



**AGENDA**  
**City Council Work Session**  
**Tuesday, January 6, 2026**  
**5:00 PM**  
**City Hall - Conference Room**

**1. CALL TO ORDER**

- a. FOLLOWING THE CITY COUNCIL REGULAR MEETING:

The Council may choose to reconvene the work session after the adjournment of the regular meeting if the business of the work session is unable to be completed in the allotted time.

**2. DISCUSSION**

- a. Review 2025 Employee Engagement Survey
- b. Discuss 2026 Council Assignments

**3. UPDATES**

- a. Staff Reports

**4. ADJOURNMENT**

City Council Work Session: January 6, 2026

<b>AGENDA ITEM:</b> Review 2025 Employee Engagement Survey	<b>AGENDA SECTION:</b> DISCUSSION
<b>PREPARED BY:</b> Logan Martin, City Administrator	<b>AGENDA NO.</b> 2.a.
<b>ATTACHMENTS:</b> The NES Report	<b>APPROVED BY:</b> LJM
<b>RECOMMENDED ACTION:</b> No action requested, discussion only.	

**BACKGROUND**

This summer, the City engaged Polco / the National Research Center to conduct its National Employee Survey (NES) for all regular City of Rosemount employees. The NES is widely used across the country and provides employees an opportunity to rate their job satisfaction, engagement, and key characteristics of their work environment.

One benefit of the NES tool is that it provides benchmarks to other government agencies, allowing us to compare how Rosemount's staff responded compared to other municipal employees. A total of 100 surveys were completed. The summary of results received, along with comparable benchmarks and the survey tool itself, is attached.

As we approach the January Strategic Planning Session, continued review of the survey results is prudent to further understand areas for growth and areas of strength within our organization.

**RECOMMENDATION**

No action needed, discussion only.

# Rosemount, MN

## The National Employee Survey

Report of Results  
2025

**Report by:**



**Visit us online!**  
[www.polco.us](http://www.polco.us)



National Research Center at Polco is a charter member of the AAPOR Transparency Initiative, providing clear disclosure of our sound and ethical survey research practices.

## About The NES™

This report of The National Employee Survey™ (The NES™) for the City of Rosemount presents the opinions of employees regarding their job satisfaction, engagement and key characteristics of their work environment. The survey was developed by the experts from National Research Center at Polco. A periodic sounding of employee opinion on critical workplace issues offers management, staff and elected officials an opportunity to identify challenges, plan for and evaluate improvements and sustain organizational effectiveness for long-term success.

The NES report is about the work environment of the City of Rosemount. A quality work environment is a workplace that is not simply acceptable, but that is desirable. It is not only where people do work, but where they want to work.

Great workplaces are partnerships of employees, management and the residents they serve. The NES captures employees' opinions within the aspects of organizational climate as well as community quality and city governance OR as well as ratings of City internal support services (such as human resources and finance), community quality, and City governance:

- Quality of Community
- Quality of Governance
- Employee Engagement
- Workplace essentials
- Organizational Climate
- Employee Development
- Equity and Inclusion
- Internal Support Services

A total of 100 completed surveys were obtained, providing an overall response rate of 76%. Because the survey was intended to be taken by all employees, no traditional margin of error was calculated. However, because not all employees responded, NRC recommends using plus or minus five percentage points as the "range of uncertainty" around any given percent reported for the organization as a whole. The full description of methods used to garner these opinions can be found in the Methods tab.

### How the results are reported

For the most part, the percentages presented in the following tabs represent the "percent positive." The percent positive is the combination of the top two most positive response options (i.e., "excellent" and "good," "strongly agree" and "somewhat agree," etc.). On many of the questions in the survey respondents may answer "don't know." The proportion of respondents giving this reply is shown in the full set of responses included in the tab "Complete data." However, these responses have been removed from the analyses presented in most of the tabs. In other words, the tables and graphs display the responses from respondents who had an opinion about a specific item. When a table for a question that only permitted a single response does not total to exactly 100%, it is due to the customary practice of rounding percentages to the nearest whole number.

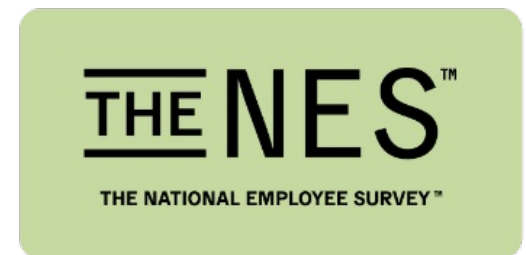
### Comparisons to the benchmarks

This is Rosemount's 1st administration of The National Employee Survey. While we provide comparisons to national benchmarks, it is important to note that much of the benchmark data was collected prior to the pandemic, so the comparisons may not be entirely comparable for all of the data points.

NRC's database of comparative employee opinion comprises the perspectives of more than 25,000 employees



POWERED BY POLCO



gathered from employee surveys from local governments across the U.S. Those employees evaluated the organization in which they work and gave their opinion about job satisfaction, supervisor relationships and other aspects of the employee experience. The City of Rosemount was compared to the entire database. A benchmark comparison (the average percent positive from all the comparison organizations where a question was asked, excluding Rosemount's) has been provided when there were at least five organizations in which the question was asked. The percent positive response was created by combining the most favorable response options (i.e., "strongly agree" and "somewhat agree" or "excellent" and "good").

Where comparisons are available, two columns are provided in the table. The first column is Rosemount's percent positive. The second shows the comparison of Rosemount's rating to the benchmark, where Rosemount's results are noted as being "higher" than the benchmark, "lower" than the benchmark or "similar" to the benchmark. These labels come from a statistical comparison of Rosemount's rating to the benchmark where a rating is considered "similar" if it is within the margin of error (five percentage points or less) and "higher" or "lower" if the difference between Rosemount's rating and the benchmark is greater the margin of error (greater than five percentage points).

## Methods



### Survey Background

The City of Rosemount partnered with National Research Center (NRC) at Polco to conduct a City-wide employee survey. Employees were asked questions about their job satisfaction, work environment, compensation, supervisory relationships, organizational climate and communication. This was the first survey of Rosemount employees. The results can be used by the City to better understand employee experiences, address employee concerns and monitor perspectives over time.

The survey consisted of thematically similar statements grouped into question sets and all were asked on a four-point scale (e.g., strongly agree, somewhat agree, somewhat disagree, strongly disagree or excellent, good, fair, poor).

### Selecting Survey Recipients

All City of Rosemount employees were eligible to complete the survey. The City provided NRC with a list of email addresses for all employees with City emails. The City also communicated with all employees about the survey so that employees without City emails were informed about and could participate in the survey.

### Survey Administration and Response

The survey was administered on the Polco platform. Beginning July 23, 2025, employees were emailed a link inviting them to complete the web-based survey on Polco. Reminder emails were sent each week.

The survey was available in English only. Data collection continued through August 17, 2025. Of the 131 employees receiving an invitation to complete the survey, a total of 100 employees returned completed surveys, providing a response rate of 76%. The response rate was calculated using the American Association of Public Opinion Research (AAPOR) response rate #2 for Internet surveys of named persons.<sup>1</sup>

Because the survey was intended to be taken by all employees, no traditional margin of error was calculated. However, because not all employees responded, NRC recommends using plus or minus five percentage points as the “range of uncertainty” around any given percent reported for the organization as a whole. Additionally, no statistical weighting was performed.

Since the surveys were completed online, the data were automatically saved electronically. The survey dataset was analyzed through a combination of software programs including the Statistical Package for the Social Sciences (SPSS), R, Python, and Tableau. The anonymity of all employees was fully maintained as no names or other unique identifiers have been recorded.

### Contact

The City of Rosemount funded this research. Please contact Logan Martin of the City of Rosemount at [logan.martin@rosemountmn.gov](mailto:logan.martin@rosemountmn.gov) if you have any questions about the survey.

1. See AAPOR's Standard Definitions for more information at <https://aapor.org/standards-and-ethics/standard-definitions/>

2. Pasek, J. (2014). ANES Weighting Algorithm. Retrieved from <https://surveyinsights.org/wp-content/uploads/2014/07/Full-anesrake-paper.pdf>

## Key Findings



### Highest-performing areas

#### Employee engagement remains strong.

- Nearly 9 in 10 employees said they plan to continue working for the organization over the next year, reported having good friends at work, and expressed overall satisfaction with their jobs—all on par with the national benchmarks.

#### Essentials stand out as strengths.

- Several workplace essentials exceeded national comparisons, including:
  - Maintaining a drug- and alcohol-free environment (97% excellent or good)
  - Providing individual and group workspaces (85%)
  - Offering flexibility in work schedules (71%)
  - Ensuring competitive compensation (69%)

#### Positive organizational climate ratings.

- Around 8 in 10 employees gave favorable ratings for providing equal employment opportunities and ensuring a safe, secure environment for employees of all backgrounds.
- Similarly, making employees feel welcome (79%) and fostering a respectful atmosphere (74%) both exceeded national averages.

#### Support services earn high marks.

- Facilities management and fleet maintenance services were among the highest-rated support services, with 91% of employees rating each as excellent or good.

### Focus areas

#### Opportunities to strengthen organizational climate.

- Ratings for overall staff morale (58% excellent or good) and for supervisors encouraging independent judgment (70%) and creating an environment where staff feel comfortable raising concerns (66%) fell below national averages.

#### Employee development shows room for growth.

- Only about half of employees gave positive marks for the accuracy of performance evaluations.
- Some items that fell below other comparison communities include supervisors':
  - Communication expectation of employees (63% excellent or good)
  - Collaboration with employees to set goals (60%)
  - Providing specific, constructive feedback to improve employee performance (59%)
- Managing low-performing employees was the least positively rated item, with only 4 in 10 employees expressing favorable views.

#### Equity and inclusion in leadership remains a concern.

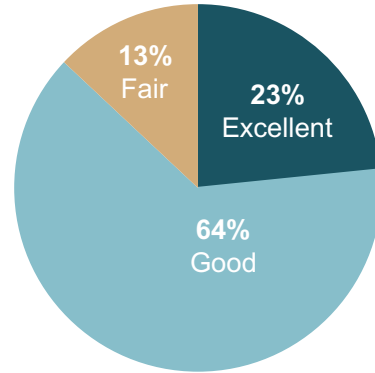
- Recruiting diverse people into positions of organizational leadership (53% excellent or good) received the lowest ratings in this area and fell below the national benchmark.



## Quality of Community

The quality of a government is often revealed through the quality of the community served.

### Rosemount as a place to live



Please rate each of the following aspects of quality of life in Rosemount.  
(% excellent or good)

		vs. benchmark <sup>3</sup>
The overall quality of life in Rosemount	89%	Similar
Rosemount as a place to live	86%	Similar
Rosemount as a place to work	82%	Similar

How likely or unlikely are you to recommend LIVING in Rosemount to someone who asks?  
(% very or somewhat likely)

How likely or unlikely are you to recommend LIVING in Rosemount to someone who asks?	91%	Higher
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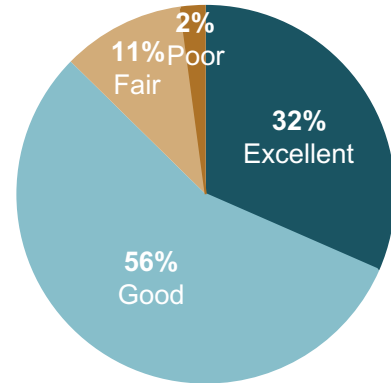
3. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.



## Quality of Governance

Employees want to be a part of a team that does high quality work that is well received by their community and well supported by the organization.

The overall quality of the services provided by the City of Rosemount



**Please rate the following categories of Rosemount government performance.**  
(% excellent or good)

		vs. benchmark <sup>4</sup>
The overall quality of the services provided by the City of Rosemount	87%	Similar
Generally acting in the best interest of the community	78%	Higher
Overall confidence in Rosemount government	77%	Higher
The overall direction that Rosemount is taking	73%	Higher

**Please rate each of the following aspects of your WORK GROUP.**  
(% excellent or good)

The quality of work being done in my work group	84%	Similar
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**Please rate your overall level of confidence in the leadership of:**  
(% very or moderately confident)

Council/elected officials	79%	Higher
Your supervisor	79%	Lower
Senior staff/Leadership	65%	Similar

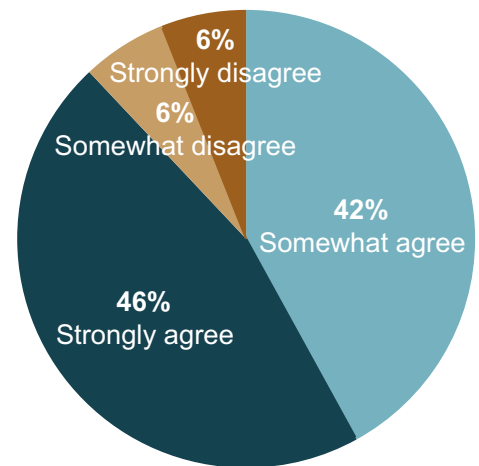
4. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.



## Employee Engagement

An organization of engaged employees is one where employees feel motivated to do their best possible work and where they hope to continue working in years to come. To impact employee engagement, an organization typically will want to see which of the other aspects of organizational climate were most influential on their engagement ratings.

### Overall, I am satisfied with my job



For employees of the City of Rosemount, the key organizational characteristics found to be most closely correlated<sup>5</sup> with employee ratings of engagement were:

- Connection between compensations and performance
- Showing employee appreciation
- Human resources services overall
- Valuing creativity

Of these, "Connection between compensations and performance" and "Human resources services overall" were higher than the benchmark comparison. "Showing employee appreciation" and "Valuing creativity" were similar to the benchmark comparison. To impact employee engagement, an organization typically will want to consider improvements to any key features that were not higher than the benchmark.

**Please rate the extent to which you agree or disagree with the following statements about your job working for the City of Rosemount.**  
 (% strongly or somewhat agree) vs. benchmark<sup>6</sup>

Statement	Agreement Percentage	vs. Benchmark
I plan on working for this organization a year from now	89%	Similar
I have good friends at work	88%	Similar
Overall, I am satisfied with my job	88%	Similar
My values match or fit with the values of this organization	86%	Similar
Overall, I feel positive about working for the City of Rosemount	85%	Similar
I gain satisfaction from my current job responsibilities	85%	Similar
The mission and vision of the City of Rosemount make me feel my job is important	85%	Similar
I see a career path for me at City of Rosemount	84%	Similar
I feel positively challenged in my current job	81%	Similar
I have the opportunity to do what I do best every day at work	79%	Similar

**How likely or unlikely are you to recommend WORKING FOR the City of Rosemount to someone who asks?**

(% very or somewhat likely)

How likely or unlikely are you to recommend WORKING FOR the City of Rosemount to someone who asks?

81%

Similar

5. A statistical technique called Key Driver Analysis was used to identify the key organizational characteristics most closely associated with employee ratings of job satisfaction and engagement. This technique is used widely in the private sector to help organizations prioritize which aspects of a service are more likely to influence loyalty and overall satisfaction. The Key Driver Analysis was based on both linear and multivariate modeling techniques using an index of employee engagement.

6. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

## Essentials

Foundational to employee engagement are having a safe work environment, the resources needed to do a good job, and receiving compensation commensurate with work accomplished.

**As an employee of City of Rosemount, how would you rate the job the organization does at each of the following?**  
 (% excellent or good) vs. benchmark<sup>7</sup>

Maintaining a work environment that is free of drug or alcohol abuse	97%	Higher
Protecting employees from health and safety hazards on the job	90%	Similar
Providing individual and group work spaces to do the job effectively	85%	Higher
Maintaining a work environment that is free of violence or harassment	78%	Similar
Availability of necessary materials, resources and equipment to do the job effectively	75%	Similar
Access to technology that helps employees do their job effectively	75%	Similar
Work schedule flexibility	71%	Higher
Compensation (salary, benefits and incentives/bonuses) compared with similar opportunities	69%	Higher
Work-life balance	68%	Similar
Benefits overall (vacation, sick leave, health care, retirement plan, etc.)	67%	Lower

7. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

## Organizational Climate



Organizational climate is a set of policies, strategies, and behaviors that form the primary colors that paint the everyday experience of employees in the workplace. From providing clear communications to encouraging innovation, the quality of these practices directly affects staff morale and engagement.

**As an employee of City of Rosemount, how would you rate the job the organization does at each of the following?**

(% excellent or good)

		vs. benchmark <sup>8</sup>
Valuing creativity	68%	Similar
Providing a clear vision for our organization	67%	Similar
Openness to new ideas and initiatives	66%	Similar
Collaboration between departments (e.g., transportation, planning, etc.)	59%	Higher
Speed of response to important issues or change	56%	Similar
Communicating information that helps employees understand the proble..	50%	Similar

**Please rate each of the following aspects of your WORK GROUP.**

(% excellent or good)

The working relationships in my work group	76%	Similar
Collaboration among all staff in my work group	70%	Similar
Communication among all staff in my work group	68%	Similar
Effectiveness of meetings in my work group	62%	Similar
Overall staff morale in my work group	58%	Lower

**Please rate each of the following aspects of your SUPERVISOR'S performance.**

(% excellent or good)

Encouraging employees to use their own judgment to get the job done	70%	Lower
Welcoming employee involvement in decision-making	68%	Similar
Communicating information in a timely manner	66%	Similar
Encouraging an environment where employees feel comfortable to raise issues and concerns that are important to them	66%	Lower
Encouraging employees to come up with innovative solutions to problems	64%	Similar

8. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

## Employee development



The development of human capital requires investment in performance evaluation and professional development as well as supporting employees as they seek to meet new challenges and career opportunities.

How would you rate the job the organization does at each of the following? (% excellent or good)		vs. benchmark <sup>9</sup>
The overall skill set of staff	82%	Similar
Availability of opportunities for employees to develop knowledge and skills	75%	Higher
Supporting continual learning and development	73%	Higher
Opportunities to develop a career path	64%	Similar
Clarity of staff roles and responsibilities	61%	Similar
Showing employee appreciation	60%	Similar
Accuracy of performance evaluations	54%	Lower
Connection between compensation and performance	54%	Higher

### Please rate each of the following aspects of your SUPERVISOR'S performance. (% excellent or good)

Providing opportunities for employees to learn and grow	74%	Similar
Providing recognition for doing good work	65%	Similar
Communicating expectations of employees	63%	Lower
Applying discipline fairly and consistently	61%	Similar
Working together with employees to set goals	60%	Lower
Recognizing high-performing employees	60%	Higher
Providing specific, constructive feedback that helps improve employee performance	59%	Lower
Coaching or mentoring employees	54%	Similar
Managing low-performing employees	41%	Similar

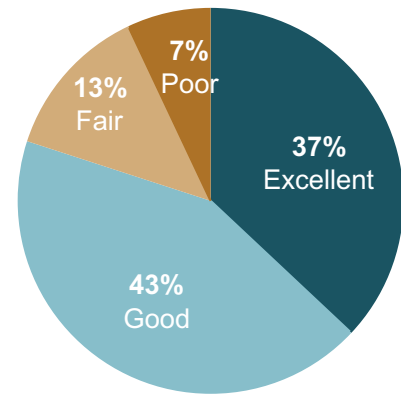
9. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.



## Equity and inclusion

Inclusion and equity are a priority for local government organizations. Strategically building a more diverse workforce fosters relevance, innovation, and organizational effectiveness.

### Making all employees feel welcome



### As an employee of City of Rosemount, how would you rate the job the organization does at each of the following?

(% excellent or good)

vs. benchmark<sup>10</sup>

Category	Percentage	vs. benchmark <sup>10</sup>
Making all employees feel welcome	79%	Higher
Fostering a respectful atmosphere	74%	Higher
Helping new employees feel connected and integrated	72%	Similar

### How would you rate the job the organization does at each of the following?

(% excellent or good)

Category	Percentage	vs. benchmark <sup>10</sup>
Providing equal employment opportunities to employees of all backgrounds	82%	Similar
Providing a safe and secure environment for employees of all backgrounds	81%	Similar
Respecting individual cultural beliefs and values	80%	Similar
Demonstrating respect for employees of different cultures and belief systems	79%	Similar
Applying policies and procedures equally to all employees	67%	Similar
Promoting workplace diversity	66%	Lower
Attracting employees from diverse backgrounds	59%	Lower
Recruiting diverse people into positions of organizational leadership	53%	Lower

### Please rate each of the following aspects of your SUPERVISOR'S performance.

(% excellent or good)

Category	Percentage	vs. benchmark <sup>10</sup>
Valuing employees from diverse backgrounds	76%	Lower
Treating employees with respect	71%	Similar

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Promoting a positive working relationship among work group members	71%	Similar
Treating all employees fairly	67%	Lower
Fostering an atmosphere of mutual trust and confidence	65%	Similar

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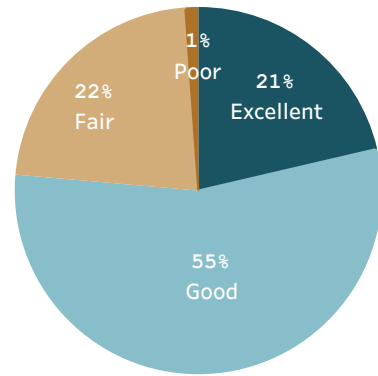
11. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.



## Support services

There are many services that are essential to local government that most residents would never hear about. The "visible" services could not be performed without the support of internal groups that create the infrastructure to make external services possible.

Overall City internal services



Please rate the **QUALITY** of each of the following support services in Rosemount. (% excellent or good)

		vs. benchmark <sup>11</sup>
Facilities management services overall	91%	Higher
Fleet maintenance services overall	91%	Higher
Maintenance and repair services	89%	Higher
Human resources services overall	87%	Higher
Custodial cleaning services	84%	Higher
Radio systems	83%	Higher
Benefits administration	78%	Higher
Risk management services overall	77%	Similar
Overall City internal services	77%	Similar
Finance services overall (which could include payroll, budgeting, etc.)	75%	Similar
Recruitment services	73%	Higher
Application services	73%	Similar
Purchasing services overall	71%	Similar
Training services	70%	Similar
Desktop / Help Desk services	67%	Similar
Network services	65%	Similar
General information technology (IT) services overall	63%	Lower
Telephone systems	63%	Lower

11. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

# The City of Rosemount 2025 Employee Survey

This survey is to be completed by the City of Rosemount employee who received an invitation. Your responses will be kept anonymous and no identifying information will be shared.

**1. Please rate each of the following aspects of quality of life in Rosemount.**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Rosemount as a place to live .....	1	2	3	4	5
Rosemount as a place to work.....	1	2	3	4	5
The overall quality of life in Rosemount.....	1	2	3	4	5

**2. How likely or unlikely are you to recommend LIVING in Rosemount to someone who asks?**

- Very likely    Somewhat likely    Somewhat unlikely    Very unlikely    Don't know

**3. Please rate the following categories of Rosemount government performance.**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
The overall direction that Rosemount is taking .....	1	2	3	4	5
Generally acting in the best interest of the community .....	1	2	3	4	5
Overall confidence in Rosemount government .....	1	2	3	4	5
The overall quality of the services provided by the City of Rosemount .....	1	2	3	4	5

**4. Please rate the extent to which you agree or disagree with the following statements about your job working for the City of Rosemount.**

	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>	<u>Don't know</u>
Overall, I am satisfied with my job.....	1	2	3	4	5
I plan on working for this organization a year from now.....	1	2	3	4	5
I see a career path for me at City of Rosemount.....	1	2	3	4	5
I gain satisfaction from my current job responsibilities .....	1	2	3	4	5
I feel positively challenged in my current job .....	1	2	3	4	5
I have the opportunity to do what I do best every day at work.....	1	2	3	4	5
My values match or fit with the values of this organization.....	1	2	3	4	5
I have good friends at work.....	1	2	3	4	5
Overall, I feel positive about working for the City of Rosemount .....	1	2	3	4	5
The mission and vision of the City of Rosemount make me feel my job is important.....	1	2	3	4	5

**5. How likely or unlikely are you to recommend WORKING FOR the City of Rosemount to someone who asks?**

- Very likely    Somewhat likely    Somewhat unlikely    Very unlikely    Don't know

**6. As an employee of the City of Rosemount, how would you rate the job the organization does at each of the following?**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Availability of necessary materials, resources and equipment to do the job effectively.....	1	2	3	4	5
Providing individual and group work spaces to do the job effectively..	1	2	3	4	5
Access to technology that helps employees do their job effectively ....	1	2	3	4	5
Compensation (salary, benefits and incentives/bonuses) compared with similar opportunities .....	1	2	3	4	5
Benefits overall (vacation, sick leave, health care, retirement plan, etc.) ...	1	2	3	4	5
Work-life balance.....	1	2	3	4	5
Work schedule flexibility .....	1	2	3	4	5
Maintaining a work environment that is free of violence or harassment.....	1	2	3	4	5
Maintaining a work environment that is free of drug or alcohol abuse ...	1	2	3	4	5
Protecting employees from health and safety hazards on the job .....	1	2	3	4	5
Providing a clear vision for our organization.....	1	2	3	4	5
Communicating information that helps employees understand the problems and issues facing the City.....	1	2	3	4	5
Speed of response to important issues or change .....	1	2	3	4	5
Collaboration between departments (e.g., transportation, planning, etc.)....	1	2	3	4	5
Openness to new ideas and initiatives .....	1	2	3	4	5
Valuing creativity.....	1	2	3	4	5
Making all employees feel welcome .....	1	2	3	4	5
Helping new employees feel connected and integrated.....	1	2	3	4	5
Fostering a respectful atmosphere .....	1	2	3	4	5

**7. How would you rate the job the organization does at each of the following?**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Demonstrating respect for employees of different cultures and belief systems .....	1	2	3	4	5
Respecting individual cultural beliefs and values .....	1	2	3	4	5
Attracting employees from diverse backgrounds.....	1	2	3	4	5
Recruiting diverse people into positions of organizational leadership....	1	2	3	4	5
Promoting workplace diversity .....	1	2	3	4	5
Applying policies and procedures equally to all employees.....	1	2	3	4	5
Providing equal employment opportunities to employees of all backgrounds.....	1	2	3	4	5
Providing a safe and secure environment for employees of all backgrounds.....	1	2	3	4	5
Clarity of staff roles and responsibilities.....	1	2	3	4	5
Accuracy of performance evaluations .....	1	2	3	4	5
Connection between compensation and performance .....	1	2	3	4	5
Showing employee appreciation .....	1	2	3	4	5
Supporting continual learning and development .....	1	2	3	4	5
Availability of opportunities for employees to develop knowledge and skills.....	1	2	3	4	5
Opportunities to develop a career path.....	1	2	3	4	5
The overall skill set of staff .....	1	2	3	4	5
The work being done at the City of Rosemount overall .....	1	2	3	4	5

# The City of Rosemount 2025 Employee Survey

## 8. Please rate each of the following aspects of your WORK GROUP.

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Communication among all staff in my work group.....	1	2	3	4	5
The working relationships in my work group.....	1	2	3	4	5
Collaboration among all staff in my work group.....	1	2	3	4	5
Overall staff morale in my work group.....	1	2	3	4	5
Effectiveness of meetings in my work group.....	1	2	3	4	5
The quality of work being done in my work group.....	1	2	3	4	5

## 9. Please rate each of the following aspects of your SUPERVISOR'S performance.

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Communicating information in a timely manner.....	1	2	3	4	5
Welcoming employee involvement in decision-making.....	1	2	3	4	5
Encouraging an environment where employees feel comfortable to raise issues and concerns that are important to them.....	1	2	3	4	5
Encouraging employees to come up with innovative solutions to problems.....	1	2	3	4	5
Encouraging employees to use their own judgment to get the job done.....	1	2	3	4	5
Promoting a positive working relationship among work group members.....	1	2	3	4	5
Fostering an atmosphere of mutual trust and confidence.....	1	2	3	4	5
Treating employees with respect.....	1	2	3	4	5
Valuing employees from diverse backgrounds.....	1	2	3	4	5
Treating all employees fairly.....	1	2	3	4	5
Providing specific, constructive feedback that helps improve employee performance.....	1	2	3	4	5
Communicating expectations of employees.....	1	2	3	4	5
Working together with employees to set goals.....	1	2	3	4	5
Recognizing high-performing employees.....	1	2	3	4	5
Providing recognition for doing good work.....	1	2	3	4	5
Applying discipline fairly and consistently.....	1	2	3	4	5
Managing low-performing employees.....	1	2	3	4	5
Providing opportunities for employees to learn and grow.....	1	2	3	4	5
Coaching or mentoring employees.....	1	2	3	4	5

## 10. Please rate your overall level of confidence in the leadership of:

	<u>Very confident</u>	<u>Moderately confident</u>	<u>Slightly confident</u>	<u>Not confident</u>	<u>Don't know</u>
Your supervisor.....	1	2	3	4	5
Senior staff/leadership.....	1	2	3	4	5
Council/elected officials.....	1	2	3	4	5

**Support Services**

**11. Please rate the QUALITY of each of the following support services in Rosemount.**

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Custodial cleaning services.....	1	2	3	4	5
Maintenance and repair services .....	1	2	3	4	5
Facilities management services overall .....	1	2	3	4	5
Fleet maintenance services overall.....	1	2	3	4	5
Recruitment services.....	1	2	3	4	5
Benefits administration.....	1	2	3	4	5
Training services.....	1	2	3	4	5
Human resources services overall .....	1	2	3	4	5
Radio systems.....	1	2	3	4	5
Telephone systems.....	1	2	3	4	5
Network services .....	1	2	3	4	5
Application services.....	1	2	3	4	5
Desktop / Help Desk services.....	1	2	3	4	5
General information technology (IT) services overall.....	1	2	3	4	5
Purchasing services overall.....	1	2	3	4	5
Finance services overall.....	1	2	3	4	5
Risk management services overall.....	1	2	3	4	5
Overall City internal services.....	1	2	3	4	5

**12. Did you feel any pressure to respond positively to this survey?**

- Yes     No

**13. What aspects of the organization's culture do you appreciate most?**

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**14. What suggestions do you have for improving the work environment?**

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**15. Do you have any additional comments, concerns, or suggestions to help improve your experience at the organization?**

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# The City of Rosemount 2025 Employee Survey

Our last questions are about you. Again, all of your responses to this survey are completely anonymous and no identifying information will be revealed or shared. Completing this information will help us better understand employees' experiences working for the City.

## Employee Information

**D1. In which City agency or department do you work?  
(Please choose one.)**

- Leadership Team
- Administrative Services
- Parks and Recreation
- Public Works
- Police
- Community Development

**D2. What is your management status?**

- Manager
- Non-manager
- Don't know

**D3. What is your exemption status?**

- Exempt (not eligible for overtime)
- Non-Exempt (eligible for overtime)
- Don't know

**D4. Are you employed full time or part time?**

- Full time
- Part time

## Demographic Information

**D5. Do you live in Rosemount?**

- Yes
- No

**D8. What is your gender?**

- Woman
- Man
- Identify in another way

**D9. In which category is your age?**

- 20 years or younger
- 21-30 years
- 31-40 years
- 41-50 years
- 51-60 years
- 61 years or older

**D10. How many years have you worked for the City of Rosemount?**

- 0 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 to 20 years
- More than 20 years

**Thank you very much for completing this survey!**

City Council Work Session: January 6, 2026

<b>AGENDA ITEM:</b> Discuss 2026 Council Assignments	<b>AGENDA SECTION:</b> DISCUSSION
<b>PREPARED BY:</b> Erin Fasbender, City Clerk	<b>AGENDA NO.</b> 2.b.
<b>ATTACHMENTS:</b>	<b>APPROVED BY:</b> LJM
<b>RECOMMENDED ACTION:</b> Discuss committee and board assignments in 2026	

### BACKGROUND

As we begin 2026, it time to establish the various roles each Councilmember will assume on Board and organizations that the City partners with. Below are the assignments that were established for 2025.

#### Mayor Weisensel

- Youth Commission, ex-officio
- Fire Relief, ex-officio
- Utility Commission, ex-officio
- National League of Cities Board Member
- Metropolitan Council Transportation Advisory Board
- Municipal Legislative Commission
- Regional Council of Mayors

#### Councilmember Freske

- Leprechaun Days/Haunted Woods Liaison
- Rosemount Area Hockey Association Liaison

#### Councilmember Essler

- Minnesota Valley Transit Authority, ex-officio

#### Councilmember Theisen

- Dakota 911 Center
- Vice-Mayor

#### Councilmember Klimpel

- Minnesota Valley Transit Authority, alternate
- Dakota 911 Center, alternate

- Rosemount Area Athletic Association Liaison

**RECOMMENDATION**

Discuss committee and board assignments in 2026.

City Council Work Session: January 6, 2026

<b>AGENDA ITEM:</b> Staff Reports	<b>AGENDA SECTION:</b> UPDATES
<b>PREPARED BY:</b> Logan Martin, City Administrator	<b>AGENDA NO.</b> 3.a.
<b>ATTACHMENTS:</b>	<b>APPROVED BY:</b>
<b>RECOMMENDED ACTION:</b> Discussion only.	

**BACKGROUND**

**Administrative Services**

Upcoming council calendar:

- Omni Ribbon Cutting - January 16 at 3pm
- DCR Chamber Kickoff - January 29 at 3pm
- City Council Goal Setting - January 30 from 12-4 pm
- Next City Council Work Session - February 2 (Monday)
- Elected Leaders Institute - February 6 & 7
- MLC Legislative Breakfast - February 13 at 7:30 am.

**RECOMMENDATION**

Discussion only.