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CITY COUNCIL PERSONNEL COMMITTEE

Meeting Minutes

**January 27, 2026
2:00 pm**

Location: Lynwood Roberts Room, 1st floor, City Hall

In attendance: Committee Members Carrico (CP), Howland (CVP), Miller, J. Carlucci and Johnson

Also: Mary Staffopoulos, Office of General Counsel; Jason Teal, Council Secretary/Director; Colleen Hampsey, Council Research

Meeting Convened: 2:00 pm

Council President Carrico convened the meeting and called for introductions. He reviewed the purpose of the meeting. Jason Teal, Council Secretary/Director, provided background about the original survey last year that identified various areas of serious concern about staff morale and the office climate. He said that the follow-up survey was designed to assess a shift in morale and climate, if any, since the change in leadership. CP Carrico asked what strategies were used for improvement. Mr. Teal said he used the original survey as a roadmap to correct issues that were reflected in the responses, and to build upon the area that scored above average in the first survey, specifically the metric about staff finding their work meaningful. CP Carrico indicated that he has observed a noticeable change in morale since the first survey and subsequent leadership change.

Todd Norman, COJ Chief of Employee and Labor Relations and Debbie Wilkes, COJ Labor Relations Officer

Mr. Norman and Ms. Wilkes discussed the results of the follow-up staff survey. Ms. Wilkes highlighted areas of improvement, particularly in overall morale and staff's likelihood to remain. Ms. Wilkes said that overall, the second survey showed improvement in each category and exceeded national benchmarks in several areas. She noted the large increases in confidence in leadership, ethical business practices, and the recognition of good work. Ms. Wilkes said that in the "adequate training" category, there was improvement, but that not to the level of that benchmark. She noted the marked increase in overall morale, from 13% to 89.5%. CVP Howland commented on the tremendous results and the changes since the first survey. CM Johnson talked about the work that went into the survey design, implementation and

analysis. The group discussed the vendor contract with Beyond Feedback, that has concluded, and whether it should be extended. Mr. Norman indicated that his team learned a lot through this process, and that future follow-ups could perhaps be conducted in-house if that was the decision of the committee. CM Miller spoke about momentum, and he inquired about one of the anonymous staff comments listed on the handout related to negativity. Mr. Teal said that improvements to the work climate are ongoing, and that it has taken time and effort to unravel the impact of the behavior and practices of his predecessor. He also mentioned offering additional opportunities for staff training and career growth. CM J. Carlucci expressed gratitude and appreciation to council staff for everything they do, publicly and behind the scenes, to support council.

Public Comment

None

With no further business, CP Carrico adjourned the meeting.

Meeting adjourned: 2:24 pm

Minutes: Colleen Hampsey, Council Research
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8.26.25 Posted 5:00 p.m.