

Police (Civilian)

2025 Employee Engagement Scorecard

Department participation rate (combined civilian & sworn): 36%

Department share of total survey population (combined civilian & sworn): 13.5%

To compare to this department's scores in 2023
↓
To compare to the organization's scores in 2025
↓

#	Question	2025	2023	Change from 2023	2025 Org	Difference from Org
13a	The organization's compensation practices: are consistent with the competitive market.	3.50	2.58	18.42%	3.18	6.32%
13b	The organization's compensation practices: are administered consistently throughout the organization.	2.88	2.47	8.03%	3.22	-6.98%
14a	I am satisfied with: the organization's benefits programs (paid leave/health/disability/retirement, etc.).	4.38	3.53	16.97%	3.56	16.25%
14b	I am satisfied with: communication about the organization's benefits programs.	4.38	3.53	16.97%	3.77	12.15%
14c	I am satisfied with: my compensation.	3.50	2.58	18.42%	3.29	4.21%
15a	I understand: my compensation.	4.13	3.16	19.34%	3.93	3.85%
15b	I understand: my benefits (paid leave/health/disability/retirement, etc.).	4.13	3.58	10.92%	3.90	4.57%
16a	In the past two years, I have attended: Trainings that are mandatory for an individual in my role (Required certifications, continuing education credits, etc.)	4.63			4.76	-2.68%
16b	In the past two years, I have attended: Management and leadership training	3.75			4.30	-10.99%
16c	In the past two years, I have attended: Elective skills-based training for my position (Training that builds skills specific to my position, but is not required to serve in the position)	4.75			4.80	-0.91%
17a	Our organization: takes appropriate action against discrimination.	3.75	3.83	-1.67%	3.58	3.39%
17b	Our organization: takes appropriate action against harassment.	3.63	3.83	-4.17%	3.53	1.96%
17c	Our organization: is genuinely committed to psychological safety, accessibility, and inclusivity.	4.00	3.78	4.44%	3.64	7.19%

17d	Our organization: regularly incorporates principles of accessibility and inclusion into its decision making.	4.00	3.72	5.56%	3.59	8.13%
17e	Our organization: values difference in perspectives, background, and points of view	3.75	3.67	1.67%	3.56	3.71%
17f	Our organization: prioritizes my developmental goals.	4.25	3.44	16.11%	3.57	13.53%
17h	Our organization: has workforce demographics that sufficiently represent Albemarle County's population demographics.	4.13	3.50	12.50%	3.46	13.21%
18a	My department: is genuinely committed to psychological safety, accessibility, and inclusivity.	3.63	3.89	-5.28%	3.70	-1.52%
18b	My department: regularly incorporates principles of accessibility and inclusion into its decision-making.	3.63	3.89	-5.28%	3.63	-0.18%
18c	My department: fosters a work environment that respects individuals and values their differences.	3.50	3.89	-7.78%	3.69	-3.75%
18d	My department: fosters a positive work environment.	3.13	3.72	-11.94%	3.69	-11.38%
19a	As an employee, I feel that: I have an emotional connection to my work.	3.88	3.78	1.94%	3.97	-1.96%
19b	As an employee, I feel that: I have friends at work.	4.25	4.06	3.89%	4.07	3.57%
19c	As an employee, I feel that: I know how my work impacts the organization's mission (Mission - To enhance the well-being and quality of life for all community members through the provision of the of the highest level of public service consistent with the prudent use of public funds.).	4.38	4.33	0.83%	4.28	1.88%
19d	As an employee, I feel that: my role has valuable purpose in advancing our mission.	4.38	4.22	3.06%	4.26	2.32%
19e	As an employee, I feel that: I apply the organization's values (Community, Integrity, Innovation, Stewardship, and Learning) to my day-to-day work.	4.75	4.50	5.00%	4.42	6.52%
19f	As an employee, I feel that: working at the organization has raised my awareness about diversity and cultural differences.	3.63	3.56	1.39%	3.58	0.80%
19g	As an employee, I feel that: my work environment encourages teamwork.	3.88	4.00	-2.50%	4.06	-3.75%
19h	As an employee, I feel that: I am connected to the organization.	4.13	3.72	8.06%	3.88	4.82%
19i	As an employee, I feel that: I have the opportunity for advancement within the organization.	2.63	2.89	-5.28%	3.45	-16.56%
19j	As an employee, I feel that: I am progressing professionally.	3.38	3.33	0.83%	3.75	-7.41%
19k	As an employee, I feel that: my physical work environment feels safe.	3.38	4.11	-14.72%	4.07	-13.97%
19l	As an employee, I feel that: my physical work environment is comfortable.	3.63	3.94	-6.39%	3.95	-6.52%

19m	As an employee, I feel that: my physical work environment supports my productivity.	3.88	3.78	1.94%	3.95	-1.47%
19n	As an employee, I feel that: I have a healthy work/life balance.	3.63	3.83	-4.17%	3.68	-1.03%
19o	As an employee, I feel that: I have the technology I need to perform my job functions whether working in the office or remotely.	4.00	3.89	2.22%	3.97	0.63%
19p	As an employee, I feel that: not being in the office with others on my team hinders my professional development and progression at Albemarle County.	2.75	2.61	2.78%	2.53	4.42%
19q	As an employee, I feel that: I would recommend the organization as a good place to work to anyone regardless of the following (but not limited to) race, gender identity, religion, sexual orientation.	4.50	3.67	16.67%	3.91	11.79%
19r	As an employee, I feel that: I would recommend my department as a good place to work to anyone regardless of the following (but not limited to) race, gender identity, religion, sexual orientation.	3.75	3.67	1.67%	3.88	-2.59%
20a	Since the last Employee Engagement survey in May 2023, I have experienced: harassment in the organization.	2.00	1.78	4.44%	1.85	2.90%
20b	Since the last Employee Engagement survey in May 2023, I have experienced: harassment in my department.	2.75	1.78	19.44%	1.93	16.43%
20c	Since the last Employee Engagement survey in May 2023, I have experienced: discrimination in the organization.	2.00	1.78	4.44%	1.87	2.59%
20d	Since the last Employee Engagement survey in May 2023, I have experienced: discrimination in my department.	2.75	1.83	18.33%	1.95	16.03%
21a	I know how to report harassment or discrimination.	4.13	4.28	-3.06%	4.22	-1.83%
22a	In the past 6 months I've applied for a job in another organization.	0.25	0.11	2.89%	0.17	1.70%
24a	Our organization's management: does a good job communicating matters that impact the entire organization.	3.25	3.33	-1.67%	3.64	-7.85%
24b	Our organization's management: is concerned about my personal well-being	3.63	3.06	11.39%	3.50	2.48%
24c	Our organization's management: is supportive of its employees professionally.	3.88	3.28	11.94%	3.72	3.19%
24d	Our organization's management: recognizes good work in meaningful ways.	3.50	3.11	7.78%	3.43	1.34%
25a	My department's management: does a good job communicating matters that are important.	2.25	3.89	-32.78%	3.59	-26.71%

25b	My department's management: is concerned about my personal well-being.	3.13	4.00	-17.50%	3.72	-11.94%
25c	My department's management: is supportive of me professionally.	2.88	3.94	-21.39%	3.82	-18.99%
25d	My department's management: recognizes good work in meaningful ways.	2.50	3.89	-27.78%	3.51	-20.11%
26a	My supervisor: does a good job communicating matters that are important.	4.38	4.28	1.94%	4.09	5.63%
26b	My supervisor: hears and genuinely considers my ideas.	4.50	4.33	3.33%	4.19	6.22%
26c	My supervisor: trusts me to do my job.	4.63	4.61	0.28%	4.39	4.66%
26d	My supervisor: is purposeful about giving me opportunities to grow.	4.38	4.17	4.17%	4.05	6.50%
26e	My supervisor: shares timely and meaningful feedback with me.	4.38	4.28	1.94%	4.06	6.22%
26f	My supervisor: talks with me about my performance outside of the performance appraisal process.	4.50	4.06	8.89%	4.04	9.18%
26g	My supervisor: supports a healthy environment for me to professionally disagree.	4.13	4.22	-1.94%	4.15	-0.51%
26h	My supervisor: is concerned about my personal well-being.	4.63	4.06	11.39%	4.23	7.85%
26i	My supervisor: is supportive of me professionally.	4.50	4.28	4.44%	4.23	5.44%
26j	My supervisor: recognizes good work in meaningful ways.	4.00	4.28	-5.56%	4.01	-0.27%