

	CATEGORY			
<b>1</b>	Less Than 5 years		46%	
	5 to 10 tears		24%	
	11 to 15 years		10%	
	16 to 20 years		6%	
	More Than 20 years		14%	
<b>2</b>	Wages and Salaries		90%	
	Health Insurance		72%	
	Tranfers, Promotions, Career Devel.		49%	
	Job Security		67%	
	Discipline and Grievances		43%	
	Holidays, Vacations & Leave		62%	
	Work Schedules		53%	
	Health & Safety		69%	
<b>3</b>	Healthcare	Excellent	10%	
		Good	38%	
		Fair	33%	
		Poor	11%	
		Not enrolled in city/county plan	8%	
<b>4</b>	Feel paid for your work	Y	26%	
		N	72%	
<b>5</b>	Job Classified Properly	Y	42%	
		N	28%	
		Unsure	30%	
<b>6</b>	Staffing Sufficient	Y	14%	
		Somewhat	40%	
		N	43%	
		Unknown	4%	
<b>7</b>	Assigned Properly	Y	46%	
		N	38%	
		Unknown	12%	
<b>8</b>	Safe During Pandemic at work	Y	56%	
		N	32%	

		<b>Unknown</b>	<b>9%</b>		
<b>9</b>	Health & Safety Protections	<b>None</b>	<b>19%</b>		
		<b>Toxic Chemicals</b>	<b>21%</b>		
		<b>Infectious Diseases</b>	<b>21%</b>		
		<b>Violent Assaults</b>	<b>28%</b>		
		<b>Stress</b>	<b>55%</b>		
		<b>Unsafe Equipment</b>	<b>28%</b>		
		<b>Lack of Equipment</b>	<b>48%</b>		
		<b>Poorly maintained Workplace</b>	<b>21%</b>		
<b>10</b>	to Empl Concerns	<b>Very Responsive</b>	<b>22%</b>		
		<b>Somewhat Responsive</b>	<b>40%</b>		
		<b>Not Very Responsive</b>	<b>28%</b>		
		<b>Not Responsive at all</b>	<b>8%</b>		
<b>11</b>	Grievance Procedure	<b>Very Effective</b>	<b>13.5%</b>		
		<b>Somewhat Effective</b>	<b>40.4%</b>		
		<b>Not very Effective</b>	<b>27.0%</b>		
		<b>Not effective at all</b>	<b>10.6%</b>		
<b>12</b>	Contracting Out	<b>Very Important</b>	<b>67%</b>		
		<b>Somewhat Important</b>	<b>23%</b>		
		<b>Not very Important</b>	<b>5%</b>		
		<b>Not important at All</b>	<b>1%</b>		
<b>13</b>	In favor of union meeting	<b>Y</b>	<b>84%</b>		
		<b>N</b>	<b>12%</b>		
<b>14</b>	Politician important	<b>Y</b>	<b>90%</b>		
		<b>N</b>	<b>6%</b>		
<b>15</b>	get involved Politics	<b>Y</b>	<b>60%</b>		
		<b>N</b>	<b>33%</b>		
<b>16</b>	consider membership	<b>Y</b>	<b>66%</b>		
		<b>N</b>	<b>21%</b>		