

ID	Metric	Target	FY13 Avg	FY14 Avg	FY15 Avg	FY16 Avg	FY17 Avg	FY18 Avg	Jun 2016	Jul 2016	Aug 2016	Sep 2016	Oct 2016	Nov 2016	Dec 2016	Jan 2017	Feb 2017	Mar 2017	Apr 2017	May 2017	Jun 2017	Jul 2018
<b>Goal 1: Create a safer transportation experience for everyone</b>																						
<b>Objective 1.1: Improve security for transportation system users</b>																						
1.1.1	SFPD-reported Muni-related crimes/100,000 miles	5.3	7.6	9.4	8.2	6.4	4.6	5.3	4.9	4.9	5.5	4.5	4.4	4.1	4.6	4.0	3.8	5.0	4.7	4.6	4.6	5.3
1.1.2	Customer rating: Security of transit riding experience (while on a Muni vehicle); scale of 1 (low) to 5 (high)			3.2	3.3	3.4	3.5		3.4		3.3			3.5			3.5			3.5		
1.1.2	Customer rating: Security of transit riding experience (while waiting at a Muni stop or station); scale of 1 (low) to 5 (high)			3.1	3.2	3.2	3.2		3.2		3.1			3.2			3.2			3.2		
1.1.4	Security complaints to 311 (Muni)		36	29	37	29	37	54	35	21	44	48	38	33	33	32	26	24	37	27	45	54
<b>Objective 1.2: Improve workplace safety and security</b>																						
1.2.1	Workplace injuries/200,000 hours	11.3	13.8	12.0	11.0	12.8	12.4		11.4	12.4	12.0	11.7	11.7	10.0	10.4	9.0	11.1	12.9	14.8	15.4	16.3	
1.2.2	Security incidents involving SFMTA personnel (Muni only)		12	10	8	13	11		12	12	10	9	16	13	6	4	12	16	11	13	5	
1.2.3	Lost work days due to injury		16,445 (CY13)	15,221 (CY14)	13,625 (CY15)	15,992 (CY16)																
1.2.4	Employee rating: I feel safe and secure in my work environment; scale of 1 (low) to 5 (high)		3.2	3.3	3.2	3.3																
<b>Objective 1.3: Improve the safety of the transportation system</b>																						
1.3.1	Muni collisions/100,000 miles	3.5	5.2	5.9	6.4	6.6	7.0		7.6	6.2	7.1	7.4	6.2	6.8	6.3	6.5	7.4	7.9	6.8	6.4	6.4	
1.3.2	Collisions involving motorists, pedestrians, and bicyclists*		3,049 (CY13)	2,995 (CY14)	3,046 (CY15)																	
1.3.2	Collisions involving taxis																					
1.3.3	Muni falls on board / 100,000 miles*		3.9	4.3	4.2	4.3	3.9	2.7	3.5	3.8	3.7	3.6	2.9	3.7	4.5	4.4	3.9	3.4	4.4	3.5	3.5	
1.3.4	"Unsafe operation" Muni complaints to 311*		157	174	179	183	179	156	174	155	201	194	175	158	183	157	160	110	165	154	207	156
1.3.5	Customer rating: Safety of transit riding experience; scale of 1 (low) to 5 (high)			3.7	3.7	3.8	3.9		3.8		3.9			3.9								
<b>Goal 2: Make transit, walking, bicycling, taxi, ridesharing &amp; carsharing the preferred means of travel</b>																						
<b>Objective 2.1: Improve customer service and communications</b>																						
2.1.1	Customer rating: Overall customer satisfaction with transit services; scale of 1 (low) to 5 (high)	3.4		3.0	3.1	3.2	3.2		3.2		3.2			3.2			3.2			3.2		
2.1.2	Customer rating: Overall customer satisfaction with taxi availability; scale of 1 (low) to 5 (high)			2.5	2.7	3.0	3.2		3.0		3.0			3.1			3.2			3.1		
2.1.3	Customer rating: Overall customer satisfaction with bicycle network; scale of 1 (low) to 5 (high)			2.8	2.9	2.9	3.0		3.1		2.9			3.0			3.0			2.9		
2.1.4	Customer rating: Overall customer satisfaction with pedestrian environment; scale of 1 (low) to 5 (high)			3.5	3.3	3.2	3.2		3.3		3.1			3.3			3.1			3.3		
2.1.5	Customer rating: Satisfaction with communications to passengers; scale of 1 (low) to 5 (high)			2.8	2.8	2.9	2.9		2.9		2.9			3.0			2.9			2.9		
2.1.6	Percentage of color curb requests addressed within 30 days		93.3%	93.6%	69.9%	96.6%	95.8%	97.1%	97.6%	93.9%	95.2%	96.5%	98.6%	98.6%	98.6%	90.6%	98.8%	94.8%	85.3%	100.0%	98.6%	
2.1.6	Percentage of hazardous traffic sign reports addressed within 24 hours		100.0%	99.5%	98.0%	98.4%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
2.1.6	Percentage of parking meter malfunctions addressed within 48 hours		82.4%	75.6%	60.0%	82.5%	91.2%	97.7%	96.2%	94.6%	94.6%	92.6%	83.9%	87.4%	95.0%	95.7%	91.9%	89.6%			87.4%	97.7%
2.1.6	Percentage of traffic and parking control requests addressed within 90 days		79.1%	53.8%	40.4%	54.7%	82.1%	63.5%			75.3%			84.0%			82.2%			87.1%		
2.1.6	Percentage of traffic signal requests addressed within 2 hours		96.9%	96.8%	96.8%	97.5%	97.9%	97.9%	98.5%	100.0%	97.1%	96.7%	99.1%	96.0%	95.1%	99.4%	98.8%	98.8%	98.8%	98.1%	99.4%	
2.1.7	Percentage of actionable 311 Muni operator conduct complaints addressed within 28 business days		93.5%	89.8%	89.5%	57.5%	78.2%	49.3%	55.0%	49.2%	61.4%	75.1%	68.9%	70.4%	94.9%	98.6%	94.3%	89.4%	89.2%	89.2%	93.2%	
2.1.8	Customer rating: cleanliness of Muni vehicles; scale of 1 (low) to 5 (high)			2.7	2.7	2.9	3.0		2.9		3.0			3.0			3.0			3.0		
2.1.9	Customer rating: cleanliness of Muni facilities (stations, elevators, escalators); scale of 1 (low) to 5 (high)			2.6	2.6	2.5	2.5		2.5		2.5			2.6			2.5			2.9		
<b>Objective 2.2: Improve transit performance</b>																						
2.2.1	Percentage of transit trips with <2 min bunching on Rapid Network*	1.8%	4.0%	4.0%	4.8%	5.4%	5.9%	7.5%	5.6%	5.2%	6.0%	6.0%	5.6%	5.8%	6.0%				7.0%	7.7%	5.7%	5.7%
2.2.1	Percentage of transit trips with +5 min gaps on Rapid Network*	8.8%	17.8%	18.6%	17.2%	16.9%	18.1%	18.3%	16.8%	17.2%	18.9%	18.5%	18.6%	17.9%	18.9%				18.8%	17.4%	18.2%	17.5%
2.2.2	Percentage of on-time performance for non-Rapid Network routes*	85%	59.9%	59.6%	57.4%	60.5%	59.5%	57.9%	60.1%	60.2%	59.7%	59.2%	59.1%	59.7%	58.6%				59.6%	59.8%	59.7%	59.4%
2.2.3	Percentage of scheduled trips delivered	98.5%	97.1%	96.3%	97.7%	98.9%	98.8%	98.8%	97.7%	98.6%	98.6%	98.9%	98.8%	98.8%	99.2%	98.4%	98.9%	99.2%	99.4%			
2.2.4	Percentage of on-time departures from terminals*	85%	73.7%	73.9%	72.2%	75.3%	75.0%	74.6%	76.5%	76.7%	75.5%	74.7%	74.4%	75.0%	73.6%				74.6%	74.6%	75.0%	75.3%
2.2.6	Percentage of on-time performance*	85%	59.0%	58.9%	57.0%	59.8%	57.3%	56.2%	59.1%	59.2%	57.7%	56.7%	57.0%	57.4%	56.2%				56.8%	57.3%	57.3%	57.2%
2.2.7	Percentage of bus trips over capacity during AM peak (8:00a-8:59a, inbound) at max load points*		7.4%	7.4%	4.7%	3.4%	2.1%	1.1%	2.7%	2.2%	1.8%	2.4%	2.1%	2.3%	1.6%	3.7%	3.3%	1.6%	2.5%	1.3%	2.0%	1.1%
2.2.7	Percentage of bus trips over capacity during PM peak (5:00p-5:59p, outbound) at max load points*		8.6%	8.3%	5.6%	4.1%	2.5%	1.5%	3.6%	3.3%	3.7%	2.9%	2.3%	3.4%	2.4%	3.0%	2.8%	1.9%	1.2%	1.8%	1.1%	1.5%
<b>Objective 2.2: Improve transit performance</b>																						
2.2.8	Mean distance between failure (Bus)		3,310	4,632	5,650	5,416	5,155		5,942	5,491	6,148	5,681	4,440	4,579	4,705	4,217	4,404	5,107	5,235	6,780	6,508	
2.2.8	Mean distance between failure (LRV)		3,571	3,164	4,517	5,547	5,218		5,143	4,755	5,474	5,084	5,320	5,629	5,056	4,559	5,216	5,536	4,979	5,776	5,497	
2.2.8	Mean distance between failure (Historic)		2,179	2,045	1,797	1,971	2,893		2,450	2,049	2,050	2,362	2,809	3,131	2,868	3,207	3,128	3,651	3,827	2,909		
2.2.8	Mean distance between failure (Cable)		3,835	4,734	5,200	4,412																
2.2.9	Percentage of scheduled service hours delivered		97.0%	96.2%	97.7%	99.0%	98.8%		97.6%	98.5%	98.5%	98.7%	98.7%	99.2%	98.5%	98.9%	99.2%	99.4%				
2.2.11	Ridership (Bus, average weekday)		495,341	504,205	512,817	519,462	509,986		502,640	497,600	526,640	535,260	529,110	516,220	484,360	483,420	511,370	503,550	514,800	519,700	497,800	
2.2.11	Ridership (LRV, average weekday)		145,700	155,800	157,920	171,630																
2.2.11	Ridership (Historic, average weekday)		23,210	22,610	21,070	19,830																
2.2.11	Ridership (Cable, average weekday)		18,960	20,640	19,070	15,490																
2.2.11	Ridership (Faregate entries, average weekday)		74,416	75,322	74,522	69,646		68,633	65,350	71,370	69,694	66,929	71,449	69,963	70,097	62,702	70,177	72,014	70,990	70,860	59,946	69,093
2.2.12	Percentage of days that elevators are in full operation		96.3%	94.4%	93.3%	94.4%		97.0%	91.7%	95.3%	96.5%	96.2%	100.0%	99.4%	98.1%	96.0%	97.4%	97.6%	98.6%	93.5%	92.5%	91.7%
2.2.13	Percentage of days that escalators are in full operation		88.1%	93.8%	91.9%	86.5%		91.4%	83.8%	84.4%	84.4%	88.4%	85.6%	83.3%	85.7%	85.6%	80.5%	85.8%	89.2%	92.5%	93.0%	88.5%

Color Legend  
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<b>Objective 2.3: Increase use of all non-private auto modes</b>																						
2.3.1	Non-private auto mode share (all trips)	50%	50%	54%	52%	54%																
2.3.2	Average daily bikeshare trips (Weekday)		885	1,089	1,023	984			1,127	986	1,085	1,067	1,082	981	704							
<b>Objective 2.4: Improve parking utilization and manage parking demand</b>																						
2.4.1	Percentage of metered hours with no rate change in SFpark pilot areas*		52.2%	66.2%	60.3%	64.7%	71.8%	80.1%	67.6%				69.2%			74.4%						80.1%
2.4.2	Off-peak share of SFMTA garage entries (before 7:00a/after 9:59a)†		81.3%	80.7%	80.9%	80.6%	80.7%	82.3%	79.4%	81.8%	80.1%	79.3%	79.9%	81.4%	84.2%	80.0%	80.1%	79.7%	80.5%	80.2%	80.2%	82.3%
2.4.2	Hourly share of SFMTA garage entries (vs. monthly & early bird)†		85.3%	84.4%	85.9%	84.7%	84.2%	84.0%	83.7%	84.2%	81.5%	82.1%	82.0%	83.3%	86.4%	82.1%	82.7%	82.0%	82.5%	81.9%	82.3%	84.0%
2.4.3	# of secure on-street bicycle parking spaces*				7,958	8,925																
2.4.3	# of secure off-street bicycle parking spaces (garage bicycle parking)*				1,329	1,429																
<b>Goal 3: Improve the environment and quality of life in San Francisco</b>																						
<b>Objective 3.1: Reduce the Agency's and the transportation system's resource consumption, emissions, waste, and noise</b>																						
3.1.1	SFMTA carbon footprint (metric tons CO2e)	17,434	46,272	45,244	43,499	24,146																
3.1.2	Percentage of SFMTA non-revenue fleet that is alternative fuel/zero emissions		28.0%	28.1%	28.5%	42.2%	29.8%															
3.1.2	Percentage of SFMTA taxi fleet that is alternative fuel/zero emissions		94.0%	98.0%	98.0%	94.6%	94.6%															
3.1.4	Number of electric vehicle charging stations		63	63	63	63																
3.1.6	Agency electricity consumption (kWh)†		9,790,994	9,944,080	9,783,200	9,957,470	9,928,945		9,770,339	9,934,018	10,156,517	9,912,487	10,032,098	9,823,160	10,156,078	9,920,424	9,124,890	10,188,051	9,727,734	10,143,276	10,028,603	
3.1.6	Agency gas consumption (therms)†		32,049	23,057	19,265	21,108	24,260		2,166	7,994	27,178	5,097	7,949	8,719	17,533	51,417	59,391	33,353	27,102	19,588	25,793	
3.1.6	Agency water consumption (gallons)†		1,476,801	1,903,909	1,735,422	1,503,979	1,424,415		1,412,972	1,531,156	1,501,236	1,794,452	1,261,128	1,753,312	1,289,552	1,402,235	1,160,828	1,179,604	1,370,642			
3.1.7	Agency waste diversion rate		37.9%	37.1%	34.5%	35.1%	32.7%		36.1%	34.0%	34.1%	33.0%	31.0%	32.5%	35.9%	32.7%	31.7%	30.2%	31.3%	32.9%		
<b>Objective 3.2: Increase the transportation system's positive impact to the economy</b>																						
3.2.1	Muni average weekday boardings		683,211	703,255	710,877	726,412	717,275		709,290	704,550	733,590	742,210	736,060	723,170	691,310	690,370	718,320	710,950	722,220			
<b>Objective 3.3: Allocate capital resources effectively</b>																						
3.3.1	Percentage of all capital projects delivered on-budget by phase*				65.6%	81.3%	92.3%		79.0%		76.5%	92.0%	93.7%	94.1%	95.3%	95.1%		95.1%	94.3%	94.4%		
3.3.2	Percentage of all capital projects delivered on-time by phase				59.2%	97.8%	84.3%		91.9%		84.5%	90.3%	91.7%	89.8%	79.2%	77.7%		69.7%	61.5%	62.7%		
<b>Objective 3.4: Deliver services efficiently</b>																						
3.4.1	Transit passengers per hour									60.8	63.0	63.7	63.2	62.1	59.4	59.3	61.7	61.1	62.1	65.1		
3.4.2	Average annual transit cost per revenue hour*	\$198	\$219.02	\$237.37	\$233.99	\$229.37																
3.4.3	Cost per unlinked trip†		\$3.15	\$3.22	\$3.38	\$3.38																
3.4.5	Farebox recovery ratio		33.7%	30.4%	29.5%	26.2%																
3.4.6	Average daily Transit Operator shortfall		35	43	25	10	17	13	29	17	16	14	14	11	19	13	10	8			17	13
3.4.7	Number of individuals entering Transit Operator training per month†		158	147	594	295	278			33		42		39	21	28	29	29	28		29	
<b>Objective 3.5: Reduce capital and operating structural deficits</b>																						
3.5.1	Structural capital budget deficit (SOGB)†					\$229M (As of Q4)	\$350M (As of Q3)															
<b>Goal 4: Create a workplace that delivers outstanding service</b>																						
<b>Objective 4.1: Improve internal communications</b>																						
4.1.1	Employee rating: I have the information and tools I need to do my job; scale of 1 (high) to 5 (low)	4.0	3.5	3.5	3.5	3.5																
4.1.1	Employee rating: I have access to information about Agency accomplishments, current events, issues and challenges; scale of 1 (high) to 5 (low)*		3.4	3.5	3.6																	
4.1.1	Employee rating: I feel as though the Agency communicates current events, issues, challenges and accomplishments clearly; scale of 1 (high) to 5 (low)*	3.9				3.3																
4.1.2	Percentage of employees that complete the survey		32.9%	29.6%	27.2%	29.7%																
4.1.3	Employee rating: I have a clear understanding of my division's goals/objectives and how they contribute to Agency success.		3.5	3.5	3.6	3.6																
4.1.4	Employee rating: I have received feedback on my work in the last 30 days.		3.2	3.1	3.1	3.1																
4.1.5	Employee rating: I have noticed that communication between leadership and employees has improved.		2.9	3.0	3.0	2.9																
4.1.6	Employee rating: Discussions with my supervisor about my performance are worthwhile.		3.4	3.5	3.5	3.4																

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<b>Objective 4.2: Create a collaborative and innovative work environment</b>																						
4.2.1	Employee rating: Overall employee satisfaction; scale of 1 (low) to 5 (high)	3.9	3.4	3.4	3.4	3.4																
4.2.2	Employee rating: My concerns, questions, and suggestions are welcomed and acted upon quickly and appropriately.		3.0	3.0	3.0	3.0																
4.2.3	Employee rating: I find ways to resolve conflicts by working collaboratively with others.		3.9	4.0	4.0	4.0																
4.2.4	Employee rating: I am encouraged to use innovative approaches to achieve goals.		3.4	3.4	3.3	3.3																
4.2.5	Employee rating: Employees in my work unit share job knowledge to solve problems efficiently/effectively		3.7	3.8	3.8	3.9																
4.2.6	Employee rating: I feel comfortable sharing my thoughts and opinions, even if they're different than others'.		3.6	3.7	3.6	3.5																
4.2.7	Employee rating: My work gives me a feeling of personal accomplishment.		3.7	3.8	3.7	3.8																
<b>Objective 4.3: Improve employee accountability</b>																						
4.3.1	Percentage of employees with performance plans prepared by start of fiscal year	100%	20.3%	62.5%	31.3%	59.1%																
4.3.1	Percentage of employees with annual appraisals based on their performance plans	100%	18.8%	62.5%	54.2%	58.9%																
4.3.2	Percentage of strategic plan metrics reported		73.0%	92.3%	93.6%	96.1%																
4.3.3	Unscheduled absence rate by employee group (Transit operators)		8.6%	9.4%	7.7%	8.6%	8.1%	8.0%	7.3%	7.4%	6.6%	7.4%	8.3%	8.2%	9.7%	9.0%	8.1%	7.0%	8.5%	9.4%	7.9%	8.0%
4.3.4	Employee rating: My manager holds me accountable to achieve my written objectives.		3.6	3.6	3.6	3.6																
4.3.5	Employee commendations to 311*		112	104	104	152	181	130	245	331	234	173	177	154	175	140	130	150	157	191	158	130
<b>Objective 4.4: Improve relationships and partnerships with our stakeholders</b>																						
4.4.1	Stakeholder rating: satisfaction with SFMTA management of transportation in San Francisco; scale of 1 (low) to 5 (high)				2.9																	

**\*Notes**

1.1.2 / 1.3.5 / 2.1.1 / 2.1.2 / 2.1.3 / 2.1.4 / 2.1.5 / 2.1.8 / 2.1.9 Results are based on a non-probability sample from opt-in SFMTA online panel surveys and have been weighted to reflect the geographic distribution of the San Francisco population.

1.1.3 Beginning with FY2015, includes all taxi, TNC, and black car service-related incidents reported to SFPD. Reporting for prior months includes "defrauding taxi driver", "operating taxi without a permit", and "overcharging taxi fare" incidents only.

1.1.4 / 1.3.4 / 4.3.5 Due to a previous calculation error that resulted in the over-reporting of 311 cases, some monthly values between May 2012 and Dec 2014 were re-calculated and revised in this document.

1.2.2 Includes assaults and threats on operators.

1.3.1 Results for October 2015, December 2015 and February 2016 have been updated slightly from previously reported figures to reflect some minor categorical revisions to reported collisions.

1.3.2 Injury collisions reported in the calendar year.

1.3.3 Previously reported figures for falls per 100,000 miles have been updated to account for an adjustment in reported number of falls.

2.1.7 Due to a new automated reporting process that accurately reflects the current Transit Operator MOU-based performance standard for timeliness of complaint resolution, the reported percentage of Muni related 311 complaints resolved within 28 business days slightly differs from previously published figures. November and December 2016 figures are adjusted to account for a moratorium on all hearings and disciplinary grievance timelines between 12/12/16 and 1/2/17.

2.2.1 <1 min for headway of 5 min or less.

2.2.1 / 2.2.2 / 2.2.4 / 2.2.6 Effective April 2015, the Muni Rapid Network is defined as routes/lines J, K, L, M, N, 5R, 7R, 9R, 14R, 28R, and 38R. This report reflects the updated Rapid Network.

January and February 2017 on-time performance, gaps or bunching cannot be reported due to a network issue that limited NextBus predictions and prevented systemwide on-time performance data from being collected.

2.2.1 / 2.2.2 / 2.2.6 Previously reported bunching and gap, and on-time performance results have been revised to correct for a prior data processing error.

2.2.5 / 2.2.10 Running time performance measure has not been developed.

2.2.7 Due to a previous calculation error, monthly FY14 and June FY16 results were incorrectly reported in previous Metrics reports and have been corrected in this document.

2.2.8 FY 16 and FY 17 Rubber Tire MDBF figures were updated to correct for a prior reporting error. April 2015 and May 2015 Mean Distance Between Failure (MDBF) Cable Car figures have been updated to account for an adjustment in reported mileage.

2.2.9 September 2016 figures have been revised to account for a prior reporting error.

2.2.11 Reported figures for average weekday bus ridership have been modified to correct for a prior reporting error.

2.2.12 / 2.2.13 Reported figures for Elevator / Escalator do not include the following days: 1/3/2016, 1/7/2016, 1/8/2016, 2/8/2016, 2/11/2016, 2/12/2016, 2/15/2016, 2/16/2016, 2/22/2016, 3/17/2016, 5/8/2016, and 5/9/2016. Historical figures have been adjusted as per revised data.

2.4.1 Increase in percent of metered hours with no rate change indicates achievement of price point and parking availability goals. Note: sensor based rate adjustments were limited to SFpark pilot blocks with 50% or more parking sensor coverage through February 2014.

Sensor Independent Rate Adjustments (SIRA) based on meter payment data started in June 2014 and include all SFpark pilot area blocks including those that fell below the 50% parking sensor threshold. These blocks have not approached their price point yet, which lowers the baseline for this metric. Moving forward, June 2014 will be considered the new baseline for SIRA.

2.4.2 Shift in utilization from peak to off-peak indicates successful mitigation of congestion on city streets.

2.4.2 / 2.4.3 Shift in utilization to hourly from early bird and monthly indicates garages are used more for short trips that benefit nearby businesses and less for commute trips by auto.

2.4.3 Running total of SFMTA-installed facilities.

3.1.3 Upon the adopted use of renewable diesel for the Muni fleet in January 2016, the SFMTA no longer reports metric 3.1.3 (Percentage biodiesel to diesel used by SFMTA).

3.1.6 Resource consumption data for facilities leased by the SFMTA is not reflected in the current reporting.

3.2.1 Reported figures for average weekday boardings have been modified to correct for a prior reporting error.

3.3.1 / 3.3.2 Figures reflect estimate at completion-weighted % of projects on or under budget (including contingency) for all projects delivered by the SFMTA's Capital Projects & Construction division. Reported results currently exclude projects in the Sustainable Streets Division portfolio. No data for reporting project delivery budget performance is available for July 2016. Data forthcoming after measure methodology is revised.

3.4.1 Historical figures have been slightly revised to account for a prior reporting error.

3.4.3 Figures are adjusted for inflation to reflect FY16 dollars.

3.4.6 Due to data system upgrade, April 2017 and May 2017 results cannot be reported.

3.4.7 FY Total rather than FY Average.

3.5.1 Revised structural deficit figures will be reported in November 2016.

4.1.1 Employee rating of "I have access to information about Agency accomplishments, current events, issues and challenges" has been reworded to "I feel as though the Agency communicates current events, issues, challenges and accomplishments clearly" in the 2016 employee satisfaction survey.