

AMENDMENT NO. \_

TO

ORDINANCE NO. BL2025-1114, as amended

Madam President –

I hereby move to amend Ordinance No. BL2025-1114, as amended as follows:

I. By deleting the recital and replacing it with the following:

WHEREAS, surveys distributed to employees of the Department of Emergency Communications in the summer of 2025 have been insightful to the department, and using this type of survey throughout the Metropolitan Government would provide similar benefits; and

WHEREAS, this survey will help to gather policy input, increase employee engagement, and evaluate employees' service in the furtherance of the department's mission.

II. By amending Section 1 as follows:

Section 1. That Title 3 of the Metropolitan Code of Laws is hereby amended by adding the following new Chapter 3.62:

Chapter 3.62 – Annual employee surveys

3.62.010. – Surveys regarding departments, boards, and commissions

A. The department of human resources shall provide annual surveys to the employees of departments and boards and commissions established by the Metropolitan Charter or ordinance to assess:

1. Leadership and management practices that contribute to the performance of the department, board, or commission; and

2. Employee satisfaction with:

a. leadership policies and practices;

b. workplace culture;

c. communication from peers and leadership within the department;

d. individual and workplace morale;

ee. opportunity for professional development and growth; and

ef. opportunity to contribute to achieving the goals of the department, board, or commission.

B. The provisions of this section are intended to supplement and not conflict with the work of the civil service commission, as provided in article 12 of the Metropolitan Charter.

III. By amending Section 2 as follows:

Section 2. The Metropolitan Council requests that the surveys be anonymous, confidential, and collected by the human resource coordinators of each department, board, or commission,

distributed annually on March 15 to completed by March 31, distributed via email with an option to be completed outside of the workplace, provided to the mayor, the relevant department director, or the board or commission, as applicable, and made available to the metropolitan council upon request.

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Jennifer Webb  
Member of Council