



***Council Evaluation Committee
Meeting Summary
Commerce City Civic Center
7887 E. 60th Ave., Room 2108
July 15, 2019 – 5 p.m.-6:00 p.m.***

Council Members in attendance: Davis, Douglas, Frank, & Guardiola

1. City Manager Biennial Evaluation and Revised Council Policies 2 & 9:
The Committee said the revisions to Council Policies 2 & 9 drafted by the City Attorney look good.
2. Current Aggregation of Comments versus Facilitated Approach:
 - The Committee decided that they want to use a third party facilitator to consolidate the comments into a single evaluation. Arvada and Westminster were cited as examples.
 - The Committee also want goals to be set consistent with Council priorities for the year.
 - The goals need to be SMART, with emphasis on measurable.
3. Report on 360 Evaluations:
 - The Committee discussed using a survey to obtain comments from direct reports and decided to meet with the direct reports to obtain verbal feedback. The emphasis is to be on helping the person being evaluated to set personal and professional growth goals.
4. Adjourned