



## Legislation Details (With Text)

<b>File #:</b>	Pres 19-489	<b>Version:</b>	1	<b>Name:</b>	
<b>Type:</b>	Presentation	<b>Status:</b>		Agenda Ready	
<b>File created:</b>	9/19/2019	<b>In control:</b>		City Council	
<b>On agenda:</b>	10/14/2019	<b>Final action:</b>			
<b>Title:</b>	Evaluation Performance Indicators for Council's Three Direct Reports				
<b>Sponsors:</b>					
<b>Indexes:</b>					
<b>Code sections:</b>					
<b>Attachments:</b>	1. City Attorney Evaluation Factors, 2. City Manager Evaluation Factors, 3. Municipal Judge Evaluation Factors, 4. 2019 Timeline City Council Appointee Evaluations, 5. Self Evaluations, 6. City Attorney Performance Rating Matrix, 7. City Manager Performance Rating Matrix, 8. Municipal Judge Performance Rating Matrix				

Date	Ver.	Action By	Action	Result
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### Evaluation Performance Indicators for Council's Three Direct Reports

#### Summary and Background Information:

The Council's Evaluation Committee discussed a variety of ways to improve the evaluation process for the Council's three direct reports. As a follow-up to a presentation at the recent CML Conference, the Evaluation Committee met with Arvada City Council member Mark McGoff and Arvada City Manager Mark Deven. Arvada uses a facilitator to obtain the City Council members' comments and generate a single evaluation document for each of their three direct reports.

The Evaluation Committee requested that staff engage the same facilitator, June Ramos, to assist with Commerce City's evaluation process. On October 14, June Ramos will meet with City Council to assist in determining the evaluation performance indicators to be used in evaluating the City Attorney, City Manager, and Judge.

Attached are the performance indicators used in Arvada. The City Attorney has edited the performance indicators for his position to better reflect Commerce City activities. Ms. Ramos will work with Council to ensure that the performance indicators conform to what Council wants to use in evaluating Council's director reports.

**Staff Responsible (Department Head):** DCM Roger Tinklenberg

**Staff Member Presenting:**

**Financial Impact:** \$3,000.00

**Funding Source:** General Fund

**Staff Recommendation:** Work with Ms. Ramos

**Suggested Motion:**

