

(9) Compensation of Managerial Employees.

(a) Creation. Effective January 1, 1985, there is created a plan for the annual evaluation and adjustment of compensation of certain managerial employees. Except as provided otherwise in these ordinances, the provisions of Sections 3.53, 3.32, and 3.54 shall apply to such employees.

(b) Positions. This subsection shall apply to the following positions:

Building Inspection Division Director	Fire Chief
City Assessor	Fleet Service Superintendent
City Attorney	Human Resources Director
City Clerk	Information Technology Director
City Engineer	Library Director
City Traffic Engineer & Parking Manager	Monona Terrace Director
City Treasurer	Parks Superintendent
Civil Rights, Director of Department of Community Development Authority Executive Director	Planning & Community & Economic Development, Director of Department of Planning Division Director
Community Development Division, Director	Police Chief
Economic Development Division, Director	Public Works Director
Finance Director	Street Superintendent
	Transit General Manager
	Water Utility General Manager

(Am. by Ord. 11,835, 4-24-97; Ord. 12,328, 2-26-99; Ord. 13, 379, 8-2-03; ORD-06-00097, 8-2-06; ORD-06-00176, 12-8-06; Renum. by ORD-07-00048, 4-12-07; Am. by ORD-07-00074, 6-26-07; CHA-06-00005, 6-3-06--Non-Charter Provision; ORD-08-00109, 10-7-08; ORD-10-00050, 5-12-10; ORD-10-00069, 7-27-10; Am. by ORD-11-00037, 3-8-11; ORD-12-00041, 4-19-12; ORD-13-00004, 1-15-13)

(c) Implementation.

1. The evaluation of each managerial employee shall be based on objective criteria which may include but not be limited to critical incident reports and performance in relation to predetermined objectives and measurement standards. The criteria shall be established and may be revised from time to time by the Mayor as administrative procedural memoranda.

2. Evaluations shall be made in the following sequence:

- a. Employees below the level of Division Head shall be evaluated by Division Heads with review by Department Heads.
- b. Division Heads and Assistant Department Heads shall be evaluated by Department Heads.
- c. Department Heads operating under a statutory governing board or commission shall be evaluated by such board or commission.
- d. Other Department Heads shall be evaluated by the Mayor who shall also review all other evaluations.

All evaluations shall be written and reviewed with each employee. Employees rated by supervisors other than the Mayor may make a personal and written appeal of their evaluation to the Mayor within three (3) working days after notification of rating. The Mayor shall consider input from the alderpersons and other sources concerning the evaluation of any affected employee.