

CITY COUNCIL MEMORANDUM

City Council Meeting: May 28, 2019

Department: Executive Team

Subject: Discussion and update on the Employee Engagement Survey

BACKGROUND

At the November 27, 2018 City Council meeting, staff presented the results of the 2018 Employee Engagement Survey. Staff also discussed the “Best Practice Workshops”, an idea developed out of looking for practical ways to take next steps with the survey results.

The Best Practice Workshops are groups that are comprised of Facilitators, or those Department Heads that scored higher in a survey construct and Attendees, or those Department Heads who scored lower in a survey construct. Led by the Facilitators, these workshops were planned to take place over a five-month period, beginning in January 2019.

The ultimate goal of these workshops is for departments to learn from one another, to develop SMART (specific, measurable, achievable, realistic and timely) goals with defined action plans tied to them, and to communicate and involve all staff through the process.

Staff is here tonight to provide Council an update on the completion of the workshops.