



Legislation Details (With Text)

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**Type:** Resolution      **Status:** Passed

**File created:** 12/17/2019      **In control:** COMMON COUNCIL

**On agenda:**      **Final action:** 1/21/2020

**Effective date:**

**Title:** Resolution directing the Employee Relations Director to implement a plan for conducting regular “stay interviews” with City employees to investigate job satisfaction.

**Sponsors:** ALD. COGGS, ALD. LEWIS, ALD. STAMPER

**Indexes:** DEPARTMENT OF EMPLOYEE RELATIONS, GOVERNMENT EMPLOYEES

**Attachments:** 1. Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
12/17/2019	0	COMMON COUNCIL	ASSIGNED TO		
1/10/2020	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2020	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2020	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/10/2020	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/15/2020	0	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR ADOPTION	Pass	5:0
1/21/2020	0	COMMON COUNCIL	ADOPTED	Pass	15:0
1/30/2020	0	MAYOR	SIGNED		

191461

ORIGINAL

ALD. COGGS, LEWIS AND STAMPER

Resolution directing the Employee Relations Director to implement a plan for conducting regular “stay interviews” with City employees to investigate job satisfaction.

This resolution directs the Employee Relations Director to implement a plan for conducting regular “Stay Interviews” with City employees to investigate job satisfaction. The Employee Relations Director shall present this plan to the Common Council within 4 months of adoption of this resolution.

Whereas, The 2020 Budget was adopted by Common Council File Number 190001 on November 26, 2019; and

Whereas, Amendment 30 placed a footnote in the Budget stating, “The Employee Relations Director shall implement regular “stay interviews” with City employees to investigate job satisfaction”; and

Whereas, Stay interviews are a method of identifying strengths and weaknesses within a workplace by asking current employees why they continue to work for their department; and

Whereas, Stay interviews are often preferable to exit interviews as they provide context for why employees are happy in their workplace, as opposed to only hearing feedback from potentially disgruntled employees leaving the department; and

Whereas, The Department of Employee Relations is in a position to prepare a plan for conducting, or facilitating department heads to conduct, stay interviews; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that the Employee Relations Director shall implement a plan for conducting regular “stay interviews” with City employees to investigate job satisfaction; and, be it

Further Resolved, That the Employee Relations Director shall present this plan to the Common Council within 4 months of adoption of this resolution.

LRB175648-1  
Luke Knapp  
12/10/2019