	7
Showcase record content to the public	5.71%	2
Large meeting spaces to accommodate 40-50 people	31.43%	11
Meeting spaces for public use adjacent to entry	34.29%	12
Plants + greenery	51.43%	18
Outdoor spaces	74.29%	26
Other (please specify)	22.86%	8
Total Respondents: 35		

#	OTHER (PLEASE SPECIFY)	DATE
1	A. Fitness Room with Men and Women showers with lockers B. Bike storage room. C. Equipment Room Storage area.	9/1/2023 12:23 AM
2	I don't necessarily think the lobby (Q2) needs to be larger but definitely more function with a dedicated space for staff to talk with public when engagement is necessary. Of course this may not be the fact if CPED and KDPS were to share the lobby.	8/23/2023 8:33 AM
3	Bike storage and even bikes added to fleet to get downtown, Stockbridge, other meetings, etc.	8/17/2023 2:24 PM
4	OUTDOOR BREAK AREA, BETTER BREAK ROOM WITH MORE COMFORTABLE FURNITURE (COUCH)	8/17/2023 10:11 AM
5	wellness area!	8/17/2023 9:29 AM
6	Might be silly, but a private room with happy lights, white noise machine, and lighting/paint color to match this calming space.	8/17/2023 9:13 AM
7	Need to find way to make department more citizen-friendly. Security in place now and tinted windows on doors makes us appear less interested in providing face to face services to customers, but I know it was a necessary step	8/17/2023 9:06 AM
8	COFFEE POT NEAR A SINK AND A FITNESS AREA	8/17/2023 7:26 AM

Q19 Any other thoughts we should consider?

Answered: 10 Skipped: 26

#	RESPONSES	DATE
1	Nice Large cubicles for CPED staff if possible.	9/1/2023 12:23 AM
2	Doors for the cubicles for private phone calls or virtual meetings.	8/23/2023 7:45 AM
3	Think of the building beyond spaces that people might use. Solar panels, things like that. There's grants out there and if we're going to be working on this building we might as well think about these options now.	8/22/2023 10:07 AM
4	SPACE AT LOBBY FOR SHORT MEETINGS WITH PUBLIC AWAY FROM RECEPTION DESK, NEEDS TO HAVE COMPUTER TO LOG INTO	8/17/2023 10:11 AM
5	Thank you for taking the time to ask/inquire!	8/17/2023 9:29 AM
6	This might be too much to organize / too chaotic, but perhaps allowing staff to paint their offices (from a list of options - so that way the space is still cohesive, but staff can make their space feel more personalized. when I need to channel my creative side, I'll work around the community instead of my office because of all of the beige and gray. aesthetics REALLY impact my creativity, thought process, and overall work. Thank you so much for even offering this opportunity to provide feedback. This has been truly appreciated!	8/17/2023 9:13 AM
7	This survey did a good job of highlighting the need for conference room/meeting space of different sizes. A customer service area/lobby with access to public restrooms would be a big improvement. Also, a workstation or computer terminal at front counter where staff called up to talk with customers about cases can access information or GIS Maps.	8/17/2023 9:06 AM
8	Proper sink, drinking water, regular HVAC cleaning, better heating/cooling temps Proper close to entrance parking for public and staff Secure/safe for staff parking Natural light	8/17/2023 9:02 AM
9	Proper size workstations is very important to those not in offices, storage because those in offices tend to place their unwanted items along the outside areas of their offices and we should not have to look at their mess.	8/17/2023 8:01 AM
10	Controllable/Dimmable lighting that doesn't cause headaches.	8/17/2023 7:49 AM