

CITY of ALBUQUERQUE

TWENTY SIXTH COUNCIL

COUNCIL BILL NO. R-25-144 ENACTMENT NO. _____

SPONSORED BY: Louie Sanchez, Renée Grout

1 RESOLUTION

2 DIRECTING THE HUMAN RESOURCES DEPARTMENT TO CONDUCT A
3 SURVEY OF EMPLOYEE SATISFACTION WITH THE CITY'S BENEFITS
4 PACKAGE.

5 WHEREAS, the City is committed to fostering a positive and supportive
6 work environment for its employees; and

7 WHEREAS, the City's benefits package, including health insurance and
8 other employee benefits, is a crucial component of employee well-being, job
9 satisfaction, and retention; and

10 WHEREAS, gathering employee feedback is essential to evaluating the
11 effectiveness of current benefits and identifying potential areas for
12 improvement.

13 BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF
14 ALBUQUERQUE:

15 SECTION 1. The Human Resources Department is hereby directed to retain
16 a consultant to design and conduct a survey to assess employee satisfaction
17 with the City's benefits package, with a focus on recent changes to the City's
18 medical, pharmacy, dental, and vision policies, City Hall clinic, and mobile
19 health clinic.

20 A. A representative of the Administration and a representative of the
21 City Council shall participate in designing the survey with the consultant.

22 B. The survey shall be distributed to all City employees and shall be
23 structured to ensure anonymity and encourage candid feedback. To
24 encourage maximum participation in the survey, the Human Resources
25 Department shall enter all respondents into a drawing, from which ten
26 individuals will be randomly selected to receive a \$100 gift card.

1 C. Before conducting the survey, the proposed survey shall be
2 submitted to the City Council for approval. The proposed survey shall be
3 submitted to the Council no later than 45 days following the enactment of this
4 Resolution, and distributed to City employees no later than 15 days following
5 Council approval.

6 D. The consultant shall compile and analyze the survey results and
7 provide a report summarizing key findings and potential recommendations for
8 improvements to the City Council within 60 days of the survey's completion.

9 E. The results of the survey shall be used to inform future discussions
10 and potential modifications to the City's benefits package to better serve the
11 needs of employees.

12 SECTION 2. SEVERABILITY. If any section, paragraph, sentence, clause,
13 word or phrase of this Resolution is for any reason held to be invalid or
14 unenforceable by any court of competent jurisdiction, such decision shall not
15 affect the validity of the remaining provisions of this Resolution. The Council
16 hereby declares that it would have passed this Resolution and each section,
17 paragraph, sentence, clause, word or phrase thereof irrespective of any
18 provision being declared unconstitutional or otherwise invalid.