

Kelly,

Please place the following **Discussion Only** item on our next agenda.

Thank you,

Mitzie

Topic: Evaluation of Charter Members

Each year we are asked to individually evaluate our Charter Members by filling out the attached forms, meeting with each Charter Member to go over the forms, and handing the signed forms into HR. However, throughout the years, the majority of Councilmembers did not evaluate the Charter Members. This form has not changed in years.

The form that is used to evaluate the Charter Members differs significantly from the form used to evaluate Supervisors, Managers, and Directors.

Discussion:

Would it be beneficial to the Councilmembers to have a new evaluation form for Charter Members created that might be more beneficial to both the Council and the Charter Members?

The new document could require justification for performance ratings and follow a similar process required for all Supervisors, Managers, and Directors.

If we had a ranking system, in chambers we could communicate our numerical results to each other and have a means for determining raises or concerns. Currently, we do not have a process that allows us to express to each other any concerns or justification for a raise for our Charter Members.

This is an important assignment, and I would welcome any suggestions you might have.

Attached:

1. Current evaluation forms for Charter Members
2. Current evaluation form COV Performance Appraisal for Supervisors, Managers & Directors.