

## RESOLUTION NO. 1213

### A RESOLUTION OF THE CITY OF GIG HARBOR, WASHINGTON, STATING THE CITY COUNCIL'S SUPPORT FOR RECOMMENDED MEASURES IN RESPONSE TO ISSUES IDENTIFIED IN THE 2020 EMPLOYEE ENGAGEMENT SURVEY

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**WHEREAS**, in October 2020 the City of Gig Harbor conducted an initial employee engagement survey and

**WHEREAS**, the results of the survey along with written comments from employees indicated several areas of concern that require work to improve employees' workplace experience and to improve the overall city organization; and

**WHEREAS**, the City Council and Mayor express their support for and commitment to ensuring the necessary steps are undertaken to address these concerns; and

**WHEREAS**, on March 22, 2021, the City Council directed the Mayor to have the City Administrator convene a committee comprised of directors, supervisors, an employee group, and three councilmembers with the purpose of recommending how to proceed with a consultant to support action steps necessary to address the concerns revealed by the survey results, and

**WHEREAS**, the City Council and Mayor desire to provide a healthy, satisfying, and vibrant work environment for all City employees.

**THE CITY COUNCIL OF THE CITY OF GIG HARBOR, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:**

Section 1. The City Council hereby directs the Mayor and City Administrator to undertake the implementation of these steps with the support and assistance of a qualified consultant:

- designing an action plan including key dates for implementation, milestones and metrics of success;
- sharing the plan with all employees;
- implementing the action plan;
- reviewing the action plan regularly to ensure completion of tasks;
- assessing employees' perceptions of the improvements after they've had time to experience the changes;
- communicating it to all employees;
- and celebrating successes.


Section 2. The City Council and Mayor commit to undertaking a biennial employee engagement survey utilizing a qualified survey firm to gauge the effectiveness of

measures undertaken, identify areas of improvement and areas that need additional attention.

Section 3. The City Council directs the Mayor to include appropriate funding for an employee engagement and satisfaction survey in the City's budget beginning in 2022 and every-other year thereafter. The objective is to have a second survey performed in 2022, but in any case, not later than March 2023.

PASSED by the City Council this 28th day of June, 2021.

APPROVED:

  
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Kit Kuhn  
Mayor

ATTEST:

  
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Joshua Stecker  
Interim City Clerk