

Communication from Public

Name: Anonymous

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Council File No: 26-1199

Comments for Public Posting: **Subject: Request to Improve Workplace Conditions for City Employees** Dear Members of the City Council, I am writing to express concern about the workplace conditions facing many city employees, particularly non-sworn staff. Limited departmental budgets, understaffing, heavy workloads, and management issues are placing significant pressure on employees and negatively affecting morale, performance, and the quality of public service. I have heard from city employees about the difficulties they face in managing their workloads and their efforts to improve the workplace environment. Their concerns deserve to be taken seriously. Management and department heads should engage more positively with employees and create meaningful opportunities for them to provide input, including workplace surveys, listening sessions, and other feedback mechanisms. Micromanagement is another issue that can damage employee morale, undermine trust, and make it more difficult for employees to perform their duties effectively. Employees need clear expectations, adequate resources, respectful communication, and the appropriate level of autonomy to do their jobs well. I respectfully ask the City Council to support efforts to: - Evaluate staffing levels and employee workloads; - Conduct anonymous workplace-environment surveys; - Improve communication between employees, management, and department leadership; - Address concerns about micromanagement and poor workplace practices; - Establish meaningful channels for employees to raise concerns without fear of retaliation; and - Hold departments accountable for creating respectful, supportive, and productive work environments. Improving workplace conditions benefits not only city employees but also the residents they serve. Employees who feel respected, supported, and heard are better positioned to provide high-quality public service. Thank you for your time and consideration. I hope the City Council will take these concerns seriously and encourage city leadership to work collaboratively with employees to improve the workplace. Sincerely, Anonymous City Employees