

City of Fargo

Employee Engagement Survey Comments

Small Departments

Fewer than 20 responses:

City Administrator and Commission, Communications and Governmental Affairs, Facilities Mgmt,
Human Resources, Planning and Development, and Water Reclamation

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SUBMITTED BY:

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What is one thing you would recommend to make your Department a better place to work?

1. Free coffee
2. I would like an opportunity for this department to start anew and reestablish working relationships with other departments.
3. Making time for regular, structured performance reviews
4. I feel that my department should be given a place to be seated at city hall. I personally feel like moving any department off site contributes to siloing. Staff and other departments may find it harder to get quick, face-to-face support, which could slow down response times for urgent building issues. The move can also create a sense of disconnect, reducing visibility and integration with daily operations, while unintentionally signaling that the department is less central to City Hall's work. I feel it is the duty of the city leaders to make a space for everyone within City Hall.
5. The CommsGA Team is currently going through a transitional phase after four of its leaders resigned. As of now, I feel this move is for the betterment of the department, but I have not seen enough out of the new interim leadership to make an educated guess on their abilities. I also feel I am underutilized in my current role due a wide variety of factors.
6. I would recommend that all people involved in management, including assistant directors and directors be required to participate in management training. This training should include topics such as conflict resolution, learning to equalize workload within the department, learning ways to talk about uncomfortable topics, learning ways to handle negative staffing situations, and learning how to have the hard conversations with employees instead of avoiding situations that need to be dealt with from minute behavioral correction or redirection up through reprimands. It is part of management's job, and it makes the work environment very hard when problems are not addressed, even though management has been informed of situations, or even experienced it themselves.
7. Strategic planning that enables our department to be proactive instead of reactive, and sufficient staffing to help support the ability to engage in strategic planning.
8. Comms recently lost its leadership. Refilling these positions with team players that are considerate of employee's lives outside of work and setting realistic goals and expectations for the department will massively improve the work lives of the department's employees.
9. It would be nice to occasionally have a department meeting to discuss departmental goals ect.
10. We are in need of a new administration building. Our leadership team needs to have their own workspaces and offices.

11. Nothing I like the way things are run.
12. Donuts.....
13. Calendar respect. If there is something already scheduled on someone's calendar. Do not book over it. You are making the employee have to choose what meeting is more important and I do not like that feeling.
14. Better company vehicles.
15. More staffing
16. Newer Trucks
17. no on call weekends.
18. To not be afraid of change.
19. Expanding, remodeling, hiring more help,
20. larger budget, updated work place, more training, more personnel, more proper personnel, space for personnel and equipment. Time away from here.
21. To actually have valid reasons to respect my supervisor. It's of utmost importance in a workplace environment. It is a universal feeling amongst staff. Accountability is not enforced....
22. Need more staff so that offsite training could be offered for overall development.
23. Clearly defined City policies
24. Trust the employees can make some decisions without needing acceptance or "approval" from supervisors/managers.
25. We have a wonderful and hard-working team. At times, we need to engage in difficult conversations and address the negative behavior, as it's causing significant morale and stress issues. Giving staff more autonomy and trusting that the work will be done well.
26. prefer not to say
27. Communication
28. Hire more employees !! Work load is too much and can't keep infrastructure up to date to or checked to manufacture specs
29. We need more people to meet the needs of the city.
30. To have our team members all located in the same space.
31. Include everyone in the sharing of information on big and small matters. It helps everyone in the department learn.
32. communication I.E. training, work balance, ability to grow in position within the department. no feed back expressed constructively either way.

33. Better and more communication with ALL staff and address issues when brought to leadership
34. Better communication amongst all team members.
35. To improve the work environment; it's important to reduce division by fostering open communication and mutual respect. Encouraging a focus on collaboration rather than individual agendas can help unite the team, while ensuring everyone stays focused on their role and avoids overstepping boundaries.
36. Better engagement with city commission, cabinet and city commissioners.
37. Annual performance reviews. These would help encourage me personally as well as with my work and be a constructive way for me to learn how I can improve.
38. The supervisor needs a lot more managing training, or needs to be replaced. It's like walking on eggshells everyday. No matter what you do, it's wrong.
39. level the playing field with the operator 4's parking spots for all employees
40. Provide constructive feedback loops and provide a system that doing good work makes employees feel valued instead of a fear that a slight mistake will receive criticism. It seems as if a small negative outweighs any positives achieved through our work. any ideas smashed down without reason or consideration.

Please share any additional feedback:

41. I wish City leaders would define and work toward a concrete vision for our future as a City -- one that is driven by improving the wellbeing and everyday lives of all of its citizens. The lack of vision, especially at this unique juncture in time, is very unmotivating.
42. Employee performance should not be discussed during public meetings. If an elected official has concerns about a specific employee, they should be brought to the department head, not broadcast publicly.
43. I am in a benefited part time position but don't qualify for NDPERS (because I draw NDPERS) so I would like the City of Fargo to put the amount of money it would put into NDPERS into another 403B (NACO) since the money is already budgeted for.
44. i like working for the city
45. When I retire , I will miss everybody, staff and co -workers.
46. The Commissioners need to be reined in. They should not be involved in the day-to-day operations of the city. They can be embarrassing and spout off inaccurate information.
47. The city needs to take better care of their employees, not just the office & management teams.
48. Nothing will be done about this survey. I will always be underpaid here on work ethic alone. I feel like I have never been "fought" for and am getting tired of work/home life balance. It would be different if I made alot more money so I could pay to have some home projects done by others.
49. For my situation, I am glad the City added the HSA option for 2025
50. no thanks
51. About ready to walk out, management don't care about the workers, just there pay check and over time check
52. Respect, civility and collaboration need to be modeled at the commission level in order to be the most effective organization for our citizens.
53. The City's role is to create a better community for the citizens of Fargo. Personal agendas need to be put aside in order to do the greatest good. Everyone may not get everything they want, but if everyone is willing to compromise, we can accomplish more than we do as individual entities who undermine others for their own (department/political) gain. As the Mayor's position becomes full time, it is also a time to consider a second Assistant City Administrator to manage departments and funnel the information to the City Administrator.
54. a big key to success is Respect. too much nepotism, clicks and cronies. too much passive aggressive behavior too much singling out and not in a positive way. not enough communication or positive feedback.

55. None at this time.
56. Honestly I feel it's not worth the effort of creating and administering a survey when I feel nothing will be done with the results. If there were transparency that this was the overall results and these are areas we need to address and here's the plan to address them, perhaps I would feel differently.
57. The city needs prioritized policies and an aligned mission that is agreed upon by the board of commissioners to better serve the public.
58. We have zero respect for the Superintendent. He works 25 hours a week and is currently trying to hire someone to help him with his job. Everyday most people are getting yelled at or belittled by our foreman. Zero encouragement or willingness to teach/train. We can't talk to the Superintendent because he's never here.
59. the superintendent only works 20 hours a week why is he hiring someone to do his work??
60. We never know what mood the supervisor will be in most days he seems mad at the world and nothing the employees do is ever good enough. There is never any praise, just a lack of scowl/criticism. The supervisor has made it so most employees do not look forward to coming here and it affects the will and quality of work in a negative way.