



City of Goodyear

Meeting Minutes

City Council Work Session

Mayor Georgia Lord
Vice Mayor Bill Stipp
Councilmember Joe Pizzillo
Councilmember Sheri Lauritano
Councilmember Wally Campbell
Councilmember Brannon Hampton
Councilmember Laura Kaino

Goodyear Municipal Court
and Council Chambers
14455 W. Van Buren St.,
Suite B101
Goodyear, AZ 85338

Monday, November 9, 2020

Goodyear Municipal Court and Council
Chambers

Immediate following the Regular Meeting which begins at 6:00 p.m.

While the Goodyear City Council meetings are open to the public, the occupancy has been reduced to implement social distancing. Seating is generally available on a first come basis, but meeting attendees will be cycling in and out so attendees may be present during items of interest.

Face Masks are required and must be worn when moving throughout the building.

CALL TO ORDER

Mayor Lord called the Work Session to order at 6:15 p.m.

ROLL CALL

Present 7 - Mayor Lord, Vice Mayor Bill Stipp, Councilmember Pizzillo, Councilmember Lauritano, Councilmember Campbell, Councilmember Hampton, and Councilmember Kaino

Staff Present: City Manager Julie Arendall, Deputy City Attorney Sarah Chilton and City Clerk Darcie McCracken

AGENDA ITEMS FOR DISCUSSION:

1. [2020-7108ws](#) Results of the 2020 employee satisfaction survey are being presented for the purpose of information for Council. The action planning process to address areas of opportunities and plans to maintain or improve scores is now in progress. (Lyman Locket, Human Resources Director)

Human Resources Director Lyman Locket presented the results of the 2020 employee satisfaction survey. Mr. Locket discussed the objectives, methods and goals of the survey. He noted that 516 employees completed the survey, totaling a response rate of 86%.

Mr. Locket went on to discuss the benchmarks and key findings of the survey, noting that job satisfaction remained strong and morale continued to soar.

Mr. Locket discussed the lowest rated scores adding that dealing with low performing employees was one of the toughest areas of the survey as it continued to have a low rating. He went on to discuss the areas that had the most significant improvement as well as the areas that decreased in percentage from 2018 to 2020, stating that there was still more work to do.

Mr. Locket concluded that job satisfaction remained strong, confidence in the City's Executive Leadership was at an all-time high and that Support Services maintained or exceeded improvements made in past years. He also discussed the next steps involved with the survey that included an action plan for each department.

Council stated the whole report was very positive but expressed concern with the connection between compensation and performance, dealing with low performing employees and applying discipline fairly and consistently. Council asked if there was a work plan that would come out of the survey. Mr. Locket responded that there was a plan for next steps and that staff was looking at all avenues of the survey that have opportunities for improvement.

Council asked if there were any testimonies from employees who received successful mentoring. Mr. Locket stated it was something that could be done and welcomed the suggestion.

INFORMATION ITEMS

There were no information items.

ADJOURNMENT

There being no further business to discuss, Mayor Lord adjourned the Work Session at 7:12 p.m.

Darcie McCracken, City Clerk

Georgia Lord, Mayor

Date: _____