

All Respondents Benchmarks and Demographics 2025-2026

All Respondents Benchmark scores are the average scores for all state agencies that participated

Average Response Rate

73.00%

Demographics

Item	Response	Percent
My highest education level		
0	Prefer not to answer	2.9%
1	Did not earn high school diploma or equivalent	0.4%
2	High school diploma or equivalent	12.8%
3	Some college	20.8%
4	Associate's Degree	9.6%
5	Bachelor's Degree	33.4%
6	Master's Degree	17.0%
7	Doctoral Degree	3.1%
I am		
1	Female	56.5%
2	Male	39.1%
3	Prefer not to answer	4.4%
My annual salary (before taxes)		
0	Prefer not to answer	7.0%
1	Less than \$20,001	0.3%
2	\$20,001 to 30,000	2.0%
3	\$30,001 to 40,000	8.5%
4	\$40,001 to 50,000	15.2%
5	\$50,001 to 60,000	16.9%
6	\$60,001 to 70,000	14.3%
7	\$70,001 to 80,000	10.7%
8	\$80,001 to 90,000	7.6%
9	More than \$90,000	17.4%
I work		
0	Prefer not to answer	1.1%
1	Full-time	98.3%
2	Part-time	0.6%
My age (in years)		
0	Prefer not to answer	5.9%
1	16-29	8.6%

2	30-39	20.6%
3	40-49	26.8%
4	50-59	25.3%
5	60+	12.8%
Years of service with this organization		
0	Prefer not to answer	4.0%
1	Less than 1 year	7.5%
2	1-2 years	13.0%
3	3-5 years	20.4%
4	6-10 years	20.4%
5	11-15 years	13.5%
6	16+ years	21.1%
Are you of Hispanic, Latino/a/x, or of Spanish origin?		
0	Prefer not to answer	9.3%
1	Yes	30.4%
2	No	60.3%
My race/ethnic identification (Check all that apply)		
1	African American or Black	13.9%
2	White	67.8%
3	Asian	3.8%
4	Native American or Pacific Islander	2.4%
5	Prefer not to answer	13.1%
I am currently in a supervisory role.		
0	Prefer not to answer	3.8%
1	Yes	19.5%
2	No	76.7%
I received a promotion during the past two years.		
0	Prefer not to answer	4.5%
1	Yes	25.5%
2	No	70.0%
I received a merit increase during the past two years.		
0	Prefer not to answer	5.8%
1	Yes	44.9%
2	No	49.3%
I plan to be working for this organization in one year.		
0	Prefer not to answer	10.0%
1	Yes	84.9%
2	No	5.1%
I am eligible for retirement within the next two years.		
0	Prefer not to answer	10.0%
1	Yes	84.9%
2	No	5.1%

Overall Score

Score
404

Constructs

Construct	Name	Score
1	Workgroup	430
2	Strategic	423
3	Supervision	421
4	Workplace	420
5	Community	420
6	Information Systems	409
7	Internal Communication	398
8	Pay	281
9	Benefits	395
10	Employee Development	398
11	Job Satisfaction	399
12	Employee Engagement	417

Items

Item	Text	Score
1	My work group cooperates to get the job done.	4.44
2	In my work group I can share my opinions and ideas.	4.33
3	In my workgroup, we encourage each other to learn from our mistakes.	4.29
4	In my work group, there is a real feeling of teamwork.	4.16
5	Our organization is known for the quality of work we provide.	4.21
6	I know how my work impacts others in the organization.	4.44
7	My organization develops services to match the needs of our customers/clients.	4.14
8	Our organization communicates effectively with the public.	4

9	I have a good understanding of our mission, vision, and strategic plan.	4.38
10	My supervisor provides me with a clear understanding of my work responsibilities.	4.29
11	My supervisor recognizes outstanding work.	4.17
12	I am given the opportunity to do my best work.	4.26
13	My supervisor is consistent when administering policies concerning employees.	4.13
14	My supervisor evaluates my performance fairly.	4.24
15	Given the type of work I do, my physical workplace meets my needs.	4.28
16	My workplace is well maintained.	4.14
17	There are sufficient procedures to ensure the safety of employees in the workplace.	4.21
18	I have adequate resources and equipment to do my job.	4.19
19	The people I work with treat each other with respect.	4.22
20	I work with people that have a variety of skills and experiences.	4.46
21	The people I work with care about my personal well-being.	4.14
22	I trust the people in my workplace.	3.96
23	My work group uses the latest technologies to communicate and interact.	3.88
24	We receive regular and useful updates on how to keep our computer and sensitive information secure from cyber-attack.	4.33

25	Support is available for the technologies we use.	4.18
26	Our computer systems enable me to quickly find the information I need.	3.98
27	The communication channels I must go through at work are reasonable.	4.04
28	My work atmosphere encourages open and honest communication.	3.95
29	The communications I receive at work are timely and informative.	3.96
30	My pay keeps pace with the cost of living.	2.66
31	Salaries are competitive with similar jobs in the community.	2.8
32	I feel I am paid fairly for the work I do.	3.02
33	Retirement benefits are competitive with similar jobs in the community.	3.88
34	Health insurance benefits are competitive with similar jobs in the community.	4.03
35	Benefits can be selected to meet individual needs.	3.97
36	I believe I have a career with this organization.	4.1
37	Training is made available to me so that I can do my job better.	3.97
38	Training is made available to me for personal growth and development.	3.89
39	My work environment supports a balance between work and personal life.	4.03
40	I feel free to be myself at work.	3.98
41	The pace of work enables employees to effectively perform their job.	3.79

42	I am proud to tell people that I work for this organization.	4.22
43	Harassment is not tolerated at my workplace.	4.36
44	Employees are generally ethical in my workplace.	4.3
45	I believe we will use the information from this survey to improve our workplace.	3.69
46	I am satisfied with the opportunities I have to give feedback on my supervisor's performance.	3.88
47	Upper management (i.e. Executive and/or Senior Leadership) effectively communicates important information.	3.89
48	I am treated fairly in my workplace.	4.15

in the Survey of Employee Engagement 2025-2026.