

City of Mayville Employee Satisfaction Survey

Are you happy with your employment? Why or why not?

Pretty much
12/11/2023 12:10 PM

I am currently on the fence with how I feel about my employment. This year has been difficult to say the least. I enjoy the people I work with very much. The current issues with the city council brings a lot to be desired. The current job market is very good and the City of Mayville is way behind in wages and needs to catch up. The private sector has contacted me a number of times. Working for the public sector is losing its appeal very quickly. With the B.S. going on at city hall not sure it's going to be worth it much longer to stay. And finally with the previous mayor running again not sure any of us are going to have a choice. He already out on social media bashing the current mayor and council saying the mayor broke the law. Just tired of it all. Can't we all just work together and get the job done.

12/11/2023 11:41 AM

Yes, I do like my job and the work I do. Try to make Mayville a better place everyday. But as far as my employer not so much.

12/8/2023 11:36 AM

I am somewhat happy with my employment with Mayville. My boss is fantastic and my co workers are great to work with. However, I do feel like the pay scales should increase to be a bit more competitive with surrounding communities and the benefits really need to be updated to be competitive.

12/8/2023 10:58 AM

Yes I like my job but I wish the council would leave the current Mayor alone and believe in what he's doing because he is a very intelligent and well spoken man!!

12/8/2023 10:48 AM

Yes and no, I love the people I work with and the hours I work . But outside of that no, I feel under appreciated to no other. There is no respect from the council and community for city workers. Then there's the wages. One could say my style job keeps the city in line and clean and making it look respectable, and we get paid like we are not worth anything. Also on a side note. If that insurance things is true about if it's over 2,000 the employee has to pay it out you will see you will see a lot of employees leave. We barely get paid to make a living the way it is, put that on top of it would make it unfeasible for the employees.

12/8/2023 06:30 AM

Yes and no, employees are fantastic and gracious, truly giving of their time and resources. The council (some) environment is meddlesome and constantly wasting time, money and resources. Employees are embarrassed by their actions and to be associated with the bad image.

12/7/2023 08:53 PM

No
12/7/2023 07:31 PM

5
12/7/2023 06:31 PM

Yes, love my job and the guys I work with.
12/7/2023 06:12 PM

Sometimes. Sick and tired of the constant negativity and bickering between council and mayor
12/7/2023 05:33 PM

How would you describe employee morale?

Between employees it's great. Outside of that it's not good.
12/11/2023 12:10 PM

Employee morale in my department is very high as long as you take away any conversations that have to do with city government. I have to say that the city garage, water department, police department, Ems, fire, tag all have great employees that are dedicated and passionate. All we need is a city council to be half as dedicated to the city as the employees are.
12/11/2023 11:41 AM

The morale is not good. In my whole working career I've never worked with so many PO'd people.
12/8/2023 11:36 AM

Employee morale has been low for awhile due to total inaction and unproductivity from the alderpersons for the last year.
12/8/2023 10:58 AM

Not very good
12/8/2023 10:48 AM

I truly feel that the council is spitting in our face when it comes to our job. From our wages, to our equipment. So I would describe the employee morale
12/8/2023 06:30 AM

Departmental, excellent. Again, matters and lack of council action reduce this significantly.
12/7/2023 08:53 PM

Bad
12/7/2023 07:31 PM

fine in my department
12/7/2023 06:31 PM

So so
12/7/2023 06:12 PM

Low
12/7/2023 05:33 PM

How do you feel about having a City Administrator?

Great idea, if it's the right fit- EXPERIENCED
12/11/2023 12:10 PM

I believe that a city administrator is a good idea as long as it is structured correctly. We have great deal of work that has to be done first with aligning our current ordinances and employee handbook to having an administrator. I do have great concern over the political ramifications though. Currently many of our present and past alderpersons have been way to involved in employee matters. Will city council allow an administrator to do their job? Involve the employees to get it done right.
12/11/2023 11:41 AM

That would be fantastic. Admin should not be biased, educated and well informed. Also not possibly have a new leader every 2 years. It would give everyone a sense of direction.
12/8/2023 11:36 AM

I think having a City Administrator is a great idea! Many other communities have one and it benefits them. I would 100% support hiring a qualified city administrator.
12/8/2023 10:58 AM

I believe it's a good idea
12/8/2023 10:48 AM

I am for it if it helps with day to day processes within each department!
12/8/2023 10:34 AM

I believe that it would bring a substantial and meaningful impact on our City. Someone with administrative experience is vital in that new position.
12/8/2023 10:16 AM

Would be good for this city compared to the system we have now.
12/8/2023 09:29 AM

I feel like it would be a good step forward
12/8/2023 06:30 AM

Absolutely what we need. Don't understand why we're still debating. The previous mayor over reached in his position and created a standard that is unacceptable and cruel. Acting as administrator is irresponsible and by statute illegal. State statute only allows a mayor to act as admin for a limited period in an emergency. The power trip was a far over reach. A mayor should not have the power to turn employees worlds upside down every 2 years.
12/7/2023 08:53 PM

Need one but at what expat
12/7/2023 07:31 PM

10
12/7/2023 06:31 PM

It's ok
12/7/2023 06:12 PM

Anything is worth trying after years poor city management
12/7/2023 05:33 PM

What changes would make you a happier, more engaged employee?

Proper structure, more pay- cross training
12/11/2023 12:10 PM

First change, Code of conduct for elected officials, especially social media. Elected officials need to stay out of the day-to-day. Trust employees and give them the tools to succeed.
12/11/2023 11:41 AM

Get ALL city employees to work together, share ideas and work as a team to make Mayville a better city.
12/8/2023 11:36 AM

Higher pay and better employee benefits in the employee handbook. I would also love to see elected officials (alderpersons) to follow Roberts Rules of Order and have productive meetings. There has been way too many items that have been tabled and postponed over the past year!
12/8/2023 10:58 AM

Less turmoil with the council members at city hall
12/8/2023 10:48 AM

I would be happier if I got more help with my position. Some days I am very lost and don't know where to go for answers.
12/8/2023 10:34 AM

The biggest issue in the City, really the only issue, is the toxic relationship between the Common Council and employees. We are ALL supposed to be on the same page, doing our absolute best to make this City THE top choice for its inhabitants and businesses.
12/8/2023 10:16 AM

Alder people who do what's good for the city, are up with the current times
12/8/2023 09:29 AM
Council to take more responsibility of their position that they have elected to do. More that items presented along faster.
12/8/2023 08:34 AM

Support for xxxxxx for a change
12/8/2023 07:03 AM

Higher wages. No witch hunt between alderman's/alderwomen and major. It needs to stopt. Grow up. Both sides. Spend the money on equipment. The whole city needs it. From parks to DPW to waste water. We need it.
12/8/2023 06:30 AM

Micromanagement by council needs to end, we're professionals in our respective fields for a reason. Take action when employees speak up.
12/7/2023 08:53 PM

Better wages and a mayor and council that can engage with out being in total conflict like they currently are
12/7/2023 07:31 PM

A lot more pay
12/7/2023 06:31 PM

Newer, Better and safer equipment. Something that is actually within legal statues to use
12/7/2023 06:12 PM

Less politics and infighting
12/7/2023 05:33 PM

On a scale of 1 - 10 (10 being most satisfied), how satisfied are you with Mayor John Guinn? Why did you assign this score?

9- no body's perfect. He's great, engaged, intelligent and wants good thinks for the employees and Mayville.
12/11/2023 12:10 PM

5. First, I give Mayor Guinn an 8, He is very punctual with communication, he gets back to me and my co-workers quickly. He has always been honest with me and seems to have the best interests of the city in mind when I have a conversation with him. I admit, he is not a politician and takes things to heart when people criticize him. I will say, he has always treated me and my co-workers with respect. This I cannot say about any past mayors. The previous mayor treated me and my co-workers horribly. He had no respect for anyone.
12/11/2023 11:41 AM

I would give him a strong 8. He did not micro manage. Kept his hands off and let people do there job. Also if did not know was not afraid to approach person and ask. Was very civil and great to talk to and a educated leader. As far as rating there is always room for improvement.
12/8/2023 11:36 AM

I would give Mayor John Guinn a 10. He has met with us individually to hear our concerns. He fights for his employees and has tried to place good, qualified people in top City positions (ex: Angela Runde for Treasurer). But his efforts have been squashed by other alderpersons for whatever reasons.

12/8/2023 10:58 AM

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12/8/2023 10:48 AM

9. I think he has fought for employees and has been transparent with the public through his term!

12/8/2023 10:34 AM

10 Mayor Guinn is a figurehead, a facilitator. It is NOT his job to run the City, it is the Common Council's job. I have seen the emails that have blasted him and also the ones where they mention his family, UNACCEPTABLE!!!!!! Through the checks and balances of government, it is NOT his responsibility to make the decisions for the City. The Common Council blasts him and continually tries to assassinate his character, as the City around them crumbles. The bullshit in our wonderful City needs to stop!!!!

12/8/2023 10:16 AM

7, I don't really have complaints personally and he fights for the employees when he can with the limited power he has.

12/8/2023 09:29 AM

9-Listens to concerns

12/8/2023 08:34 AM

1 Does nothing for xxxxxx just always wants to cut our budget and drive people from there position if they don't do what he wants.

12/8/2023 07:03 AM

10. John Guinn fights for his employees, he interacts with us. He try's pushing things through that help all employees. But that's where the councils fund with him is childish and unfair. The way the counsel treat him is unbelievable. You are not affecting just him. It's affecting everyone in employment. I know first hand that it affects me.

12/8/2023 06:30 AM

10, professional, polite, most engaged, reassures, calls to check in, willing to learn, asks questions.. In comparison to the previous a night and day difference- no more late night threats by phone or email.

12/7/2023 08:53 PM

1 attacks employees 2, narcissistic behaviors 3

12/7/2023 07:31 PM

10

12/7/2023 06:31 PM

1 he is not in this for the better of the city

12/7/2023 06:12 PM

10 way better for us employees than the last mayor
12/7/2023 05:33 PM

On a scale of 1 - 10 (10 being most satisfied), how satisfied are you with Alderwoman Kim Olson? Why did you assign this score?

1- Kim has exposed employees, talked down to them, very unprofessional.
12/11/2023 12:10 PM

Alderwomen Olson score is 0. She has treated me and my coworkers with great disrespect on a regular basis. She regularly calls and rants and raves and makes baseless accusations. She does not come prepared for meetings and regularly has no idea what is being discussed in meetings but gives an opinion on the topic anyway. Her disconnect is so great that she criticized a city hall employee for being HR, even though she was one who voted on her being HR in the first place. This was in a public meeting, no public apology. None. She goes online and speaks horribly of other public officials with little concern for her constituents or herself. She has no business in public service, she should do a public apology to the mayor, and the city hall employee, or she should resign immediately. Additionally, I did not come to this conclusion lightly. I can understand that her job is difficult at times but I can look back and see that her actions are habitual, and complicit. One of the many examples is how she treats the employees of city hall. The former city clerk and the current acting city clerk. She treats employees this way and no one speaks up. Another example that comes to mind is her actions with Mayor Guinn at the Mayville golf course for a meet and greet with the public. She should have been disciplined and removed because of her actions, instead, those who dislike the current mayor thought it was funny and acceptable. Her actions, and lack of action by the city government at the time defines our current issues with Mayville city government. (her attitude, and those who allow it, are the problem)!

12/11/2023 11:41 AM

2 She tries and probably is good hearted. But no understanding of how things work. Everything you hear at the grocery store and in the bar is true!!HA-HA

12/8/2023 11:36 AM

Kim gets a 2 from me. She is so unprofessionally during all the Common council and committee meetings. She doesn't follow Roberts Rules of Order at all. I think her heart is in the right place sometimes and wants Mayville to succeed but she needs to get educated. She really needs to read over the agenda packets ahead of meetings so she has some sense of what is going on. She should also go around and visit all the departments to get a good sense of daily operations.

12/8/2023 10:58 AM

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12/8/2023 10:48 AM

7. I think she has always been there to help me when needed. I think she could act a little more professional in situations regarding the mayor. But overall I think she's been great hearing what employees and the public have to say.

12/8/2023 10:34 AM

5 While I truly believe that Ms. Olson has the best intentions, I am beginning to realize that she doesn't understand her job as an alderperson, especially her role inside of local government. There MUST be some kind of training, for ALL elected officials, in regards to their individual roles and their roles in local government. Also, the Common Council is given all needed information several days in advance. Yet during meetings, every alderperson is going through their packets as if this is the first time their looking at them. That is unacceptable, how can we run a City like that?!?!
12/8/2023 10:16 AM

1, she just seems to hold things up and say she is for the employees but then almost always votes the opposite way. Also seems to have something against Guinn so anything he brings up she almost always seems to vote against no matter what because he brought it up. Also seems to be, best way I can maybe word it is, stuck in the late 1900s.
12/8/2023 09:29 AM

2-Don't know how to answer without being the person I don't want to be
12/8/2023 08:34 AM

1 never once came to check out our equipment
12/8/2023 07:03 AM

3, you can see she cares. She gets off topic way too much. And then when it comes to her feud with the major, it's childish. She is an alderwoman. She's not just representing herself. She is representing her ward. Her relationship with the major should not be relevant in meeting. She needs to be for the people. Not herself.
12/8/2023 06:30 AM

3- Heart of gold, but misinformed and meddlesome. Perpetual 'tabler' and no results.
12/7/2023 08:53 PM

1 she does not have the education to hold this position and is always in conflict with employees and other staff her behavior at times is school yard behavior. She needs to know she is only one voice. Also her zooming from her bedroom when she is clearly home and could attend meeting
12/7/2023 07:31 PM

1
12/7/2023 06:31 PM

6
12/7/2023 06:12 PM

10 she has been through a lot
12/7/2023 05:33 PM

On a scale of 1 - 10 (10 being most satisfied), how satisfied are you with Alderman Ken Neumann? Why did you assign this score?

2- Ken has wasted the City's and employee's time. Put things on the agenda that are foolish and childish.
12/11/2023 12:10 PM

Score for Alderman Neumann is a 5. He is respectful and seems to put effort into his opinions and actions. The reason for the low score is the Water department issue. He needs to understand that dissolving the water commission affects employees and the citizens. I'll just say it, just because the old Mayor dislikes the water department, does not mean Alderman Neumann needs to dissolve the commission. I have it on good authority that this is the one and only reason this came up. Alderman Neumann is a good guy; he just needs make decisions based on how he and his constituents feel. Not based on how his friends feel. He can't make the 4pm meeting, find someone else who can. Nope, council votes to keep him on. This vote was one instance when I immediately thought to myself that I need to get far away from this city as an employee. The politics of it were more important than the rationale of an award-winning water department and commission.

12/11/2023 11:41 AM

2 He tries to come off as knowing what's going on but realistically has not much of a clue. Wouldn't trust him as far as I could throw him.

12/8/2023 11:36 AM

Ken gets a 1 from me. Ken is the worst alderperson on the board followed closely by Kim. Ken is another one who should visit with all the city departments to get a good sense of the work that they do. Ever since Ken arrived on the board he has acted childish, been disruptive, and been totally unproductive. There was no reason at all to try to dissolve the Water/Wastewater Commission. Ken was just acting petty and that would have actually cost the City money to dissolve it! It costs money to rewrite City ordinances and municipal code.

12/8/2023 10:58 AM

1

12/8/2023 10:48 AM

4. I think Ken means well, but doesn't know much about city government and is hypocritical at points. I also think he could act more professional with the mayor as well as other alderpeople.

12/8/2023 10:34 AM

5 I have the same critique for Mr. Neumann as well. While I truly believe that he has the best intentions, I am beginning to realize that he doesn't understand his job as an alderperson, especially his role inside of local government. There MUST be some kind of training, for ALL elected officials, in regards to their individual roles and their roles in local government. Also, the Common Council is given all needed information several days in advance. Yet during meetings, every alderperson is going through their packets as if this is the first time they're looking at them. That is unacceptable, how can we run a City like that?!?!?

12/8/2023 10:16 AM

3, tried to get rid of the wastewater commission just because (if I remember what he said correctly in a meeting) he couldn't or something like that even though it's probably because he couldn't make meeting time even after they tried to make other accommodations for him. Need someone actually looking out for the good of Mayville not someone holding a grudge

12/8/2023 09:29 AM

3-No confidence in his decision making, don't think he is calling his shots. Someone else is guiding him.

12/8/2023 08:34 AM

1 never once came to check out our equipment
12/8/2023 07:03 AM

5. I don't know much about him, but same for Kim. He needs to put his ward first and not himself when it comes to the relationship of the major
12/8/2023 06:30 AM

3- Meddlesome and misinformed as well. Do not trust. Perpetual 'tabler' also.
12/7/2023 08:53 PM

5 I find him trying his best most times
12/7/2023 07:31 PM
to early to tell
12/7/2023 06:31 PM

6
12/7/2023 06:12 PM

10 seems to be fair
12/7/2023 05:33 PM

On a scale of 1 - 10 (10 being most satisfied), how satisfied are you with Alderman Joe Tillmann? Why did you assign this score?

8- Joe comes around, took time to visit with each department, knows city government, well educated and wants the best for the city and it's employees.
12/11/2023 12:10 PM

Alderman Tillman score is a 10. He is a clear professional. At first, I questioned his motives. Some of his votes seemed pretty in line with the other alder persons agenda(s), but now it is clear he is trying to do what's best for the city. He and alderman Schmidt are the only alderpersons that have taken the time to work with the mayor to get things done. This says a great deal about is character and look forward to working with him.
12/11/2023 11:41 AM

8 Breath of fresh air! Nice to have someone who's been around workings of municipal operations.If he can talk the talk I hope he can walk the walk.
12/8/2023 11:36 AM

I would give Joe an 8. I can tell Joe is really putting the work in to try to fix the mess. Joe communicates on facebook and has face to face meetings with the public and comes to visit employees when he can. I like Joe's idea of a City Administrator. I hope to see the City of Mayville move forward with Joe Tillman for Ward 2, John Guinn as the Mayor, and some very qualified individual as City Administrator. I would like to see this happen in 2024.
12/8/2023 10:58 AM

7
12/8/2023 10:48 AM

9. I think he's been a great addition to the council and he looks out for the employees as well as the citizens!

12/8/2023 10:34 AM

8 I commend Mr. Tillman for taking a much bigger role in the City. He has kind of become the City's mini Administrator. I would like to see him continue to use his leadership skills for good and to respectfully push everyone in the City to be a better version of themselves.

12/8/2023 10:16 AM

I haven't interacted with him much or seen/heard much about him so cant give a true rating, will have to catch up on meetings

12/8/2023 09:29 AM

8-Only one trying to make things happen for the better

12/8/2023 08:34 AM

1 never once made any effort to come to the station and see our equipment

12/8/2023 07:03 AM

8, I truly like what your are trying to do. You my friend are for the people and are trying to make a difference. Thank you.

12/8/2023 06:30 AM

8, Listens and takes thoughtful consideration. A 10 once we can see some action carry through. Effective given the short time period.

12/7/2023 08:53 PM

8 he has knowledge on what he speaks about.

12/7/2023 07:31 PM

7

12/7/2023 06:31 PM

6

12/7/2023 06:12 PM

10 seems to be pretty level headed

12/7/2023 05:33 PM

On a scale of 1 - 10 (10 being most satisfied), how satisfied are you with Alderman Mike Schmidt? Why did you assign this score?

8- Mike came on board because we needed a seat. He visits with the employees, has great history knowledge and wants the best for the city.

12/11/2023 12:10 PM

Alderman Schmidt. I give alderman Schmidt a 10. He is the only individual that regularly contacts me and gets a feel for how things are going. I don't always agree with how he feels about issues but he is professional and very sincere.

12/11/2023 11:41 AM

8 Mike has seen the good , bad and ugly in Mayville. He does seem to think things through and not fire off stupid remarks.

12/8/2023 11:36 AM

Mike just gets a 4 from me. Mike just seems like he is filling a chair at this point. He really doesn't offer too much input at meetings and looks half asleep most of the time. I hope someone new with fresh, positive ideas takes over his Ward, Kim's Ward, and Ken's Ward.

12/8/2023 10:58 AM

10

12/8/2023 10:48 AM

8.5. Mike is a great guy and always wants feedback from employees. I think he could speak up a little in situations to make meetings run more smoothly.

12/8/2023 10:34 AM

8 Mr. Schmidt appears to try his best to calm the seas inside the Common Council chambers. He comes into City Hall from time to time and has very positive interactions with the staff. He tries his best to be a positive influence within the City.

12/8/2023 10:16 AM

I haven't interacted with him much or seen/heard much about him so cant give a true rating, will have to catch up on meetings

12/8/2023 09:29 AM

3-No response to discussions, don't feel like he really cares about his postion

12/8/2023 08:34 AM

6 at least listens to our needs

12/8/2023 07:03 AM

8, I like that he's quiet and does what he needs to do. Doesn't get caught up in any of the drama.

12/8/2023 06:30 AM

8, Short time as well. Listens and gets involved. Wonderful human being.

12/7/2023 08:53 PM

1 when I see him sleeping in meeting I have zero confidence I home

12/7/2023 07:31 PM

10

12/7/2023 06:31 PM

6

12/7/2023 06:12 PM

10 he wants to move us forward

12/7/2023 05:33 PM

Do you have any additional comments, concerns, or feedback for the elected officials?

Elected officials should require training and visiting with departments and engage more.

12/11/2023 12:10 PM

It giving this review I do have concerns that it would be used for political reasons. With this said I want to be clear that all of the answers I have given for the questions are mine and my own. I give them so that we can grow and find positive change. Employees should always be respected and we should all show professionalism and respect towards each other even when we disagree. Thanks for listening.

12/11/2023 11:41 AM

Even though they are elected officials they should make there decisions unbiased. Get educated on the topics and be prepared at a meeting. Dont show up and look stupid and fumble through papers and look like a deer in headlights. This is now out there on you tube and they are kind of a local celebrity joke!.

12/8/2023 11:36 AM

Next year I would love to see John Guinn as Mayor, Joe Tillman representing Ward 2, a new City Administrator hired, and 5 newly elected forward-thinking residents elected as the other alderpersons. For far too long now I, and the other employees have watched these City meetings occur and just shake our heads. Nothing really gets accomplished and that is depressing. Next year I'd like to see productive meetings where alderpersons follow Roberts Rules of Order and get action items either approved or disapproved. No more tabling or postponing. That just displays incompetence. We need confident, positive thinking elected officials to steer Mayville in the right direction. Thanks for doing this survey.

12/8/2023 10:58 AM

N/A.

12/8/2023 10:34 AM

Education, education, education. Everyone in this City whether you are an alderman, a department head or a janitor, you need to fully understand what is expected of you. How can you run the City effectively if you haven't been "trained" effectively. Also, this City needs to be run proactively and not reactively as it has been for years. Capital projects/replacements must be done in order to arm our employees with proper tools/equipment to do their jobs. Roads and or buildings must be maintained proactively and not be kept together with glue, duct tape and hope. Correct rates for garbage, water, etc. must be charged for services. Otherwise, the City ends up covering the shortfall which of course takes money away from somewhere else. Everything in the City works in harmony together and we all must work together as employees to keep the symphony going!

12/8/2023 10:16 AM

For those it applies to, put your differences aside and focus on the good of Mayville not your personal vendettas and please catch up with how things are now, not how they were 20 or more years ago, in some situations its sad things have changed but this is the world now.

12/8/2023 09:29 AM

Make an effort to meet with city employees and understand why they are requesting the equipment they are asking for and put a rotation on place to keep equipment modern and up to date. Especially when we are risking our lives and equipment is outdated. Worried about saving a penny when the repercussions if something happens would be more.

12/8/2023 07:03 AM

Pay the employees better. And figure out the insurance thing so the employees aren't losing more money. Trust me when I tell you. The wage hurts. It's so hard to live off of what we get paid in this world. Anyways. Thank you for taking time out to set this up.

12/8/2023 06:30 AM

Listen carefully and make things happen. Educate yourselves on real world pay and benefits. No one is here for the quality pay and benefits at this point, because we don't have that. The public sector is in freefall- do better before everyone is gone.

12/7/2023 08:53 PM

City hall staff is very unhappy and unfriendly to tax payers! I understand frustration in there jobs but a smile goes a long way!

12/7/2023 07:31 PM

pay scale sucks

12/7/2023 06:31 PM

I personally feel that the city needs to start being fair to any and all departments and not just give bigger budgets to certain departments and smaller budgets to other departments even tho they need a bigger budget to better assist the public

12/7/2023 06:12 PM

Stop the back and forth between the mayor and the council. It makes us all look like fools.

12/7/2023 05:33 PM