



## What is your division/cluster?\*

ESSAY

June 26, 2017 1:17 PM  
Fac. Mgmt.

June 26, 2017 1:13 PM  
Toronto Water

June 26, 2017 12:48 PM  
Cluster B

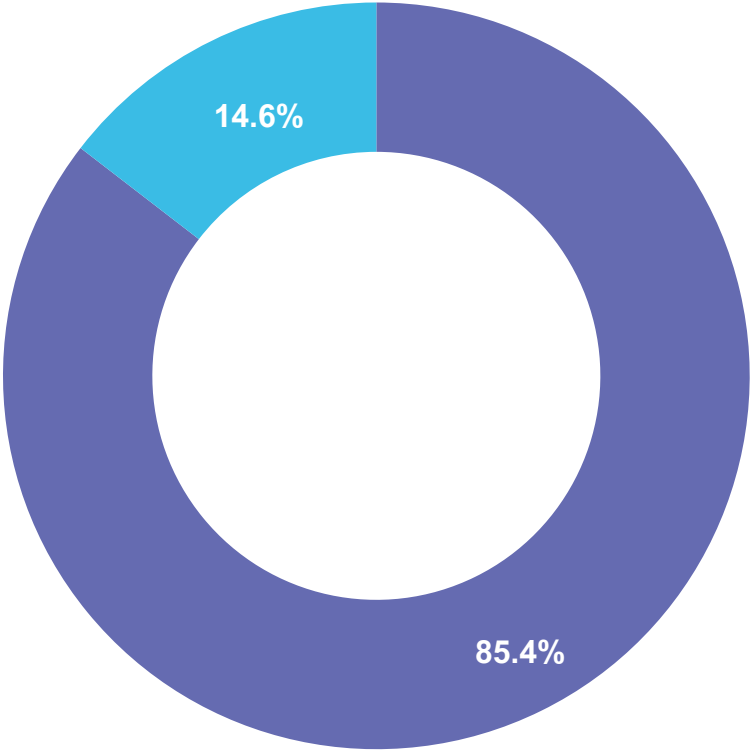
June 26, 2017 12:40 PM  
City Clerk's Office / CMO clus

June 26, 2017 12:22 PM  
Parks Forestry and Recreation



Did you complete your 2016 performance planner and set your 2017 objectives?\*

RATING



Answered  
**584**

Unanswered  
**0**

Choice	Total	Rating
● 1-Yes	499	499
● 2-No	85	170



In what month did you complete your 2016 performance planner and set your 2017 objectives?

ESSAY

June 26, 2017 1:17 PM

July

June 26, 2017 1:13 PM

February

June 26, 2017 12:48 PM

March

June 26, 2017 12:40 PM

January

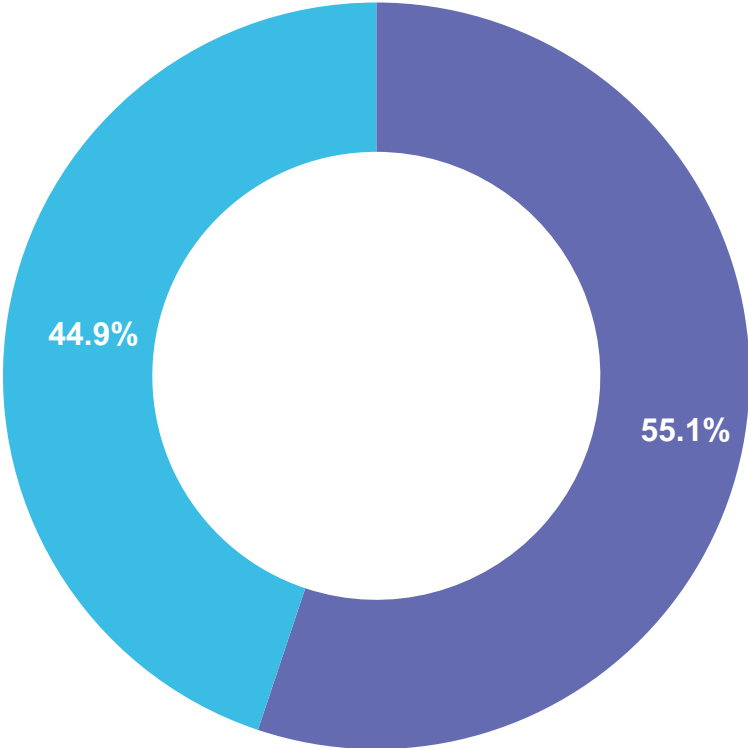
June 26, 2017 12:22 PM

Not yet done my 2017- completed 2016 May 28th



### Were you satisfied with your 2016 performance evaluation/rating?\*

RATING



Answered  
**584**

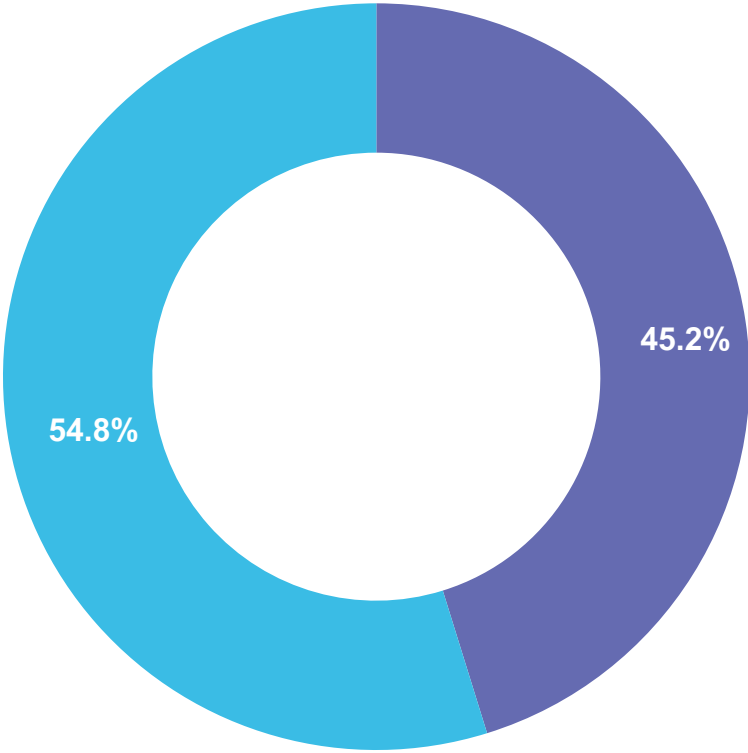
Unanswered  
**0**

Choice	Total	Rating
● 1-Yes	322	322
● 2-No	262	524

Q5

### Did you have a mid-year performance review?\*

RATING



Answered  
**584**

Unanswered  
**0**

Choice	Total	Rating
● 1-Yes	264	264
● 2-No	320	640

Q6

In what month did you have your mid-year performance review?\*

ESSAY

June 26, 2017 1:17 PM  
July

June 26, 2017 1:13 PM  
don't remember

June 26, 2017 12:48 PM  
July

June 26, 2017 12:40 PM  
Scheduled for June 29

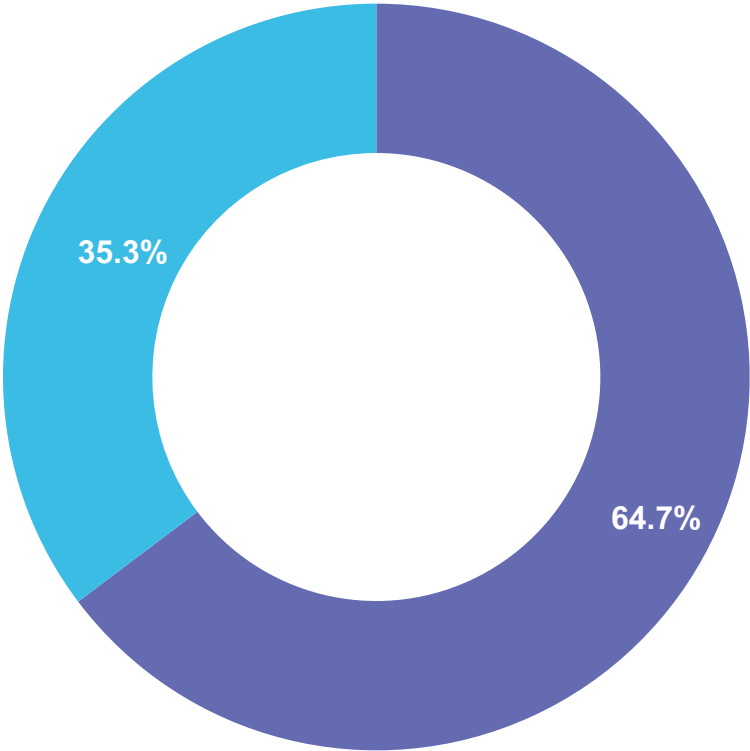
June 26, 2017 12:22 PM  
Cant remember - Maybe Oct.



Did you have a fulsome one-on-one meeting with your immediate manager to discuss your 2016 performance?

\*

RATING



Answered  
**584**

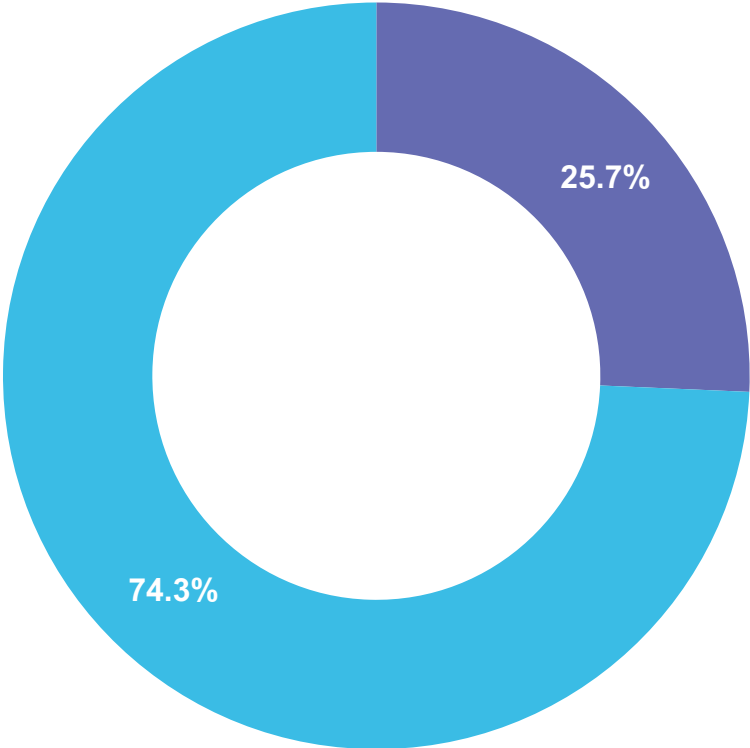
Unanswered  
**0**

Choice	Total	Rating
● 1-Yes	378	378
● 2-No	206	412

Q8

After having your mid-year evaluation, were you surprised by the performance rating you received?\*

RATING



Answered  
**584**

Unanswered  
**0**

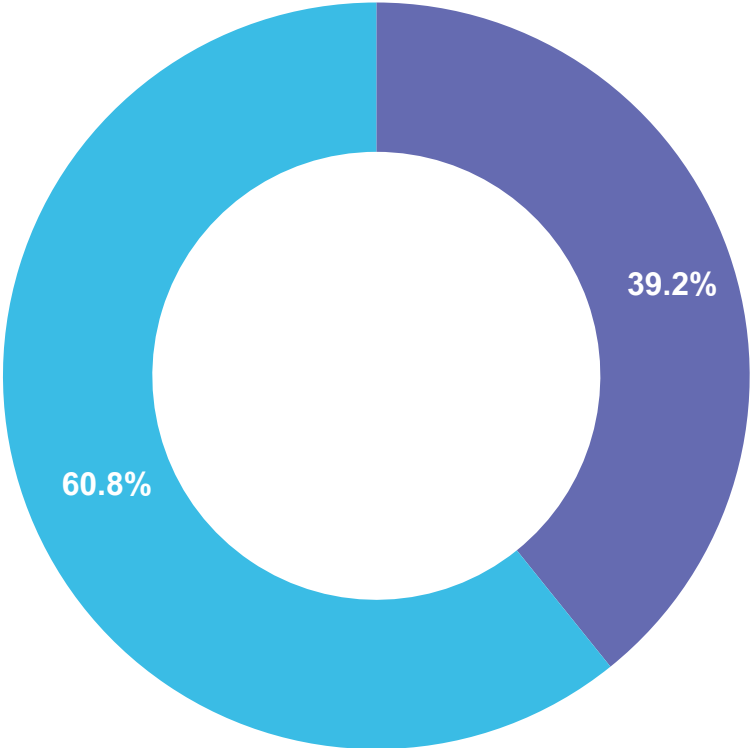
Choice	Total	Rating
● 1-Yes	150	150
● 2-No	434	868





Did you have ongoing discussion during the review period either verbally or documented?\*

RATING



Answered  
**584**

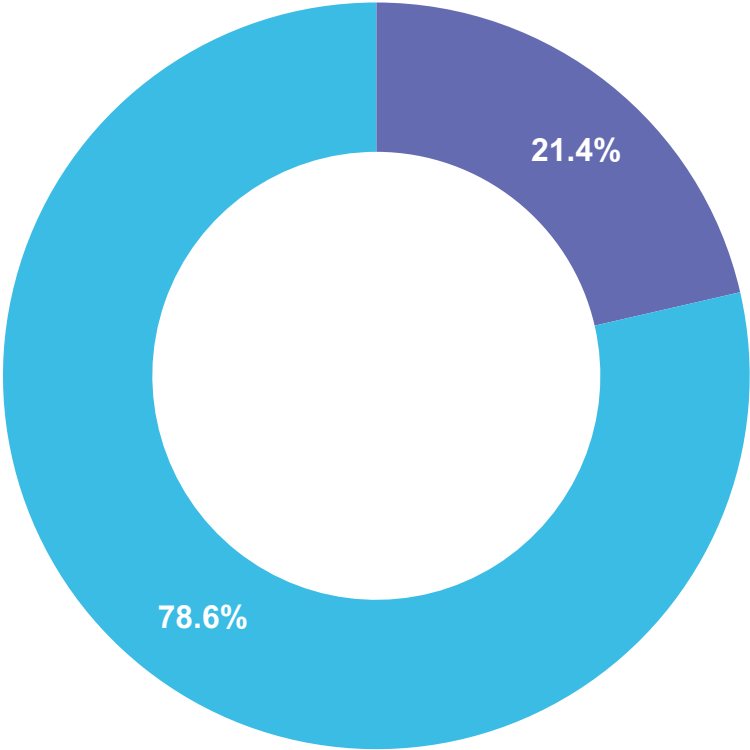
Unanswered  
**0**

Choice	Total	Rating
● 1-Yes	229	229
● 2-No	355	710

**Q10**

Were you given a performance rating in advance of City Council approving the budget?\*

RATING



Answered  
**584**

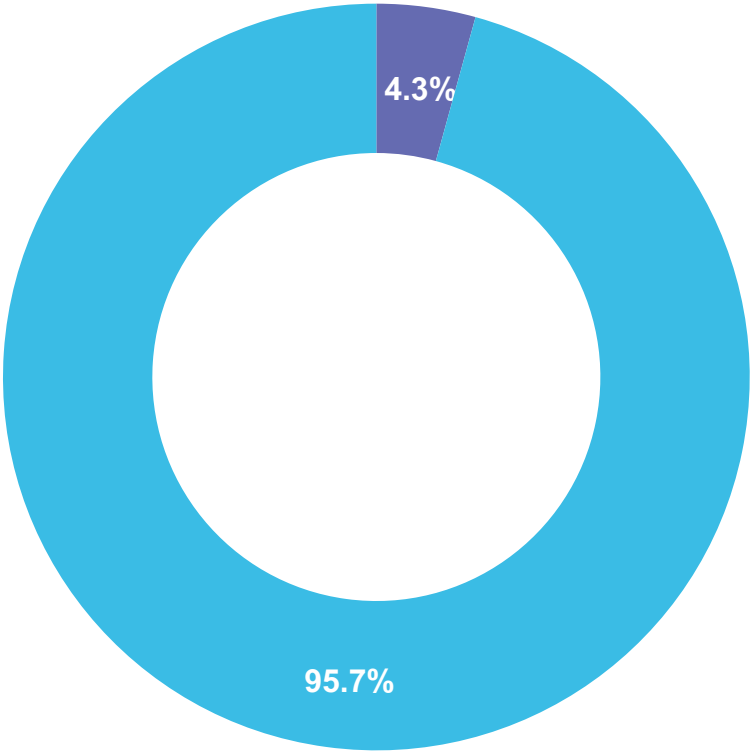
Unanswered  
**0**

Choice	Total	Rating
● 1-Yes	125	125
● 2-No	459	918

**Q11**

If you were given a performance rating in advance of City Council approving the budget, did your rating change afterwards?\*

RATING



Answered  
**584**

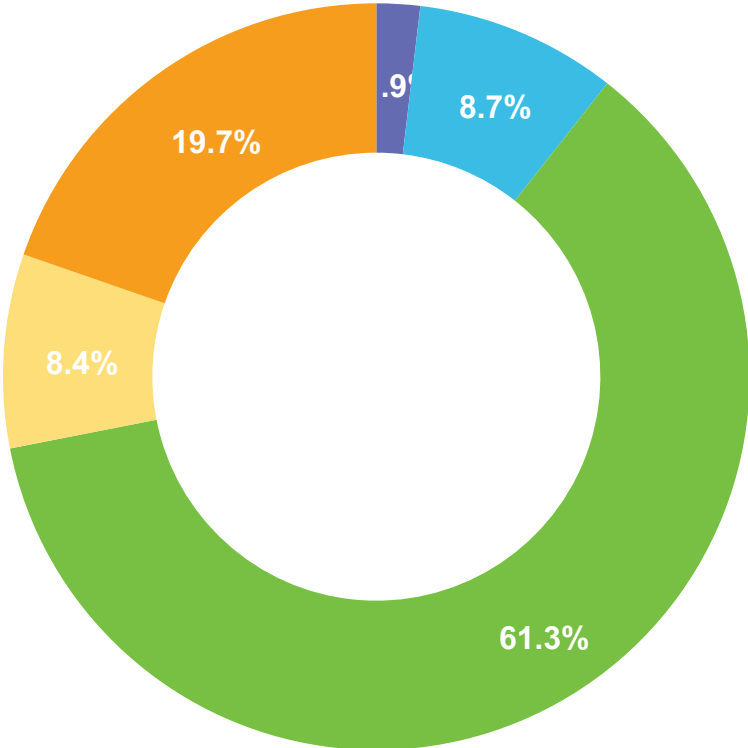
Unanswered  
**0**

Choice	Total	Rating
● 1-Yes	25	25
● 2-No	559	1118



# What was your performance rating?\*

RATING



Answered **584**

Unanswered **0**

Choice	Total	Rating
1-0%	11	11
2-1%	51	102
3-2.5%	358	1074
4-4.5%	49	196
5-Have not received	115	575

Q13

ESSAY

## Any additional comments?

June 26, 2017 1:17 PM

I am generally satisfied with the process. Plan should be done in fall for following year.

June 26, 2017 12:40 PM

Have never received anything lower than "meets expectations" in my 20+ years in management - not satisfied with end results, but division politics do not allow me a fair fight so I am not challenging the results.

June 26, 2017 12:22 PM

I am not sure of my answers - related to the budget. My work load has more than doubled and I have done above and consistently gone beyond the call of duty and not been recognized for it.

June 26, 2017 10:11 AM

It seems to me i can never achieve the highest % the City offer. Only if i churn straw into gold. I work very hard every day, last year i save the City more than \$800,000.00 in chemical use.

June 26, 2017 4:26 AM

The performance planner does not encourage people to work any harder. The amount of money verses effort is not that high when compare to the private sector. As a general rule, the more senior you are as non-union, the further your the difference between public and thehigher private pay incl.benefits.The future across the board 'bell' curving of performance is not fair and will only boost the general feeling that Sr. Management and Council does not care. They only want to address public opinion.