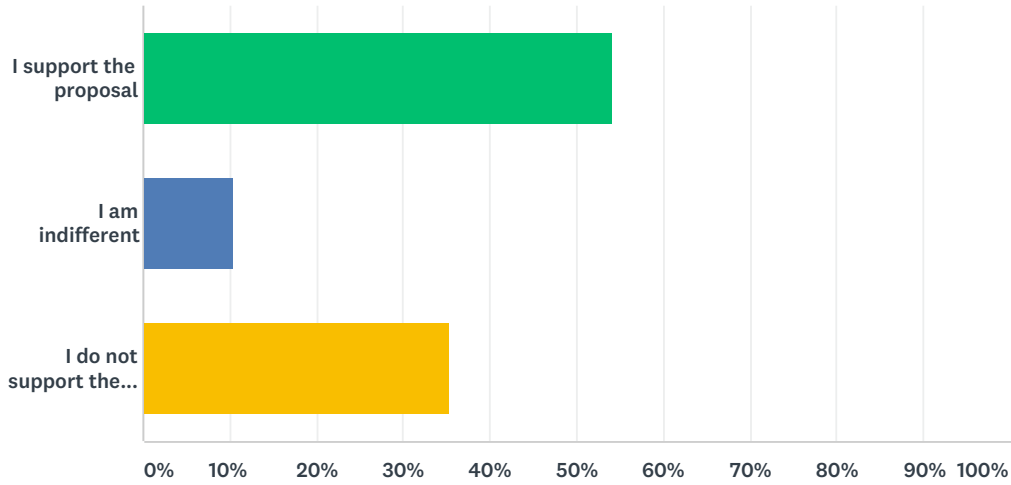


Q1 How do you feel about allowing City employees to bring dogs to work at offices located in CCB? These dogs would be under the full control of the owner and allowed only under previously approved conditions.

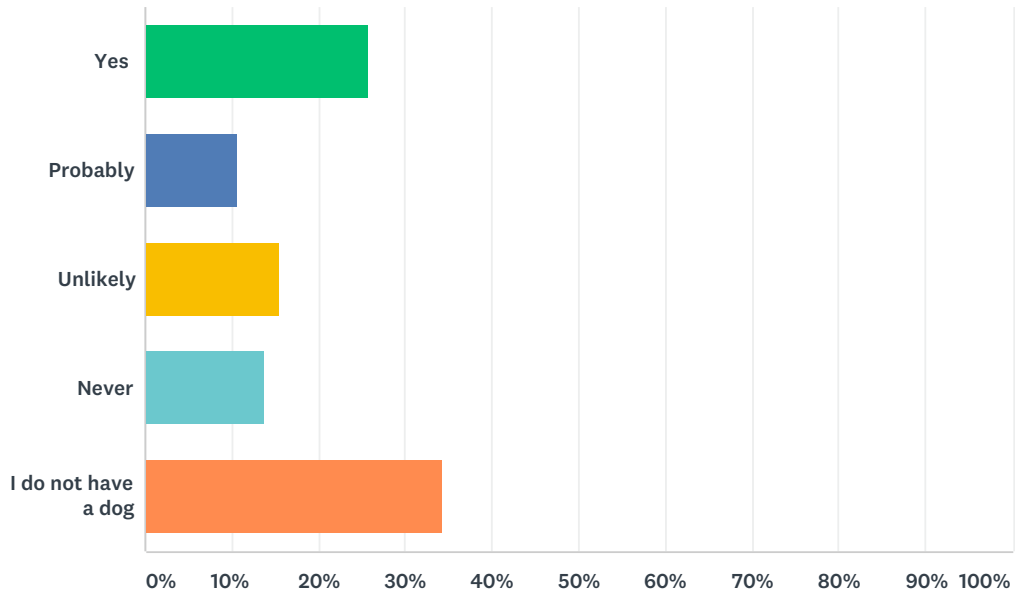
Answered: 529 Skipped: 3



| ANSWER CHOICES | RESPONSES | |
|-------------------------------|-----------|-----|
| I support the proposal | 54.25% | 287 |
| I am indifferent | 10.40% | 55 |
| I do not support the proposal | 35.35% | 187 |
| TOTAL | | 529 |

Q2 Would you ever take advantage of this policy and bring your dog in to work?

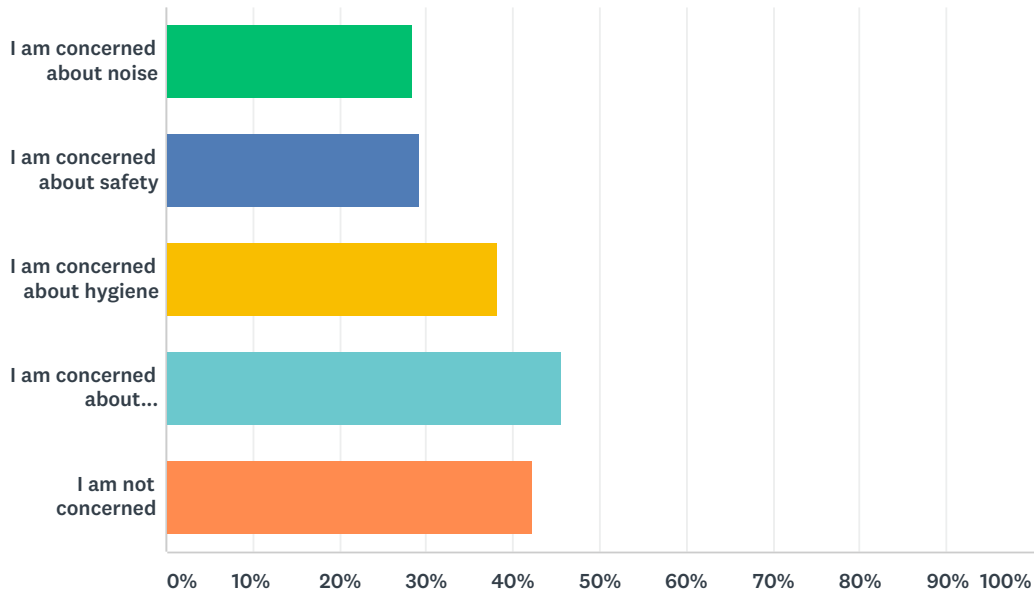
Answered: 531 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|---------------------|-----------|------------|
| Yes | 25.80% | 137 |
| Probably | 10.73% | 57 |
| Unlikely | 15.44% | 82 |
| Never | 13.75% | 73 |
| I do not have a dog | 34.27% | 182 |
| TOTAL | | 531 |

Q3 What most concerns you about the proposal (Click all that apply)?

Answered: 489 Skipped: 43



| ANSWER CHOICES | RESPONSES |
|-----------------------------------|------------|
| I am concerned about noise | 28.43% 139 |
| I am concerned about safety | 29.24% 143 |
| I am concerned about hygiene | 38.24% 187 |
| I am concerned about distractions | 45.60% 223 |
| I am not concerned | 42.33% 207 |
| Total Respondents: 489 | |

| # | OTHER CONCERNS (PLEASE SPECIFY) | DATE |
|---|--|--------------------|
| 1 | people with allergies and asthma triggered by pet dander | 5/2/2018 9:49 PM |
| 2 | Allergies need to be considered. | 5/2/2018 1:03 PM |
| 3 | all the excuses to leave office and job duties to take dog out again and again. Would be abused and not be used at break times | 5/2/2018 9:03 AM |
| 4 | Where does this end? Do I get to bring in my hamster, chinchilla, cat? | 5/1/2018 3:25 AM |
| 5 | I have had past bad experience and am afraid of dogs. I have seen dogs treated better than employees in a work environment very upsetting | 4/30/2018 11:35 AM |
| 6 | Concern for persons who must access building and who suffer from cynophobia (fear of dogs). I love and have had dogs all my life until recently (I still dog-sit for friends) but also have concern re odors, not just hygiene. Need to see data re value of re work vs time lost from work. | 4/30/2018 9:16 AM |
| 7 | All of the above - plus allergies. | 4/29/2018 10:22 AM |
| 8 | I would love to see this happen. | 4/28/2018 1:59 PM |
| 9 | There are many people who have severe allergies to pet dander. This would create an unsafe working environment for many. If people have to refrain from wearing scented items, this should not be considered. | 4/27/2018 6:55 PM |

Dog Friendly Policy Employee Survey

| | | |
|----|---|--------------------|
| 10 | As long as the owner is responsible and dog is well behaved, it could be a good thing. | 4/27/2018 10:02 AM |
| 11 | Allergic employees; those sensitive to dogs due to past violent incidents; equity perspective for those with other types of pets; overall focus of the City away from helping employees care for family versus for pets | 4/26/2018 3:12 PM |
| 12 | This will not make employees MORE productive & it's ridiculous to think it would. | 4/26/2018 11:56 AM |
| 13 | dogs can scratch, throw up, and otherwise make messes; some dog owners are not responsible with their pets | 4/26/2018 9:38 AM |
| 14 | Many people have dog and pet allergies. | 4/25/2018 5:56 PM |
| 15 | While I do not have a phobia or issue with dogs, generally - I know a number of people who do and would be greatly affected by this type of policy. | 4/25/2018 3:17 PM |
| 16 | Liability of someone being bit, employees having allergies to dogs | 4/25/2018 1:56 PM |
| 17 | If you open this can of worms, why not others: Why can't I bring my cat (or other pet) to work? | 4/25/2018 1:51 PM |
| 18 | Gray areas and if two dogs don't get along. | 4/25/2018 1:34 PM |
| 19 | Allergies | 4/25/2018 11:09 AM |
| 20 | Allergies to animal dander | 4/25/2018 8:57 AM |
| 21 | smell, potty breaks, this just is not the place | 4/25/2018 8:44 AM |
| 22 | Supervision of rules | 4/25/2018 8:40 AM |
| 23 | I am uncertain of the specifics of the policy as I - like most city employees - don't work out of the CCB. I would love to be able to bring my dog to work in my building but it's unclear if this policy applies to anyone except downtown. Not really sure why feedback is being solicited with such a vague request. | 4/25/2018 8:33 AM |
| 24 | Individuals with dog allergies or phobias should not be unnecessarily subjected to a co-worker's dog. Although dogs can provide positive benefits to some people, they can cause negative reactions for others. Therefore, in the interest of ALL people, dogs should not be allowed in the workplace. | 4/25/2018 8:12 AM |
| 25 | Bad idea. Hygiene. Carpets and floors will get exposed to feces and urine (not matter how much owners swear it won't happen). allergy issues. undisciplined dogs. employees playing with their dogs when they should be working. dog bites dog. dog bites man. Opens the door to cats, guinea pigs, birds. | 4/25/2018 7:32 AM |
| 26 | Allergies | 4/24/2018 5:41 PM |
| 27 | I miss the dogs and feel it will improve the workplace to allow them | 4/24/2018 5:39 PM |
| 28 | I am concerned about people who have medical issues such as allergies which prevent them from being around dogs. I do not have allergies and love dogs but we need to be sensitive to others. | 4/24/2018 5:24 PM |
| 29 | There are employees and customers who have allergies and other respiratory issues | 4/24/2018 5:23 PM |
| 30 | I work outside the building so I couldn't participate. | 4/24/2018 4:41 PM |
| 31 | People with allergies may have a problem with this. Potentially an interesting workers comp case. As a city tax payer I think it a terrible idea. Please note I am retired but I just can not see any benefit in this idea. | 4/24/2018 4:38 PM |
| 32 | For people with allergies to dogs, this policy could be quite a burden. After dogs have inhabited a room for a length of time, that room is no longer be used by people with sever allergies. Also in large buildings, several offices share the same HVAC ducts which causes allergines to be spread over several offices. I am surprised that we are thinking letting animals with all their inherent problems into offices when employees are not allowed to wear fragrances because the fragarances cause allergy problems. | 4/24/2018 4:15 PM |
| 33 | Conflicts between staff about dogs. | 4/24/2018 3:27 PM |
| 34 | I am concerned about dog owners requesting extra breaks (paid or unpaid) to take their dogs outside to go to the bathroom and/or for walks | 4/24/2018 3:12 PM |

Dog Friendly Policy Employee Survey

| | | |
|----|---|--------------------|
| 35 | I AM A DOG OWNER AND BELIEVE IN THE BENEFITS OF PETS, EVEN IN THE WORKPLACE. HOWEVER, BEFORE THEY WERE ALL BANNED FROM CITY BUILDINGS, I SAW MANY INDIVIDUALS ABUSE THE PRIVILEGE OF TAKING THEM TO WORK. DOGS WERE RUNNING AT LARGE, TRIPPING FOLKS, AND SOILING INSIDE THE BUILDINGS. THE IRRESPONSIBLE OWNERS RUINED THE PRIVILEGE FOR ALL. I SUGGEST CANINE GOOD CITIZEN CERTIFICATES OR VERIFIED WORKING CERTIFICATES BEFORE DOGS ARE ALLOWED. THANKS FOR REVISITING THIS ISSUE. | 4/24/2018 2:44 PM |
| 36 | I am allergic to dogs, both their dander and saliva. Having dogs in my office area would contaminate my workspace and make me feel vulnerable. The CCB has bad enough air quality without adding animal-related matter. | 4/24/2018 2:37 PM |
| 37 | I am concerned about medical issues. | 4/24/2018 2:30 PM |
| 38 | I would bring my dog to my City workplace which is not in CCB. This option was not available in question 2 above. | 4/24/2018 2:25 PM |
| 39 | 1) How will pets be handled if staff members needs to attend internal/external meetings; 2) Will the public be concerned/notify if pet is on-site; 3) How will allergies/allergic reactions be handled | 4/24/2018 1:39 PM |
| 40 | Dog interactions with other dogs...dog interactions with the public. | 4/24/2018 1:25 PM |
| 41 | Shouldn't the public then be allowed to have dogs in city buildings? | 4/24/2018 1:13 PM |
| 42 | allergies! | 4/24/2018 1:08 PM |
| 43 | I'm only mildly concerned. | 4/24/2018 1:01 PM |
| 44 | Allergies | 4/24/2018 12:53 PM |
| 45 | I have documented known allergies to dogs and cats and this will impact my quality of life within the work place. | 4/24/2018 12:24 PM |
| 46 | I am a dog owner and love dogs. That is why I say the workplace is not a place for dogs. | 4/24/2018 12:16 PM |
| 47 | I'm concerned about it being a public building and citizens may have to visit the building and may have offices. Generally I think dogs at work sound great but I think it's different if you're a public facility. | 4/24/2018 11:59 AM |
| 48 | There are many other ways to help facilitate happiness at work. I also don't believe public offices are the right environment for animals especially their safety and that of others | 4/24/2018 11:42 AM |
| 49 | I don't work at the CCB but would like to bring my dog in once in a while | 4/24/2018 11:21 AM |
| 50 | I am concerned about the behavior of dogs, how the dogs are trained, and how it would be deteremend what dog could participate. | 4/24/2018 11:11 AM |
| 51 | I do not think that dogs, no matter how well-behaved, belong in an office environment. | 4/24/2018 10:59 AM |
| 52 | I already bring my Service Dog to work. I love the idea to allow employees to bring their dogs to work. I am concerned with Service Animals and the need for the public/employees to identify between Service Animal ettiquete and pets. | 4/24/2018 10:18 AM |
| 53 | Allergies of coworkers | 4/24/2018 10:04 AM |
| 54 | I am concerned that the public, seeing pet dogs entering and leaving and moving about the building, will be encouraged to bring their own dogs. I am concerned that if this happens at the CCB, other city workplaces will be next, and I absolutely do not want pet dogs in my city workplace. I do not like dogs; I do not like dogs sniffing at me or licking me; I do not like worrying about whether dogs will be aggressive toward me. I avoid stores with dog-friendly policies, where I find the presence of dogs annoying and distracting. As a Madison resident and employee, I need to come to the CCB -- to pay my property taxes, to submit forms to HR, to pick up my bus pass, etc., and I should be free to do so without having to be around dogs. | 4/24/2018 9:59 AM |
| 55 | some people have allergies | 4/24/2018 9:56 AM |
| 56 | concerned about impact on people who are afraid of dogs or traumatized by dogs | 4/24/2018 9:50 AM |
| 57 | people who cannot control their animals. | 4/24/2018 9:43 AM |
| 58 | This is a terrible idea. It is not equitable or fair to all employees, as employees with dogs would be allowed more breaks in the day and therefore work less than others. People are allergic or have anxiety issues around dogs - this includes the PUBLIC WHO WE SERVE. | 4/24/2018 9:12 AM |

Dog Friendly Policy Employee Survey

| | | |
|----|--|--------------------|
| 59 | Allergies | 4/24/2018 9:01 AM |
| 60 | allergies | 4/24/2018 9:01 AM |
| 61 | allergies | 4/24/2018 8:58 AM |
| 62 | I think dogs in the workplace is a fantastic idea | 4/24/2018 8:44 AM |
| 63 | general distractions; people taking breaks every hour to relieve thier dogs (just like those who get up every hour to take a cigarette break, or to move their car evry hour or so). This is NOT professional for our City offices. I am so disappointed with this proposal. | 4/24/2018 8:43 AM |
| 64 | Health: I am concerned for people who are allergic to dogs. | 4/24/2018 8:27 AM |
| 65 | All of the concerns above are valid. Also allergies and the dog owner will be much less productive. | 4/24/2018 8:23 AM |
| 66 | Pet allergies | 4/24/2018 8:13 AM |
| 67 | People with allergies. | 4/24/2018 8:02 AM |
| 68 | Allergies | 4/24/2018 8:00 AM |
| 69 | Health concerns - Allergies | 4/24/2018 7:57 AM |
| 70 | I am allergic to dogs. | 4/24/2018 7:35 AM |
| 71 | Employees, customers may have dog allergies or fear of dogs and not want to speak up, "Go along to get along." Some dogs may carry parasites or be improperly vaccinated and the risk of carrying home fleas, ticks or disease to our pets is a real possibility. | 4/24/2018 7:29 AM |
| 72 | Some dogs would not be well-suited to the office. Hopefully owners would self-select but maybe there should be a screening process in place | 4/24/2018 7:28 AM |
| 73 | pressure on employees who prefer dog-free environment where others are for it | 4/24/2018 7:24 AM |
| 74 | Fine for awhile, but most will not work with the distractions | 4/24/2018 7:21 AM |
| 75 | Concerned about smell | 4/24/2018 7:07 AM |
| 76 | I can't believe this is being broached for discussion. Employees should be responsible for their own work performance, and the idea that they'll be happier/more productive with their dog present is an excuse for allowing bad behavior/performance. Let the agencies do their jobs. | 4/24/2018 7:04 AM |
| 77 | Really??? How far do we go in this City?? | 4/24/2018 6:44 AM |
| 78 | What another stupid idea from people lacking common sense. We are not a rehab business and what about concerns of allergies ETC, fear of dogs or such. | 4/24/2018 6:42 AM |
| 79 | That individuals will be bringing their dogs just to show them off. | 4/24/2018 6:13 AM |
| 80 | allergies | 4/24/2018 1:12 AM |
| 81 | I am fearful of untrained dogs. I appreciate working dogs but do not feel one pet should be shown favoritism over other pets. I have been bitten by a dog, and as everyone says, they seem to know fear. I enjoyed outdoor dogs when I grew up on a farm. Are we approving other animals? I think approving people to work in their homes should come before allowing dogs to come to work. I find most people who like indoor dogs as pets don't understand or respect those of us who do not want to have a dog sniff us, come up to us, lick us, etc. It is a forced contact that I don't appreciate. | 4/23/2018 10:52 PM |
| 82 | ALLERGIES | 4/23/2018 10:50 PM |
| 83 | Fairness (co-worker gets dog, why can't I have my...) | 4/23/2018 9:57 PM |
| 84 | Some people have significant allergies to dogs. Some people are affraid of them and some people just don't like them. | 4/23/2018 9:11 PM |
| 85 | I am concerned that others will find a way to complain about this. | 4/23/2018 8:49 PM |
| 86 | How often will employees be allowed to bring their dog in? Will this be an everyday thing? What if everyone in an office wants to bring their dog in? | 4/23/2018 8:00 PM |
| 87 | I'm concerned about people (like some in my family) with dog allergies, both workers and public visiting our offices. | 4/23/2018 7:36 PM |

Dog Friendly Policy Employee Survey

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| 88 | Dogs are pets..they belong at home. This is another sign of our declining society. Whose going to clean the accidents?!? We already work in a poor air quality building that is the CBC. This won't make it better. I say all of this as an owner of three dogs | 4/23/2018 7:01 PM |
| 89 | I am concerned for people with allergies. | 4/23/2018 6:14 PM |
| 90 | The proposal does not account for City facilities other than CCB. | 4/23/2018 5:26 PM |
| 91 | Some people are allergic to dogs | 4/23/2018 5:05 PM |
| 92 | I enjoy dogs, however, I know many people who are allergic, scared or just generally don't like dogs. I feel that this can create an unwelcoming environment for those people. Bringing your dog to work is not appropriate, it will be a distraction. Will we then allow people to bring children with them on a regular basis as well? | 4/23/2018 4:57 PM |
| 93 | How would this impact work time related to employee bringing in the pet? Example: pet breaks versus employee breaks. | 4/23/2018 4:46 PM |
| 94 | folks who have allergies to dogs, I think the other concerns can be mitigated by the rules stated in the Mayor's letter and by follow up from supervisors if the rules are not followed | 4/23/2018 4:45 PM |
| 95 | Love the idea, my just b doesn't lend itself to it, but would love having others dogs there | 4/23/2018 4:40 PM |
| 96 | I am allergic to dogs. | 4/23/2018 4:39 PM |
| 97 | Also certain departments will be seen as having a great incentive as opposed to others esp. for workers who are dog lovers | 4/23/2018 4:16 PM |
| 98 | Dogs are a distraction (at best) to everyone and do not belong in the workplace. See #7. I am a dog lover, by the way. | 4/23/2018 4:15 PM |
| 99 | My biggest concern with this policy were it to be implemented would be the health and safety of my coworkers who have allergies. I think there are ways to work with this, but of course, I would want their needs considered. | 4/23/2018 4:11 PM |
| 100 | I would love to have an "office cat" as well! | 4/23/2018 4:08 PM |
| 101 | extension to other household animals (dogs seems arbitrary - why not cats, birds, rodents etc) | 4/23/2018 4:07 PM |
| 102 | Large amounts of time spent bringing dogs outside. Distracting from work. Some people thinking their dogs are under control but they are not | 4/23/2018 4:06 PM |
| 103 | Other employees with allergies | 4/23/2018 3:58 PM |
| 104 | What about people with allergies?? | 4/23/2018 3:53 PM |
| 105 | allergies to dander | 4/23/2018 3:52 PM |
| 106 | I am concerned about my own health. I am allergic to dogs and can develop several symptoms including wheezing and trouble breathing when exposed to dogs. Additionally, I have been attacked by dogs and witnessed a gruesome dog attack as a child which triggers anxiety around dogs. I would not be able to be in an office with dogs or dog dander/hair without becoming ill. | 4/23/2018 3:49 PM |
| 107 | Many people are afraid of dogs. | 4/23/2018 3:49 PM |
| 108 | Impacting individuals with allergies to animal dander | 4/23/2018 3:47 PM |
| 109 | I am concerned about those of us who do not like animals | 4/23/2018 3:46 PM |
| 110 | I am uncomfortable around dogs. I should not be subjected to this in a workplace. | 4/23/2018 3:41 PM |
| 111 | I am allergic to most dogs and work would not be a safe environment for me if dogs visit or are there. | 4/23/2018 3:40 PM |
| 112 | allergies | 4/23/2018 3:39 PM |
| 113 | I am concerned for people with allergies to dogs or who have a fear of dogs currently working for the City or who may apply in future. Also, as a dog owner, it is my experience (I'm guilty of it, too) that people overestimate their dog's ability to behave as well in public around lots of new stimuli as they do at home. | 4/23/2018 3:39 PM |
| 114 | I would like to see this explored for other city offices, not just at CCB. | 4/23/2018 3:38 PM |
| 115 | allergies - I am allergic to dog dander (and this is a real medically diagnosed allergy not just a guess) | 4/23/2018 3:36 PM |

Dog Friendly Policy Employee Survey

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| 116 | Interference with work tasks. | 4/23/2018 3:35 PM |
| 117 | Allergies | 4/23/2018 3:34 PM |
| 118 | I am concerned about allergies, trips, coworker bickering about dogs being approved/denied, and additional work for custodial staff | 4/23/2018 3:34 PM |
| 119 | I have severe pet allergies and would be required to take medications to enable me to work in the same building with pets | 4/23/2018 3:33 PM |
| 120 | People that don't meet all the requirements bring their dog to work. | 4/23/2018 3:31 PM |
| 121 | Providing a comfortable work environment for all--not everyone likes dogs and all dog owners have their own take on what is appropriate and what is not. I love my dog, but don't feel it is appropriate to bring him to work. | 4/23/2018 3:30 PM |
| 122 | Owner responsibility | 4/23/2018 3:30 PM |
| 123 | I'm allergic to dogs does that count? | 4/23/2018 3:28 PM |
| 124 | I am concerned about co-workers with allergies | 4/23/2018 3:28 PM |
| 125 | What about colleagues with dog allergies? | 4/23/2018 3:27 PM |
| 126 | people who have allergies in the office | 4/23/2018 3:27 PM |
| 127 | Specifically allergies | 4/23/2018 3:26 PM |
| 128 | I have allergies to dogs. I guess I will be working from home. | 4/23/2018 3:23 PM |
| 129 | I'm concerned it will have inequities on who can bring their dog in | 4/23/2018 3:21 PM |
| 130 | What about those who are allergic to dogs? | 4/23/2018 3:20 PM |
| 131 | allergies. what if some people are afraid of dogs. | 4/23/2018 3:19 PM |
| 132 | Owners are frequently oblivious to those that do not appreciate their dog. I do not believe I should have to deal with the possibility of offending others by not caring about their dog, People that are very attached to their dogs seem to be more easily offended by those that aren't dog people. | 4/23/2018 3:18 PM |
| 133 | Taking home dog dander to my child who is very allergic to dogs. This is very dangerous for my family and while there may not be dogs in my area, the dander will travel through the vents. | 4/23/2018 3:17 PM |
| 134 | Allergies; staff time required to take dog for walks, bathroom, etc | 4/23/2018 3:17 PM |
| 135 | Some owners believe their dogs are friendly and well behaved yet really they are not. I think there should be some kind of sign off from a certified dog trainer or certificate of completion of higher level training | 4/23/2018 3:16 PM |
| 136 | I'm a dog owner, and I fully recognize that not everybody feels comfortable around dogs! I wouldn't force that upon anyone. | 4/23/2018 3:15 PM |
| 137 | I am allergic to dogs and cannot have dogs at home or my work place | 4/23/2018 3:15 PM |
| 138 | Co-workers with allergies | 4/23/2018 3:14 PM |
| 139 | Employees who are not responsible dog owners/dogs that are not well-behaved | 4/23/2018 3:14 PM |
| 140 | I'm allergic to dogs. | 4/23/2018 3:13 PM |
| 141 | I am concerned about allergies and odors. | 4/23/2018 3:12 PM |
| 142 | irresponsible dog owners whom make us all look bad | 4/23/2018 3:12 PM |
| 143 | I have serious concerns for my health and others around me-allergic to certain dogs and asthma flare ups can occur when around certain types of dogs (usually longer haired dogs) | 4/23/2018 3:11 PM |
| 144 | Coworker allergies | 4/23/2018 3:11 PM |
| 145 | I am concerned about allergies. | 4/23/2018 3:10 PM |
| 146 | As long as the dogs are well behaved and are not distracting to other employees. | 4/23/2018 3:10 PM |
| 147 | I am allergic to dogs. (I also have a moderate concern that those with canine phobias both on staff and in the public would no longer feel welcome) | 4/23/2018 3:09 PM |

Dog Friendly Policy Employee Survey

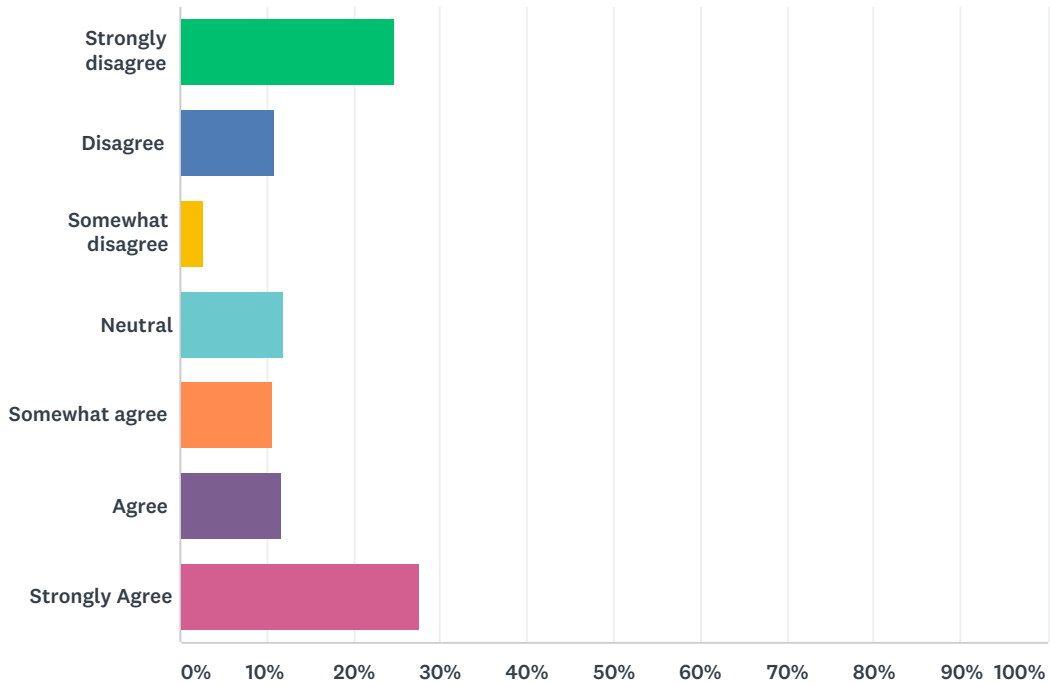
| | | |
|-----|---|-------------------|
| 148 | I am allergic to dogs; however, I still think it's a great thing and I am currently receiving immunotherapy aka allergy shots weekly to help me not be allergic. | 4/23/2018 3:09 PM |
| 149 | Dog allergies that some employees may have | 4/23/2018 3:09 PM |
| 150 | Co workers with dog allergies or family members with dog allergies. | 4/23/2018 3:09 PM |
| 151 | I have concerns about other's ability to adequately control their dogs, or that it may be a poorly behaved dog. Not all dogs are able to handle this sort of environment--and the owner may be the last one to recognize that. | 4/23/2018 3:08 PM |
| 152 | Concerned about public reaction to the presence of dogs. | 4/23/2018 3:08 PM |
| 153 | Would multiple dogs in an office get along? | 4/23/2018 3:08 PM |
| 154 | I am worries if this could be an issue for staff or customers with allergies. This could make their work day difficult. | 4/23/2018 3:07 PM |
| 155 | What about the peer pressure to go along with it even though you may not be in favor of it? What about people who are allergic of dogs, or are afraid of them? What about the increase in pet hair because of pets? There are other things the City can do to promote a healthier work environment. What about people who want to bring in their cats, lizards, snakes, birds, hamsters, guinea pigs? Please let's leave the animals at home. | 4/23/2018 3:06 PM |
| 156 | I am concerned about health - Allergies | 4/23/2018 3:06 PM |
| 157 | My only concern would be the owners being highly responsible. | 4/23/2018 3:06 PM |
| 158 | Allergies and fear of dogs | 4/23/2018 3:05 PM |
| 159 | People that have allergies to pets may be impacted. Otherwise, I support this wholeheartedly. | 4/23/2018 3:05 PM |
| 160 | I am concerned because I am allergic to dogs and work in various offices throughout the city. Will I have to carry Benadryl with me to all of my assignments? | 4/23/2018 3:04 PM |
| 161 | Could be miserable for folks who are allergic to dogs. | 4/23/2018 3:04 PM |
| 162 | But all in all, I am in favor of it. | 4/23/2018 3:03 PM |
| 163 | Some people suffer from allergies including dog hair and saliva. Even house trained dogs have accidents to include vomit and diarrhea. As an organization that already works with dogs(K9s) I can tell you they crap where and when they want. Dogs leave hair over everything and the City is going to have increased cleaning bills. Employees will be taking additional breaks to take their dogs outside for bathroom breaks and walks. Those working downtown have to go pretty far to find a spot for their dog to poop and pee. There is a risk that not all dogs will get along and may fight. Pretty sure its best to keep your pets at home. Seperate work from your personal life. | 4/23/2018 3:03 PM |
| 164 | some people are allergic to dogs. some dogs will become aggressive under certain circumstances. CCB offices do not seem conducive to allowing dogs to be brought in. | 4/23/2018 3:03 PM |
| 165 | This topic is a waste of time | 4/23/2018 3:03 PM |
| 166 | SMELL/CLEANLINESS, EMPLOYEES DON'T CLEAN UP AFTER THEMSELVES, LET ALONE A PET. WHO'S GOING TO CLEAN THE HAIR AND DANDER? OUR OFFICE IS VACUUMED ONCE EVERY FEW YEARS... | 4/23/2018 3:03 PM |
| 167 | As a spouse and parent of people with severe pet allergies, I do not think that having dogs in our work place (which, in my case, is also a public building) is a good policy. | 4/23/2018 3:03 PM |
| 168 | Allergies and complying with the AMERICAN;s with Disabilities Act | 4/23/2018 3:02 PM |
| 169 | Will this open up to other animals: cats, gerbils, rats | 4/23/2018 3:02 PM |
| 170 | I have severe dog allergies, and my airway closes to the need of hospitalization. The dander building up would kill me. Literally. | 4/23/2018 3:02 PM |
| 171 | Slightly concerned about smells. | 4/23/2018 3:02 PM |
| 172 | I am more concerned about the dogs safety and health. Any zoonotic disease that a human could spread to them and others giving treats and feeding food not approved by the dog owner. | 4/23/2018 3:01 PM |
| 173 | I have an allergy to dogs so it wouldn't be safe for me to come to work. | 4/23/2018 3:01 PM |
| 174 | i have severe allergies to dogs | 4/23/2018 3:00 PM |

Dog Friendly Policy Employee Survey

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| 175 | I am petrified of dogs, so having dogs in the workplace is extremely stress-inducing. | 4/23/2018 3:00 PM |
| 176 | Employees with allergies!!! | 4/23/2018 2:59 PM |

Q4 Do you agree or disagree with the following statement: "I would be happier at work if people could bring in their pets."

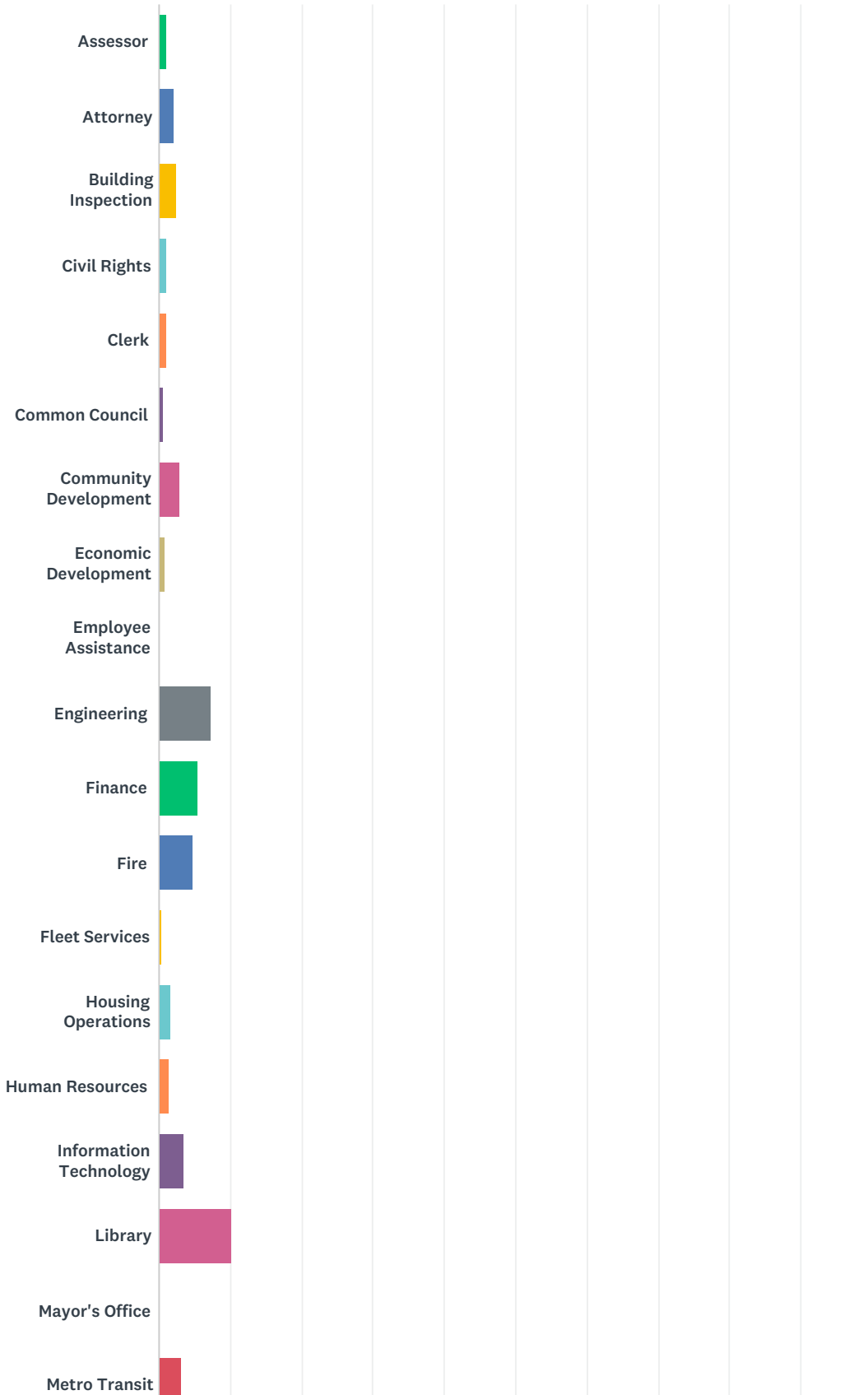
Answered: 530 Skipped: 2



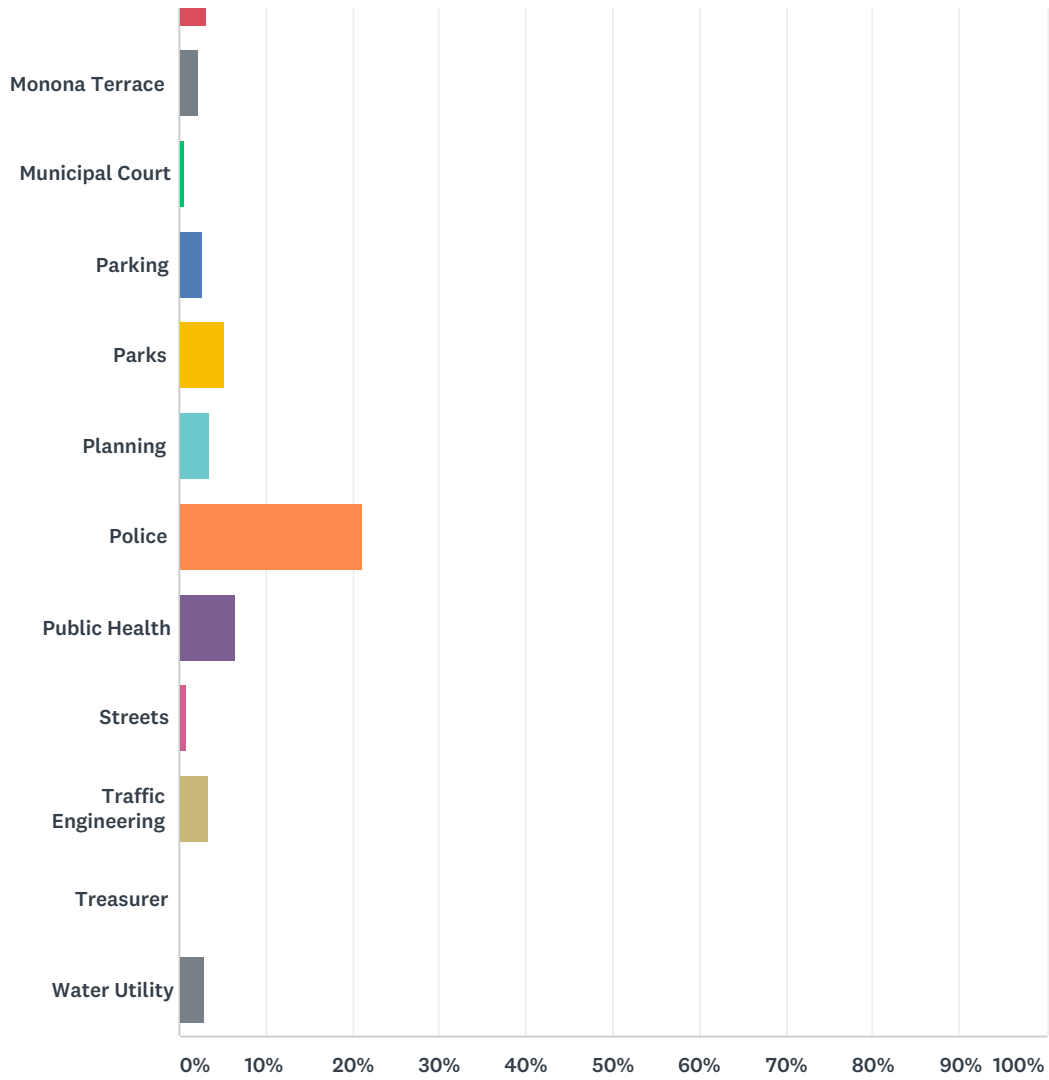
| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|------------|
| Strongly disagree | 24.72% | 131 |
| Disagree | 10.94% | 58 |
| Somewhat disagree | 2.64% | 14 |
| Neutral | 11.89% | 63 |
| Somewhat agree | 10.57% | 56 |
| Agree | 11.70% | 62 |
| Strongly Agree | 27.55% | 146 |
| TOTAL | | 530 |

Q5 Which department do you work for in CCB?

Answered: 478 Skipped: 54



Dog Friendly Policy Employee Survey



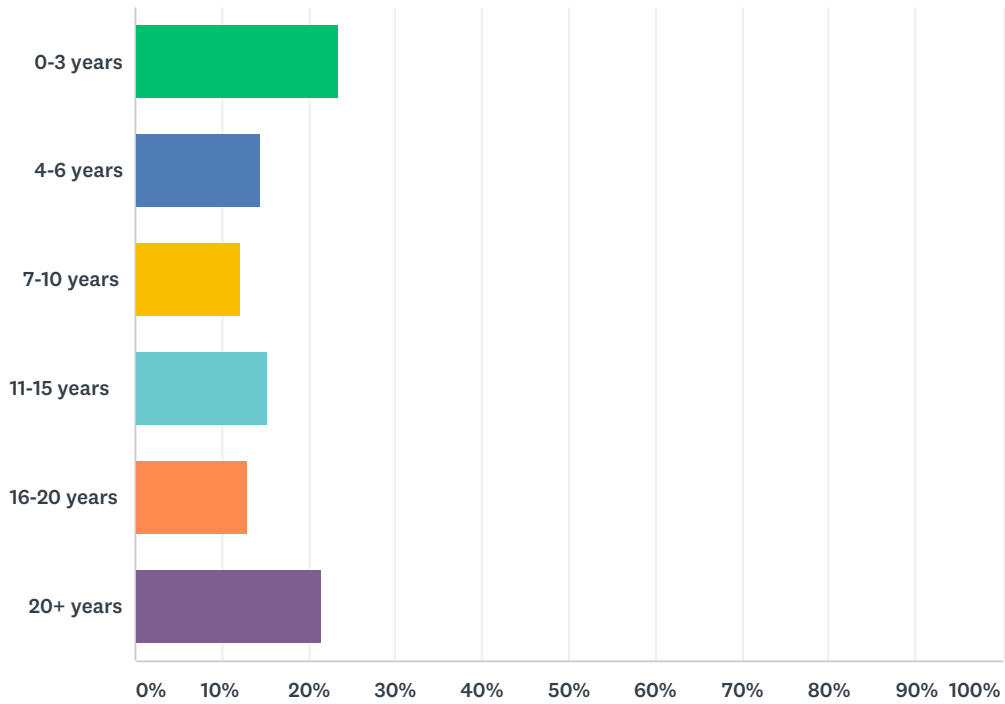
| ANSWER CHOICES | RESPONSES | |
|-----------------------|-----------|----|
| Assessor | 1.05% | 5 |
| Attorney | 2.09% | 10 |
| Building Inspection | 2.51% | 12 |
| Civil Rights | 1.05% | 5 |
| Clerk | 1.05% | 5 |
| Common Council | 0.63% | 3 |
| Community Development | 2.93% | 14 |
| Economic Development | 0.84% | 4 |
| Employee Assistance | 0.21% | 1 |
| Engineering | 7.32% | 35 |
| Finance | 5.44% | 26 |
| Fire | 4.81% | 23 |

Dog Friendly Policy Employee Survey

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|------------------------|--------|------------|
| Fleet Services | 0.42% | 2 |
| Housing Operations | 1.67% | 8 |
| Human Resources | 1.46% | 7 |
| Information Technology | 3.56% | 17 |
| Library | 10.25% | 49 |
| Mayor's Office | 0.21% | 1 |
| Metro Transit | 3.14% | 15 |
| Monona Terrace | 2.30% | 11 |
| Municipal Court | 0.63% | 3 |
| Parking | 2.72% | 13 |
| Parks | 5.23% | 25 |
| Planning | 3.56% | 17 |
| Police | 21.13% | 101 |
| Public Health | 6.49% | 31 |
| Streets | 0.84% | 4 |
| Traffic Engineering | 3.35% | 16 |
| Treasurer | 0.21% | 1 |
| Water Utility | 2.93% | 14 |
| TOTAL | | 478 |

Q6 What is your tenure with the City?

Answered: 523 Skipped: 9



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|------------|
| 0-3 years | 23.33% | 122 |
| 4-6 years | 14.53% | 76 |
| 7-10 years | 12.24% | 64 |
| 11-15 years | 15.30% | 80 |
| 16-20 years | 13.00% | 68 |
| 20+ years | 21.61% | 113 |
| TOTAL | | 523 |

Dog Friendly Policy Employee Survey

Q7 Is there anything else you would like to share regarding the proposed policy?

Answered: 279 Skipped: 253

| # | RESPONSES | DATE |
|----|--|--------------------|
| 1 | I have peers that work in a pet friendly environment and they have expressed what joy their pets bring to the staff. I think this is a fabulous idea and would be very welcoming to incorporating this. Thank you. | 5/7/2018 12:02 PM |
| 2 | no | 5/4/2018 2:20 PM |
| 3 | Cats are cleaner and quieter than dogs. Please allow them, too. | 5/4/2018 2:04 PM |
| 4 | While I would LOVE to bring my dogs to work and fully recognize the emotional and mental benefits of pets in the workplace, I know that many people do not like dogs, are afraid of dogs, and/or have allergic reactions to dogs. Dogs would be beneficial to some, but could make the workplace terrible for some - perhaps even make someone dangerously sick. | 5/2/2018 9:49 PM |
| 5 | Based on the mayor's email, why is this survey only referencing the CCB? Because of that, I can't properly and fully respond to the survey. | 5/2/2018 1:03 PM |
| 6 | Don't do it! It would be so abused. The outside visits would become more often and longer. Some and maybe many offices would not monitor! Already have some supervisors that let things slid just to avoid conflict and the word no. It would be like smokers in the office or people eating lunches and breakfasts at desk after already having had an unpaid break. All unfair to those who follow the rules!! | 5/2/2018 9:03 AM |
| 7 | Hopefully this does not have any fiscal impact for the City that could be cost against employees | 5/1/2018 3:25 AM |
| 8 | AS long as the dogs aren't distracting to people and your job gets done on time I don't see an issue with it, I think dogs need to be managed by their owners. Dogs should have good hygiene just like everyone else. If a dog is distracting to the work environment they should not be allowed to continue to come to work. I think a trail period would be a good idea. | 4/30/2018 2:47 PM |
| 9 | Great that it is being considered! | 4/30/2018 1:02 PM |
| 10 | I think this is a great idea for the firehouse. | 4/30/2018 9:21 AM |
| 11 | I too wonder where this came from/what is driving this policy change. I don't believe it is citizen/taxpayer friendly. | 4/30/2018 9:16 AM |
| 12 | I cannot overstate how disappointing it is to see a dog friendly policy draft before a paid family leave or breastfeeding policy - things that would actually have a positive impact on our workforce community. It appears this is another one of the mayor's shiny objects and it is extremely out of touch with reality of issues that are actually impacting employees. This is so, so, disappointing. | 4/30/2018 8:54 AM |
| 13 | Ridiculous. There are so many other options the City could consider to improve morale. Update/modify the building, employee parking, air cleaners, how about paying employees holiday pay who work on Christmas Day proper - yes that's right - - I worked on Christmas Day the 25th which fell on Sunday and only received straight time because the City declared the holiday observance on Monday. I am not scheduled to work on Mondays. Thank you for this opportunity to vent. | 4/29/2018 10:22 AM |
| 14 | Fire house dogs are as American as pumpkin pie! | 4/28/2018 5:17 PM |
| 15 | I think this is wonderful. | 4/28/2018 1:59 PM |
| 16 | Petting a dog reduces risk of heart disease, so it would be fiscally responsible to allow them in what could otherwise be a stressful work environment. | 4/28/2018 5:01 AM |
| 17 | this knowledge is not new, yet has been ignored by some in our police department. it's about time pets are allowed if they are behaved and controlled. | 4/28/2018 2:40 AM |
| 18 | This is a wonderful idea!!! I strongly support this proposed policy!!!!!!! | 4/26/2018 6:04 PM |

Dog Friendly Policy Employee Survey

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| 19 | It is a shame that there is a specific policy outlining that our workplace is not a daycare, yet the City desires to make it a doggy daycare. Our efforts should be focused on supporting much more profound initiatives, such as paid family medical leave. | 4/26/2018 3:12 PM |
| 20 | Dogs would be a distraction and some people have allergies to dogs. It's just unnecessary. | 4/26/2018 11:56 AM |
| 21 | What will you do when the cat owners ask for permission to bring them to work? | 4/26/2018 11:22 AM |
| 22 | I do not work in CCB, but do work for Planning Division and will be in MMB next November. Is this policy meant for MMB as well? | 4/26/2018 9:38 AM |
| 23 | I have had many conversations with coworkers here, while working for the State, and in the private sector - I've never met one person who disagreed that it would be so nice and reduce stress to have pets in the office. We've seen in the media numerous occasions where dogs are brought in to help people deal with traumatic situations. Dogs without a doubt uplift people's spirits and help reduce stress. With proper planning and guidelines, I think this would be a fantastic way to improve morale, not only for those employees who can bring their dogs but also those who just want to stop by and pet a dog. I was so excited to get this email and hope a dog friendly policy is put into place!! | 4/25/2018 8:51 PM |
| 24 | Many people have dogs and other pets that are a major part of their lives outside of work. That is the appropriate place for dogs and other pets. Employees with dog allergies or other concerns with animals should not be made to feel uncomfortable in their workplace. Furthermore, this policy would be difficult to police, e.g., clean up of messes, noise, inadequately trained dogs, etc. | 4/25/2018 5:56 PM |
| 25 | pets should be allowed in all city buildings! | 4/25/2018 4:25 PM |
| 26 | no | 4/25/2018 4:08 PM |
| 27 | This initiative is unlikely to benefit the standard city employee and seems targeted towards a very few / select individuals who would need little to no supervisory approval in order to obtain the suggested permissions necessary to bring their dog to work. | 4/25/2018 3:17 PM |
| 28 | Consideration should be made at other locations not just the CCB. | 4/25/2018 2:58 PM |
| 29 | Could it be in more city buildings? Not just the CCB | 4/25/2018 2:51 PM |
| 30 | I am a huge dog lover and would honestly like to have this be an option however it would create more work with my scope of work and I think it would also be difficult to meet the needs of all employees in each department. Unfortunately, I feel the risk outweighs the benefit and it's a tough to be on that side of the fence. | 4/25/2018 1:56 PM |
| 31 | Of all the things you could do to improve the work lives of your employees, this is not the thing to be focusing on. | 4/25/2018 1:51 PM |
| 32 | This proposal specifically references "CCB" as the place to allow dogs. Well, the Water Utility isn't in CCB...so would Water Utility and other City buildings have the same policy apply? | 4/25/2018 1:34 PM |
| 33 | Expand to all city buildings/police districts, not just the CCB. | 4/25/2018 12:27 PM |
| 34 | I love this proposal and I do believe it would be a great stress reducer and bring greater joy to our offices. | 4/25/2018 12:22 PM |
| 35 | Reading the City's proposal made me SO happy. I have several friends who have pet-friendly offices in the private sector and they are definitely less stressed. I had a co-worker tell me it would be a catastrophe, but I couldn't disagree more. I feel that with proper applications and dog-vetting to assure dogs are well behaved, this could be a really positive addition to our offices. THANK YOU for considering this! | 4/25/2018 12:10 PM |
| 36 | This is a catastrophically bad idea. Barring a service animal, nothing good will come from this policy | 4/25/2018 12:00 PM |
| 37 | I love dogs, yet have allergies. The office I work in is all open, no cubicles or boundaries (and is scent-free, due to people having chemical sensitivities). It seems like it would be more difficult to avoid distraction if a co-worker brought in their dog. | 4/25/2018 11:09 AM |
| 38 | I find this to be an absurd use of resources when there are so more relevant strategic work that needs to be focused on. | 4/25/2018 11:04 AM |
| 39 | Most of us bus to work, so will animals be allowed on the bus? Will this extend to cats and having litter boxes at work? Is it going to be like working with a smoker(potty breaks) that takes 5 "smoke breaks" during the work day, while I only get 2 breaks? | 4/25/2018 8:44 AM |

Dog Friendly Policy Employee Survey

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| 40 | <p>Again, confused as to the scope. I would love to be able to take my dog to work with me but I'm not sure how practical it is. No dog gets along with 100% of people. so even the most well-behaved dog runs the risk of being edgy toward others. Unless all staff are trained in analyzing dog behavior it would never be a safe situation. Also, while allergy to and fear of dogs are not valid reasons to deny someone with a service dog access to a building, I think allergy and fear should be considered in a proposal where pets are being allowed with no parameters or expectations. There'd have to be policy set as to how to proceed if a dog is in a workspace and there's also someone there who's allergic to or afraid of dogs (or if the dog has an issue with a particular person) - then what happens? The person with the dog loses productivity by having to deal with the dog and/or take it home for the day. I'm not really sure why dogs apart from service animals should be allowed in work spaces. More information on the reason/background would be useful. Personally, I already dislike having to go to the CCB for work meetings etc because of the parking situation, and if it suddenly became a free-for-all with dogs everywhere (and as we all know, every dog owner believes their dog to be perfectly angelic and never a problem) I would find the CCB to be an even less desirable place to go for work, and would avoid it at all costs. I expect to have to deal with people's dogs when I have to go to a dog park for work; I like not having to deal with them when going into an office building. I've yet to see any reason that this should be allowed. And again, I don't see the point in surveying people when there's basically no information on what the policy would entail or the reason/background.</p> | 4/25/2018 8:33 AM |
| 41 | <p>Anything we can do to support workers and improve morale is wonderful. Beyond that, I am an animal lover and they do make me happy.</p> | 4/25/2018 8:18 AM |
| 42 | <p>Please don't allow dogs in the workplace.</p> | 4/25/2018 8:12 AM |
| 43 | <p>This is not necessary. It sounds like someone's pet project.</p> | 4/25/2018 7:32 AM |
| 44 | <p>Great initiative!</p> | 4/25/2018 7:01 AM |
| 45 | <p>There is a huge difference between pets and highly disciplined service animals. I love dogs, will always have them in my family, and currently have 2 large dogs that are quite friendly and well trained. They rarely need or even have collars on and even less so are on a leash. With that said, they don't belong at work. Most dog owners will also say wonderful things about their animals but it often isn't completely true. Some are fine with other people or animals in open areas, but what about the confines of an elevator or restroom? The distractions in the workplace by pets vs trained service animals are likely to be frequent and "having to take the dog out to pee" is likely to take the place of yesteryear's smokers' breaks where people spend more time coming and going from their jobs than actually doing them. Noting that employee health/allergies must be considered in the office should be extended to the hallways, restrooms, and elevators too. What about city vehicles? And, how does the only allergy sufferer in an office bring that up and not be outcast by the others that want to bring in their pet? Or worse yet, an office has been allowing dogs hires a person with allergies. Does this mean if an office becomes 'Dog Friendly' that everyone can bring one in? The CCB might just start looking and sounding like a kennel. The public we serve is not made up of all dog lovers (which is unfortunate) nor should anyone be forced to deal with our dogs in order to seek city services or access to city officials or offices.</p> | 4/25/2018 4:02 AM |
| 46 | <p>The proposed policy is for CCB, which might work, but for operating departments with drivers out on the street and mechanics working in safety-sensitive positions, I would like to avoid allowing this for some employees (office employees) and not others (operations employees). Thanks.</p> | 4/24/2018 6:44 PM |
| 47 | <p>Everyone does not like dogs and other animals. If you allow dogs, you will not be able to discriminate against other pets. First its dogs, then cats, pigs, snakes, rabbits, etc. It will be the freaking wild kingdom in the workplace and no work will be accomplished. Get ready for several lawsuits, one of which will be mine.</p> | 4/24/2018 5:23 PM |
| 48 | <p>We should be considering other animals, not just dogs.</p> | 4/24/2018 5:06 PM |
| 49 | <p>Thank you for asking my opinion!</p> | 4/24/2018 4:41 PM |
| 50 | <p>This policy would create a host of problems with very little positive return for the City.</p> | 4/24/2018 3:27 PM |
| 51 | <p>There are so many shared spaces in our workplace that would be compromised if dogs or pets were allowed to be here. Even non-shedding dogs shed dander and can contribute to allergic reactions. My cubicle doesn't have a door or anything, so I wouldn't even be safe at my desk.</p> | 4/24/2018 2:37 PM |
| 52 | <p>I'm very happy this is being considered. Are cats next?</p> | 4/24/2018 2:32 PM |
| 53 | <p>Due to concerns with allergies and asthma, I think it's necessary that employees have access to work space where pets are not allowed.</p> | 4/24/2018 2:30 PM |

Dog Friendly Policy Employee Survey

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| 54 | I'm not sure why I got this survey as I am a City employee but don't work at CCB. I am a Library employee who would like to bring my dog to work. | 4/24/2018 2:25 PM |
| 55 | How many dogs at a time? | 4/24/2018 2:24 PM |
| 56 | Pets can provide "stress" relief and other benefits for persons. I am a dog owner but do wonder about how having pets onsite will work, especially with situations with people/other pets. Maybe you are considering that a pet/owner will need to become certified (as the hospital due) - if that is the case my concerns are somewhat diminished. | 4/24/2018 1:39 PM |
| 57 | What about cats? | 4/24/2018 1:26 PM |
| 58 | From my animal-lover perspective, this is a great idea! | 4/24/2018 1:25 PM |
| 59 | I think it's a good idea to try and see how it goes. | 4/24/2018 1:01 PM |
| 60 | This is an ill conceived plan. Due to several individuals who have bad allergies, MPD K9's are not allowed in all of our district stations. I love dogs, but when the K9s come in (and they are very well trained) it often causes a major distraction. My guess is that the policy wont last long. This policy will have a disparate negative affect on those who are allergic, are frightened by or have trauma associated with a dogs, those who simply do not like dogs, or others who prefer less work disruption. As a life-time dog owner, I would not bring my dog into work on a regular basis. | 4/24/2018 1:00 PM |
| 61 | Dogs at work?? WHY ARE YOU EVEN ASKING?! THIS IS THE BEST IDEA EVER | 4/24/2018 12:31 PM |
| 62 | While I understand there are studies showing pets can increase certain aspects of persons lives, these in my opinion are more distractions to why we are actually here, which is to do work. Furthermore, animals can create health issues for some. Do we not have "fragrance free" zones already in place? How will we ensure that pet dander and other known parasites will not impact those who do not want to be around animals while at work? Thank you. | 4/24/2018 12:24 PM |
| 63 | I think we already have issues with people not doing their work and other workers needing to pick up the slack. I think this program would add further unneeded distractions in the office. I also don't feel an office is a good environment for the dog itself. | 4/24/2018 12:16 PM |
| 64 | There should be a policy regarding allowing children before there is a policy allowing dogs. | 4/24/2018 12:06 PM |
| 65 | I love dogs, I have a dog, but could never bring her to an environment like this because she doesn't do well with other dogs. I would certainly be happier if there were dogs in the workplace but because I work at the library obviously this is not possible. I understand this just pertains to the city county building but I think any area that in any way serves the public should not allow dogs because it may discourage some residents from doing what they need to do. If an office literally never has public come in that would be different. I think it's great when businesses do this but a private business doesn't need to make sure they are meeting the whole community's needs. | 4/24/2018 11:59 AM |
| 66 | Thank you for thinking about the support a pet can bring to owners. We also need more dog parks small and large to make Madison a dog friendly city. | 4/24/2018 11:59 AM |
| 67 | I think this is amazing. I was in the hospital for several months in the ICU. They allowed my dog come in for a couple hours at a time. They noticed that I became more relaxed and my vitals would come down to the normal range when she was there. It also seemed that I was breathing more easily when though I was on a breathing machine. When I finally was able to understand and know when she came, I can't even explain how calm and at peace I was with everything that was going on when she was there. When she got there she would carefully walk up my side and kiss my hand. For the rest of the time she would lay next to my leg and sleep. I believe and know her presence helped in my healing process. The only other thing that helped like that was to see my son. When I finally went home my dog never left my side. She was my calm in the storm. | 4/24/2018 11:25 AM |
| 68 | What a great idea! As long as dogs are well tempered they could bring a great amount of enjoyment to those seen in the CCB. There is a significant amount of data to support the benefits of dog visits. If all staff members dogs are a concern for some it could also be nice to bring in Pet Partners certified dogs for specific events when many people will be around. They do many other events for free throughout the city at hospitals, jails, libraries, etc. | 4/24/2018 11:22 AM |
| 69 | Would this policy apply on Sayle Street? | 4/24/2018 11:21 AM |
| 70 | Consider vaccinations of animals policy and Canine Good Citizenship programs. | 4/24/2018 11:11 AM |

Dog Friendly Policy Employee Survey

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| 71 | I am not entirely against the idea of bringing in a dog on special occasions or situations, but I think it opens a door that favors a few over the many if it's an ongoing thing (office workers hanging out with their dogs while many others may not have that luxury) I for one will need to leave my dogs at home when I go to work because my time and attention are focused on the job at hand, and I recognize it's not really appropriate for my specific role or equitable on the whole. | 4/24/2018 11:08 AM |
| 72 | Dogs require a lot of attention. How is an employee going to perform their duties while taking care of a dog? Seems to me like everyone else will have to pick up the slack for the dog owner who's too busy with their dog to perform the job they're getting paid to do. | 4/24/2018 10:45 AM |
| 73 | What about people (co-workers and citizens) that are allergic to dogs? These people do have a right to use/visit the public facilities with out being subjected to something that may make them ill. | 4/24/2018 10:28 AM |
| 74 | Is the City going to provide spaces outside for animals to go to the bathroom and poop bags and disposal trash cans outside? | 4/24/2018 10:18 AM |
| 75 | Section 7.1 of the proposed policy sounds to me like any person -- employee or not -- could bring their pet dog into the building. People will bring in dogs that bark, dogs that growl, dogs that lick people, dogs that jump up on people, dogs that menace other people, dogs on eight or twelve or twenty foot leashes. I have seen all of this in the Madison Public Library locations in which I have worked, where, supposedly, only "service animals" are allowed. Who is going to enforce this new, more lenient policy? Who is going to be patrolling the halls, making sure that dogs behave? | 4/24/2018 9:59 AM |
| 76 | This is super awesome. I would have to decide whether this is the best place for my dog, but I love dogs so the more the merrier. | 4/24/2018 9:56 AM |
| 77 | just make sure all sides are considered including people who are afraid of dogs or have individual or even historical trauma associated w/ dogs, as well as those with bad allergies. thanks | 4/24/2018 9:50 AM |
| 78 | I was able to bring my dog to work at a nonprofit here in Madison. It was actually encouraged by my supervisor. My fellow employees seemed to look forward to those days. It didn't interfere with work, but did boost moral and lowered overall stress levels (at least from what employees shared with me). | 4/24/2018 9:43 AM |
| 79 | if we allow pets, soon others will be asking to bring kids to work. Will that be okay with everyone | 4/24/2018 9:35 AM |
| 80 | I think it's a wonderful proposal! Thank you for considering this. | 4/24/2018 9:16 AM |
| 81 | This policy is not fair or equitable. How will people who depend on our Metro Transit system get their dog to work? What about people who want to bring their cat to work? What if our public customers are allergic to dogs? How long before someone gets bit? Or their lunch in the breakroom gets taken off the table? How do I rationalize to my employees why it's fair "Sara" gets to take what equals 1-hour extra time in breaks per day to walk her dog/potty breaks? Does everyone get longer breaks? Does it seem welcoming to the public when they walk in our office and a dog starts barking at them? Good intentions...HORRIBLE IDEA | 4/24/2018 9:12 AM |
| 82 | None | 4/24/2018 9:11 AM |
| 83 | Everyone in a given work group would need to agree with the presence of a dog. | 4/24/2018 8:58 AM |
| 84 | If the policy goes over well at the CCB I think there should be a built in clause saying that after a year of success at the CCB the policy could be extended to other city buildings that wished to participate. | 4/24/2018 8:47 AM |
| 85 | I don't work at CCB - so it would be nice to extend this to other areas. | 4/24/2018 8:44 AM |
| 86 | This is the most ridiculous thing I have seen in my 28 year tenure. Good grief! | 4/24/2018 8:43 AM |
| 87 | Bad idea | 4/24/2018 8:36 AM |
| 88 | Our offices are not vacuumed on a consistent basis, for employees with pet allergies (including myself) having dogs at work without routinely cleaning the pet dander will make it very uncomfortable for me to function at work. | 4/24/2018 8:28 AM |
| 89 | I think this is a fantastic idea! | 4/24/2018 8:23 AM |
| 90 | only ccb ? | 4/24/2018 8:18 AM |
| 91 | Please consider extending policy to EWO (East Washington) site for PH. Many thanks for the opportunity to support this! | 4/24/2018 8:13 AM |
| 92 | I would like this policy to also be open to outlying offices, beyond the CCB. | 4/24/2018 8:13 AM |

Dog Friendly Policy Employee Survey

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| 93 | Opening to other offices as well, EWO | 4/24/2018 8:10 AM |
| 94 | I think that under the right situation and with employees that are willing to adhere to all of the rules this would work very well. Many companies and retail establishments do it now and they would be the best groups to contact for information on how to make this policy work to everyone's advantage. I strongly support this effort although I couldn't take advantage of it since I work in the field most of the time. | 4/24/2018 8:05 AM |
| 95 | I think it is a terrible idea. Not everyone loves dogs. In addition to my allergies and the concerns surrounding that, I do not want dog hair in my workplace and on my things! | 4/24/2018 8:02 AM |
| 96 | There is no way that this should be allowed. I love dogs, but this is an extremely poor idea to have pets in a work environment. Pets are choices for each individual owner. Foisting someone else's choice on everyone is not acceptable in any way. If this happens, why stop at dogs? I don't have a pet iguana yet, but I'll go grab one and insist that it be welcomed as well...to roam...maybe some cute rats...a parakeet. It'll be like Wild Kingdom in here. | 4/24/2018 8:00 AM |
| 97 | I think this would be a big mistake to bring pets to work. What are you going to do for the people that are allergic to dogs or different animals. Don't get me wrong, I do like dogs. Work is no place for them. | 4/24/2018 7:45 AM |
| 98 | I think this is a great idea. I'd like to see it allowed in other City offices outside of the CCB. | 4/24/2018 7:39 AM |
| 99 | I could see that other offices outside the CCB feel left out of the process (equity). | 4/24/2018 7:38 AM |
| 100 | I do not work at the CCB. I would like to see other city buildings included in this policy. | 4/24/2018 7:37 AM |
| 101 | Not all dogs behave well - all the time with humans and/or other dogs plus I am allergic to dogs. | 4/24/2018 7:35 AM |
| 102 | People would take advantage of this and spend more time tending to their pets than work. Time would be spent taking outside besides the breaks they already abuse. Bad idea. Next it will be cats, snakes, pet rats!!!! | 4/24/2018 7:32 AM |
| 103 | I love dogs. I have dogs. I may even bring mine in if given the chance but this proposal has not been fully thought through. I would suggest a training requirement. A canine good citizen title would be a good idea. | 4/24/2018 7:29 AM |
| 104 | Studies show the benefits of dogs in the work environment. If we want to talk about "health and wellness", we should probably walk that talk too. | 4/24/2018 7:27 AM |
| 105 | I am a dog owner and really like dogs a lot but this is not good policy. I would be particularly concerned with new hires who may be opposed to dogs after a general "dog friendliness" is established in an office. | 4/24/2018 7:24 AM |
| 106 | I think having pets in the office can really make for a happier work environment. | 4/24/2018 7:22 AM |
| 107 | This is ridiculous but nothing surprises me anymore. I see this could cause a number of problems and decrease productivity | 4/24/2018 7:16 AM |
| 108 | This is ridiculous. | 4/24/2018 7:15 AM |
| 109 | Not just CCB, but all offices should have individual policies | 4/24/2018 7:10 AM |
| 110 | Like I said before, I am totally against this policy. | 4/24/2018 7:04 AM |
| 111 | I absolutely love dogs! They make me happier being around them. This is not the issue. How far do we go to make employees happy. Check research, 40% of our happiness is self imposed. How much distraction and lost work time will be involved with dogs/pets in the workplace? | 4/24/2018 6:44 AM |
| 112 | I just wonder when common sense will ever shine through to some. A happier work place- take pride in what you do, do a good job, relate to coworkers (careful not to offend the overly offended) and be responsible. Keep you dog at home. This will lead to less efficiency across the board. Maybe someone will bring in a pony. | 4/24/2018 6:42 AM |
| 113 | This should be reserved for people with extreme PTSD or experiences that a licensed psychiatrist would recommend for an individuals mental wellbeing. | 4/24/2018 6:13 AM |
| 114 | This would be the best thing the city could do to boost moral and a better a workplace environment. | 4/24/2018 5:50 AM |
| 115 | Not at this time. | 4/24/2018 5:44 AM |
| 116 | I don't work at the CCB. I work at Metro Transit and would love to see this policy enacted in our offices. It's something our employees have brought up before. | 4/24/2018 4:51 AM |

Dog Friendly Policy Employee Survey

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| 117 | Allergies | 4/24/2018 1:12 AM |
| 118 | This is a fantastic idea that I fully support and believe would make a huge positive change in morale. | 4/24/2018 12:29 AM |
| 119 | We should solve many other issues before this. I respect being open, but it would be unfair to move forward on this and not do more to help with many other issues of more significance first. | 4/23/2018 10:52 PM |
| 120 | NO | 4/23/2018 10:50 PM |
| 121 | I have a lot of issues with this proposal from fear of dogs, to singling out dogs as opposed to other animals, to general distractions in the workplace. I LOVE animals and own several and think this is a bad idea. | 4/23/2018 10:38 PM |
| 122 | In practice, policy enforcement would fall on coworkers, which is not fair. Allowing a dog but then having to take it away would stress many dog owners more than not allowing dogs in the first place. Also starts slippery slope of what other comfort measures should be allowed at work. | 4/23/2018 9:57 PM |
| 123 | Ridiculous proposal. | 4/23/2018 9:30 PM |
| 124 | Excellent idea. About time. :) This will be healthy and brighten everyone's days. | 4/23/2018 9:13 PM |
| 125 | This is a slippery slope. If dogs are allowed then what next? Wouldn't some cat people want to then bring their cats to work? And I'll just stop there. | 4/23/2018 9:11 PM |
| 126 | Dogs that are approved should be well behaved, quiet, and potty trained. | 4/23/2018 8:55 PM |
| 127 | Fire dogs in the stations would be great!! | 4/23/2018 8:53 PM |
| 128 | I think this a great opportunity! | 4/23/2018 8:52 PM |
| 129 | Dogs are awesome. We need more dogs. | 4/23/2018 8:49 PM |
| 130 | The idea of allowing pets at work is silly, in my opinion. While my dog recently passed, I have had dogs most of my life. While I feel I and my coworkers could benefit from this (with my pet) there are too many "bad" pet owners that will cause way too many issue to make this work. "There are not bad dogs, just bad owners". Just go to a campground and you will see that there is no dog "displine". Bottom line, neat idea, but bad idea. | 4/23/2018 8:36 PM |
| 131 | What happens if everyone brings in their dog? Are we going to allow eight dogs in an office? Maybe allow everyone to bring their dog in once a month but not on the same day. What happens when someone wants to bring in their cat or boa constrictor? | 4/23/2018 8:00 PM |
| 132 | I assume there would be some standards about behavior, but in IT, we have lots of cables and cords. Chewing on them would be costly in repairs and downtime, but also could be dangerous to the animal. I don't know how you'd verify that a dog isn't going to do such a thing. | 4/23/2018 7:36 PM |
| 133 | What's next? Studies show I would be happier not paying for parking. Can the city help out with that? I would be happier working from home. Why can't I do that? It's a workplace, let's act like it! | 4/23/2018 7:01 PM |
| 134 | Allergies, allergies, allergies. | 4/23/2018 6:50 PM |
| 135 | Fully support this idea | 4/23/2018 6:33 PM |
| 136 | 100% in favor of this proposal | 4/23/2018 6:33 PM |
| 137 | This has to be the BEST City initiative I have seen. Great idea!!! | 4/23/2018 6:31 PM |
| 138 | This is completely ridiculous...the workplace is for work. If pets were allowed, it would be totally unprofessional. Even professionally trained Police dogs are distractions at times and have accidents in buildings. Imagine this with "house trained" animals. The fact that this is even being considered is unbelievable. | 4/23/2018 6:12 PM |
| 139 | No babysitter dogs | 4/23/2018 6:10 PM |
| 140 | For people who will use dog daycare if unable to bring their dog to work, there is a huge cost to working for a non-dog-friendly employer. The public sector no longer has superior health insurance or pension plans, which were the primary counterweight to the private sector's ability to give bonuses. The City must begin taking action like this in order to recruit a competitive workforce. | 4/23/2018 5:26 PM |
| 141 | I think this is a poor idea. Not everyone is comfortable around animals or enjoys them, and in my opinion this is a highly inappropriate element to add to the workplace. Service dogs are a different story, but personal/family pets should be at home | 4/23/2018 5:05 PM |

Dog Friendly Policy Employee Survey

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| 142 | I think it would be great! | 4/23/2018 5:04 PM |
| 143 | Firehouses should also be allowed to have dogs - especially due to the high stress environment. Dogs can help FFs relax/decompress and show compassion to an animal to help alleviate anxieties. | 4/23/2018 4:58 PM |
| 144 | This just does not make sense, it will be a distraction from job duties and can create an unwelcoming environment for many who don't like dogs. Many members of underrepresented populations have a fear of dogs due to past life experiences. As a city TAX PAYER I am not in support of this policy | 4/23/2018 4:57 PM |
| 145 | I love it. I wouldn't bring my dog as she gets excitable but I think good pet owners are responsible enough to know if this will work for them, their pet, and their job. | 4/23/2018 4:45 PM |
| 146 | What is the plan for when the employee has a meeting? Are dogs allowed to go into meeting spaces or will they be left in the employee's office? I am also concerned about how pet dogs would interact with service animals in the same office suite. | 4/23/2018 4:39 PM |
| 147 | If this policy is put it place, it must be implemented carefully on a case by case basis. One or two quiet well behaved dogs at work- ok. Noisy, disruptive dogs- not so much. | 4/23/2018 4:30 PM |
| 148 | I think moving to a more dog friendly environment citywide is a good thing in the long run. | 4/23/2018 4:16 PM |
| 149 | While I personally love dogs and appreciate the City's presumable desire to create a more modern work environment, attractive to young people, I do not support a dog policy at this time. Best case scenario, it is distracting to both the dog owner and others. Some people simply do not like dogs. Dogs bark at things. Some people are allergic to dogs. Some dogs smell bad. Some dogs do not get along with each other. It creates more work for custodial staff. There is not a good area to let dogs out at our buildings. What will people do with their dogs when they are in a meeting, in the bathroom, out to lunch etc? Others should not have to take care of someone else's dog. Managers should not have to mediate dog-related disputes or issues. I opens the City up to liability. What if an employee gets bitten by someone else's dog? What if two dogs get into a fight? What if a dog has fleas? What if someone wants to bring in a cat, a lizard etc? Etc, etc, etc... I can think of a lot of potential bad that could come out of a dog policy and not a lot of good. While a private company can create a certain type of culture and hire only people that conform/fit into it, a municipality does not have that luxury. We have to attempt to accommodate all types of employees. However, there are many other things the City can do to be more progressive employer attractive to young people. (Examples: Health club, good/healthy food cafeteria/options, improved technology/IT support across the board, real dental coverage, flexible work schedules, flexible work locations, career paths, lower health care deductibles, 'green' transportation options etc.) | 4/23/2018 4:15 PM |
| 150 | I think all City employees should have the opportunity to bring their dog to work as long as the dog was well-behaved and the workplace was safe for the dog. For instance, Metro may not work out. Thank you for asking. | 4/23/2018 4:13 PM |
| 151 | I strongly agree that allowing dogs in the workplace would reduce stress and make the workplace friendlier, and even more productive. Thank you for considering implementing this policy. | 4/23/2018 4:11 PM |
| 152 | Consider including cats. Why discriminate? | 4/23/2018 4:10 PM |
| 153 | Even though I don't have a dog, this would be very cool. And I'd volunteer to test an office cat as well! | 4/23/2018 4:08 PM |
| 154 | It seems like a solution in search of a problem. | 4/23/2018 4:07 PM |
| 155 | The policy would not apply to me as I am a patrol officer but under the right circumstances this could be good. | 4/23/2018 4:06 PM |
| 156 | I believe dogs can be a very beneficial stress reliever and mood enhancer in an office. There are obvious concerns but with the right approval process it would be an excellent idea | 4/23/2018 4:05 PM |
| 157 | Pets should be allowed in all City offices, not just the CCB. | 4/23/2018 4:03 PM |
| 158 | It's important to me that the dog is comfortable - has access to water, breaks from social time, adequate potty breaks. Also, that the responsible owner be competent at reading signs of stress in their dog and that the owner responds to those signs of stress appropriately. | 4/23/2018 3:58 PM |
| 159 | Perhaps the policy could be expanded to include other housebroken pets with less hair and dander (i.e. a pig) | 4/23/2018 3:58 PM |
| 160 | Dogs make people smile. | 4/23/2018 3:56 PM |

Dog Friendly Policy Employee Survey

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| 161 | There are specific training regulations around dogs being a "good citizen," significantly less than a service dog, but that help ensure the dog has been through obedience that the city might help with behavior regulation? Depending on the office and environment this might be more needed in some areas than others. | 4/23/2018 3:53 PM |
| 162 | i have been to meetings in offices where dogs are and it is horribly distracting. I love dogs and have one but I am uncomfortable with this policy. | 4/23/2018 3:52 PM |
| 163 | Because dogs in the office would cause me to be physically sick and trigger mental health issues, if this passes I will need to ask HR for accommodations to have a dog-free office. I will also need accommodations for any meetings I attend to be areas where dogs have not been and are not present. I am also interested if an equity analysis has been done on this proposal. It seems to me it would benefit office employees of a certain demographic with positions of power more than most regular City employees (will streets and Metro employees benefit from this policy?). Culturally, some people believe having animals indoors is unclean. Maybe the City should focus on real issues that impact employees like paid family leave instead of trying to make a select few people happy. | 4/23/2018 3:49 PM |
| 164 | Many of our patrons, disproportionately African American patrons, are afraid of or uncomfortable around dogs or unfamiliar dogs. When we had the Read to a Dog program, many patrons expressed their discomfort with the animals. We even had one patron who would not leave the library because someone was standing out front with a large dog that scared her. I think this makes much more sense in an office environment that is not open to the public, or with the dog kept in an enclosed area. | 4/23/2018 3:49 PM |
| 165 | Allergies Patrons & visitors | 4/23/2018 3:48 PM |
| 166 | This would be AMAZING!! | 4/23/2018 3:46 PM |
| 167 | Is this proposal only for the CCB? Is this restricted to dogs only? What about people with allergies to dogs? Seems like this would be distractive in the workplace. | 4/23/2018 3:44 PM |
| 168 | I just hope the policy would contain a requirement for the dog owner to have/provide their own specific clean-up solutions, materials, etc. (if the dog were to make a mess with biological waste or excessive fur shedding.) | 4/23/2018 3:44 PM |
| 169 | Occasional visits by on-leash dogs is one thing. I don't want to be disrupted by other people's pets while I am at work. Obviously I have no objection to service animals | 4/23/2018 3:41 PM |
| 170 | Only service dogs need to be in the work environment. Pets are for the home environment. | 4/23/2018 3:40 PM |
| 171 | If anything, having animals around to reduce or diffuse (or defuse) stress is, in my opinion, something hugely beneficial to first responder work. | 4/23/2018 3:39 PM |
| 172 | I would appreciate the policy being extended to dogs an employee does not own but is taking care of, as well as animal visits (such as "uber puppies" etc). | 4/23/2018 3:39 PM |
| 173 | I think it's an extremely complicated to assess whether a particular dog is office-friendly. I also don't see how it's possible to avoid putting employees who have allergies to or fear of dogs in an awkward position with their coworkers if the majority want to have a dog come in. Or some dog owners having hurt/negative feelings if their dog is not approved. People take that stuff personally. INSTEAD, what about inviting a dog therapy group (like Pet Partners/Dogs On Call) to bring their teams periodically? | 4/23/2018 3:39 PM |
| 174 | I see no need for it. | 4/23/2018 3:36 PM |
| 175 | I do not work in the CCB but am in the building on occasion. I oppose this because I would not want the policy to eventually be allowed in other buildings. | 4/23/2018 3:33 PM |
| 176 | There should be an "interview" for the dog and owner before approving an application to get to know personality, behavior and how dog reacts to new people. Overall, if dog and owner meet all requirements, this will be a positive experience for everyone. | 4/23/2018 3:31 PM |
| 177 | Great Idea! | 4/23/2018 3:29 PM |
| 178 | This policy should be open to other City locations, not just the CCB. | 4/23/2018 3:29 PM |
| 179 | I cannot even take my dog into a city park, unless it's in an approved off-leash dog park. This would add unnecessary distraction in the work place. I love dogs and I love mine a lot. The work place is not a place for employees' dogs. | 4/23/2018 3:29 PM |

Dog Friendly Policy Employee Survey

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| 180 | Actually I'm not sure this applies to me. I don't work in the CCB. I work at one of the satellite offices. However, my answers would be the same if this applies to my work location. | 4/23/2018 3:28 PM |
| 181 | It's stupid. Isn't there a better way to spend time and money? | 4/23/2018 3:28 PM |
| 182 | nope | 4/23/2018 3:27 PM |
| 183 | Love this idea! Hope my department would be open to this if passed. | 4/23/2018 3:27 PM |
| 184 | I love the idea | 4/23/2018 3:26 PM |
| 185 | There is an important difference in training between a working dog and a pet dog brought to the workplace. It could be an undue burden upon City supervisory to police whether their employees' dogs are conforming to policy, as well as supervising owner abuses, like excessive distraction. | 4/23/2018 3:26 PM |
| 186 | I would like to see it not being limited to dogs. | 4/23/2018 3:24 PM |
| 187 | I would love to bring my dog to work but I think I would be too distracted with taking care of him when I need to be focused on the tasks at hand. | 4/23/2018 3:23 PM |
| 188 | I truly can't believe the city is considering this. I used to work in the private sector, and quite frankly public employees don't know how good they have it already. The City has no fragrance policies, but dogs may be allowed. Does not add up to me. | 4/23/2018 3:23 PM |
| 189 | No | 4/23/2018 3:22 PM |
| 190 | My prior work place allowed dogs. It made the workplace much more enjoyable. | 4/23/2018 3:20 PM |
| 191 | I think this would be great, both for employee morale, and recruiting new employees. | 4/23/2018 3:19 PM |
| 192 | My Division is no in CCB | 4/23/2018 3:19 PM |
| 193 | Consideration for allowing other animal species to be present in the workplace. | 4/23/2018 3:19 PM |
| 194 | Nope | 4/23/2018 3:19 PM |
| 195 | I like dogs, but am much more concerned about the owners. I also believe that it will take significant time away from work. | 4/23/2018 3:18 PM |
| 196 | Would they be able to bring them in every day? | 4/23/2018 3:18 PM |
| 197 | Let's do it! | 4/23/2018 3:18 PM |
| 198 | This is a lawsuit waiting to happen | 4/23/2018 3:17 PM |
| 199 | Is this proposal just for employees working at the CCB? I work for Public Health at the Park Street location. Thanks in advance for your response. | 4/23/2018 3:16 PM |
| 200 | I suppose some people have allergies. That should obviously be considered. | 4/23/2018 3:16 PM |
| 201 | great idea | 4/23/2018 3:16 PM |
| 202 | I would be happier and more satisfied in my work with more vacation time and a tuition reimbursement program. | 4/23/2018 3:15 PM |
| 203 | Although well intentioned, this policy does not consider the health impacts of those persons such as myself who are allergic to dogs. | 4/23/2018 3:15 PM |
| 204 | I have had two jobs in the past, one retail and one professional, where we were allowed to bring dogs into the office (or store) with us. Initially they are a little distracting as they make the morning rounds and say hello to everyone, but usually the dogs sleep all day long. The calming effect they have on an office is amazing! In tense situations, you can see people relaxing with the dog in the room. I support this proposed policy with some common sense rules, such as no dogs in eating areas (break rooms, cafeteria, etc) and obviously do not bring in your dog if a coworker is very allergic. | 4/23/2018 3:14 PM |
| 205 | I love the idea! I would love to have dogs in the office! However, I think that there should be a stronger provision for coworkers to determine if a particular dog is more of a distraction than an asset. I also think that there should be a fee associated with this, in addition to the normal dog license fee, that would come directly out of an employee's paycheck. I would also be concerned regarding abuse of break time (for example, smokers tend to use more than two 15 minute breaks each day for smoke breaks). | 4/23/2018 3:14 PM |
| 206 | This is a great idea | 4/23/2018 3:14 PM |

Dog Friendly Policy Employee Survey

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| 207 | No | 4/23/2018 3:14 PM |
| 208 | Pets belong at home. I shouldn't have to put up with other peoples' pets at work. I have chosen not to own a dog, and now may be forced to work in an office with them when I'm allergic to dogs. This also seems to be part of a societal preference for accommodating dogs while ignoring other types of pets. Not that ANY pets should be allowed at work, but why not allow parakeets? Iguanas? Gerbils? What do the studies say about allowing those at work? Or have they not been studied at all because there aren't enough parakeet-loving scientists? Allowing dog owners to impose their pets on the rest of the City workforce is a recipe for conflict and an all-around bad idea. | 4/23/2018 3:13 PM |
| 209 | Separate addendum for cats. | 4/23/2018 3:13 PM |
| 210 | I have worked in a dog-friendly workplace previously, and it was just such a boost to the morale to have dogs around, and I felt like it helped coworkers bond and improve their work relationships. | 4/23/2018 3:12 PM |
| 211 | I strongly disagree with this proposed policy. Employees should be focused on their service to the city. Do you actually believe that break times won't be stretched/increased in order to take the dog outside for potty break while those employees without pets work a full day? What will policy be should someone challenge the policy and wish to bring their idea of a pet (cat, hedgehog, iguana, etc.)? What will policy be should someone wish to bring their well-behaved child to work? I do not want to be concerned with someone's pet underfoot. To me this is akin to allowing smoking in the building. This just goes too far in trying to meet someone's wish list. | 4/23/2018 3:12 PM |
| 212 | I understand that pets can help people feel happier and calmer at work when it is their own pet. I believe the city is too large with too many diverse feelings about dogs to implement this fairly and well. | 4/23/2018 3:12 PM |
| 213 | I would be more likely to stay with at the City of Madison if it made accommodations for my family like this. All things remaining the same I would choose a job that allowed me to bring my dog to work. I understand that the City has to be responsible with how it spends its money, so we don't have a ton of perks like private organizations, but I believe little things like this make a world of difference. I would want to leave my agency to work for one that allowed dogs. | 4/23/2018 3:12 PM |
| 214 | I know a few people that work in offices that allow owners to bring dogs to work. They have all said it works well and helps to relieve stress in the workplace. | 4/23/2018 3:12 PM |
| 215 | I actually work in MMB, so I am hoping this policy will extend to us in that building as well. I've been hoping for YEARS that this dream become a reality! | 4/23/2018 3:11 PM |
| 216 | I used to work for a dog friendly company. I often brought my dog to work and he kept the office and shop staff happy. He had freedom to roam the shop but usually wanted to lay by my feet. I do not feel a well behaved dog is a distraction or safety concern. | 4/23/2018 3:11 PM |
| 217 | Are they allowed in clinical spaces (ex: WIC clinics, Immunization clinics, etc)? | 4/23/2018 3:11 PM |
| 218 | I would love to have the occasional dog in the office - perhaps not everyday. Casual dog Fridays? | 4/23/2018 3:11 PM |
| 219 | There are numerous citizens who have physical and mental health-related reasons to avoid dogs, and I don't think the City should support creating barriers for those people. | 4/23/2018 3:10 PM |
| 220 | I do not like this idea at all. I like dogs fine, but I am concerned about my allergies. While my allergies are not severe, during the spring and fall when the dogs shed, my asthma is triggered by the allergies, making it difficult to breath when around pet dander for a time. I have a cat and I struggle at home during these times, too. I do have an inhaler, but the idea of needing my rescue inhaler to attend a meeting is not welcoming. Also, please consider that certain offices have a fragrance-free policy and dogs do have an odor to them, and this could hurt those workers. Plus, where would the dogs relieve themselves in the CCB? In that patch of grass outside of the MPD offices? Will Engineering routinely clean that? Will workers get additional dog walking breaks? And what of current employees that I have legitimate dog phobias (there is one in my office, for example)? | 4/23/2018 3:09 PM |
| 221 | I agree with the studies and believe in the efficacy of this idea. I know there will be negativity regarding this proposal from colleagues in my same position in Housing Operations, but they tend to have negative attitudes towards most new ideas, change, improvements, etc. Helping create a positive work culture includes being open to things that research indicates has positive outcomes in a work environment. And even someone like me with allergies can be open and accepting of something like this. I think it's a great concept. | 4/23/2018 3:09 PM |
| 222 | Maybe City management should focus on reducing stressors to employees by other means--better management skills of managers, more participatory leadership, better communication of expectations and priorities, etc. | 4/23/2018 3:09 PM |

Dog Friendly Policy Employee Survey

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| 223 | The health of coworkers with Allergies is my number one concern. Will the allergy issue be addressed in the policy. For those with allergies having a dog in building will not make them happier. If coworkers have allergies to pets, where are their rights to sharing or not sharing space with a dog? | 4/23/2018 3:09 PM |
| 224 | I'm not sure how I feel about having dogs at work all day. For brief periods though, I think it would be both pleasant and helpful. | 4/23/2018 3:08 PM |
| 225 | I've had animals like me immediately and not like me immediately. I don't want to be in a dangerous situation where I may get hurt. | 4/23/2018 3:08 PM |
| 226 | No | 4/23/2018 3:08 PM |
| 227 | I love dogs, and I love the idea of this policy, but I do have big concerns with noise, safety, distractions, and how this could affect people with pet allergies. Maybe this could be tested out on a small scale first in a couple departments to see how it goes before implementing it across the board. | 4/23/2018 3:07 PM |
| 228 | I love this idea. While I probably would not take advantage of it because I am in the field all day, I think it is a wonderful idea for people in the office. I have worked for organizations which have had pet policies and they have been very beneficial for morale and team building. | 4/23/2018 3:07 PM |
| 229 | I like dogs better than most people! | 4/23/2018 3:07 PM |
| 230 | Not all of us have pets. What changes are you going to make so those of us without a pet feel less stress or have a calmer environment? | 4/23/2018 3:06 PM |
| 231 | This sounds amazing! | 4/23/2018 3:06 PM |
| 232 | I have an area within my office that a dog (mine or my office-mates') could inhabit without having free reign of the Parks office at large. I would be far happier with a furry presence in the office! | 4/23/2018 3:06 PM |
| 233 | love dogs and pets but the risk of allergies is real and not addressed here - certainly not in the questions in this survey | 4/23/2018 3:06 PM |
| 234 | My dogs are jerks so I would not bring them to work with me. But if I had a more relaxed dog, I would definitely consider it. I would be happy to see someone else's chill dog in the office. | 4/23/2018 3:06 PM |
| 235 | I hope it will be open to all City offices not just the CCB | 4/23/2018 3:05 PM |
| 236 | I think the CCB would be a happier place with dogs! | 4/23/2018 3:05 PM |
| 237 | There are many people who are allergic to dogs. Some may not even know it yet. They don't vacuum often now in the CCB. Having pets on our carpeting will add to the "Dust". Also, where are they going to put the dog droppings? Will we have a designated place on the property for the dogs to urinate? Urinating kills vegetation. I am not in favor of dogs in the CCB. | 4/23/2018 3:05 PM |
| 238 | This policy should be expanded to all City facilities, including the MMB. | 4/23/2018 3:05 PM |
| 239 | I work in an agency outside the CCB. Would this apply to other city buildings/facilities? My husband has dogs at his work. Doesn't seem to be a big deal. | 4/23/2018 3:05 PM |
| 240 | Specifically for the police dept there could be equity issues (ie: could city employees working at the district stations also bring pets?) | 4/23/2018 3:05 PM |
| 241 | I think it's a great idea! | 4/23/2018 3:04 PM |
| 242 | How about a raise that is not 1 percent!!!! | 4/23/2018 3:04 PM |
| 243 | Some people are allergic to dogs, some people are afraid of dogs, and some people just don't like them. | 4/23/2018 3:04 PM |
| 244 | Pets are personal items that belong at home. Service animals are the only animals that belong in a professional setting. | 4/23/2018 3:04 PM |
| 245 | I work at Fire Admin and not at CCB, just FYI. | 4/23/2018 3:03 PM |
| 246 | Seems this is benefiting the few vs the majority. | 4/23/2018 3:03 PM |
| 247 | what about cats? | 4/23/2018 3:03 PM |
| 248 | Good idea. Working here can be stressful. | 4/23/2018 3:03 PM |

Dog Friendly Policy Employee Survey

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| 249 | Really. The great canine distraction. Maybe our leadership could focus on improving health insurance, PTO options (especially for young families), equitable salary structures, opportunities for minorities, providing increased value for our citizens ... making our government more effective. | 4/23/2018 3:03 PM |
| 250 | Time would be better focused on employee engagement, internal equity and performance based management. | 4/23/2018 3:03 PM |
| 251 | I think I understand the point of this idea, and I'm all for having a happier and less stressful workplace, but I think it begs the question - why not cats? why not a bird or a hamster? why not kids? There are other ways for people to feel happy at work that might be more inclusive. | 4/23/2018 3:03 PM |
| 252 | I would like this considered for Water Utility. We are not located in the CCB. Should be city wide | 4/23/2018 3:02 PM |
| 253 | Kind of creepy how you set this poll up so that you can figure out who responded by the questions about their tenure and their agency. | 4/23/2018 3:02 PM |
| 254 | I think this is a great idea. | 4/23/2018 3:02 PM |
| 255 | Its a nice idea in theory, but I'm thinking it will open a big can of worms: Will the City start being o.k. with people bringing other pets into the work place: birds, gerbils, rats, ant farm? | 4/23/2018 3:02 PM |
| 256 | This is a violation of the right to a safe workplace, personal health, and a serious threat to persons with allergies, not to mention the public. It is bad enough that people are allowed to bring dogs in the library now. What about my right to breathe? | 4/23/2018 3:02 PM |
| 257 | We used to be able to have people bring in dogs and it made everyone very happy. There have been complaints/comments about missing the days when we could see dogs at work. | 4/23/2018 3:02 PM |
| 258 | What a great idea! I have terriers who are a little hyper, so they are not 'bring your dog to work' dogs. Otherwise, I'd be all over it! | 4/23/2018 3:01 PM |
| 259 | personnel that are not the dogs owner need to ask the owner's permission prior to petting, and giving treats and food to the dog/pet. | 4/23/2018 3:01 PM |
| 260 | We need people focused on their work, and customers, not their dogs and every cute move the pet makes in 5 minute increments. | 4/23/2018 3:01 PM |
| 261 | Only service dogs would be allowed under approved circumstances. | 4/23/2018 3:01 PM |
| 262 | A "Bring Your Dog to Work" day sounds very nice. Always allowing dogs in the work place seems like recipe for disaster. Are there not more important improvements that can be made for city employees? I have never any one complain because they are unable to bring a pet to work. | 4/23/2018 3:01 PM |
| 263 | Hopefully this policy would be available to agencies from MMB as well. | 4/23/2018 3:01 PM |
| 264 | Need to be careful to screen out particularly noisy or unhygienic dogs but well-behaved, friendly dogs would be welcome | 4/23/2018 3:01 PM |
| 265 | Great idea! | 4/23/2018 3:01 PM |
| 266 | I have a service dog and this would pose a big safety challenge for me and her, as well as a huge distraction for my service dog. | 4/23/2018 3:01 PM |
| 267 | Dogs smell, they bark, and they shed. Allergies are a prime concern as I swell up. The hair would "float" around and be on everything. | 4/23/2018 3:01 PM |
| 268 | I strongly oppose this proposed policy due to my severe allergies. | 4/23/2018 3:00 PM |
| 269 | I am not opposed to working animals, but I am not comfortable with animals, and I think introducing them into our work environment without legitimate cause or need is disrupting and frustrating. | 4/23/2018 3:00 PM |
| 270 | I understand the general premise behind this idea, but I am not at all in support of it. Since I work in an open-office area, to me this feels like I'd see dogs everywhere, if those who went through the application process were to be approved. That would be extremely stress-inducing as I am terrified of dogs and do not like to be around them. | 4/23/2018 3:00 PM |
| 271 | Sounds like a good idea for ALL city agencies | 4/23/2018 3:00 PM |
| 272 | I think this a wonderful idea. | 4/23/2018 3:00 PM |
| 273 | I can't see why dogs would be permitted in an office environment unless they are service animals. | 4/23/2018 2:59 PM |
| 274 | I only support this if the district police stations apply. Guess where I work? | 4/23/2018 2:59 PM |

Dog Friendly Policy Employee Survey

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| 275 | Great idea | 4/23/2018 2:59 PM |
| 276 | The floors in this building are not cleaned regularly enough for this to be a good idea. If one of these animals has an accident, it will not be cleaned up quickly or easily. | 4/23/2018 2:59 PM |
| 277 | As a non-dog owner and one who does not like dogs or other pets, I think it would be a problem and not a good idea for those of us who do not like animals. | 4/23/2018 2:59 PM |
| 278 | NA | 4/23/2018 2:59 PM |
| 279 | Expand to other building (Emil St, etc). | 4/23/2018 2:59 PM |