

Memorandum

REPORT TO: Study Commission

FROM: Caeleb Heinen, Recording Secretary
Mike Maas, Ex Officio

SUBJECT: Employee Survey Final Draft input

MEETING DATE: December 17, 2025

AGENDA ITEM TYPE: Citizen Advisory Board/Commission

RECOMMENDATION: **Consider the motion:** *I move to authorize Working Ventures to administer the City of Bozeman All Employee survey.*

STRATEGIC PLAN: 1.1 Outreach: Continue to strengthen and innovate in how we deliver information to the community and our partners.

BACKGROUND: In tandem with Working Ventures, Study Commissioners will discuss the upcoming survey to all City employees. Working Ventures will present what they currently have on this survey and its structure. Study Commissioners will then discuss and approve the Survey, with or without edits.

UNRESOLVED ISSUES: None identified

ALTERNATIVES: As per the Study Commission

FISCAL EFFECTS: TBD

Attachments:
[Employee Survey.pdf](#)

Report compiled on: December 10, 2025