Legislation Details (With Text)

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Date	Ver.	Action By	Action	Result
6/3/2021	3	City Commission	Approved, as shown above	Pass
5/20/2021	3	City Commission	Striken From the Agenda	Pass

Organizational Culture Assessment and Report (B)

In January 2021, the City Commission requested the Office of the City Auditor conduct an organizational culture assessment. A cross-functional core team was formed to launch the Organizational Culture Assessment Instrument to gauge the City's current organization-wide culture and better identify and understand factors that negatively impact chances for successful outcomes and relationships. Subsequent workshops provided an opportunity for face-to-face discussions with employees to help identify ways to move toward the preferred culture and improve organizational behaviors.

The City Auditor recommends the City Commission review the Internal Auditor's report and A) per recommendation #1, The City Commission direct the Charter Officers to propose an enhanced policy research process flow and present it the City Commission for final approval, and B) per recommendations #2-5, the City Commission direct the Charter Officers to work with Human Resources to: create and implement a citywide policy management framework; enhance leadership training programs; consider approaches to internal conflict resolution assistance; and consider opportunities to support capturing employee suggestions.