



Legislation Text

File #: 01550, Version: 2

Fiscal Note

No expenditure required.

Title

SUBSTITUTE - Amending Section 3.38(6)(c)3. of the Madison General Ordinances to streamline the process for aldermanic participation in the evaluation of City managers.

Body

DRAFTER'S ANALYSIS: Currently, Sec. 3.38(6)(c)3., MGO, contains a cumbersome and, therefore, rarely used procedure for participation by the alders in the evaluation of City managers. This change in the ordinance streamlines and simplifies the process for alders to participate in the evaluation of City managers, and imposes a requirement on the Human Resources Director to notify alders prior to the ending of any contract of City managers. As such, the ordinance replaces an existing resolution, which often was not known or followed in providing notice to the alders.

The Common Council of the City of Madison do hereby ordain as follows:

1. Paragraph 3. of Subdivision (c) entitled "Implementations" of Paragraph (6) entitled "Compensation of Managerial Employees" of Section 3.38 of the Madison General Ordinances is hereby repealed and recreated to read as follows:

"3. Members of the Common Council may participate in the evaluation process of managerial employees by the following procedure:

- a. The Mayor shall, at least annually, distribute to the alders a form on which they may provide comments to the Mayor to be used in the evaluation of managerial employees.
- b. Any comments or information provided by the alders shall be on a confidential basis and, pursuant to Sec. 19.36 (10), Wis. Stats., shall not be made available to the public.
- c. At least ~~60~~ 90 days prior to the specified renewal date in the contract of a managerial employee, the Human Resources Director shall notify all alders of such renewal date and the expiration date of the managerial employee's contract, and notify the alders that if they wish to provide comments to the Mayor regarding the managerial employee, they should do so promptly."

2. Resolution No. 57,092 is hereby repealed.

EDITOR'S NOTE: Section 3.38(6)(c)3. currently reads as follows:

"3. Members of the Common Council shall participate in the evaluation process by means of the following procedure.

- a. Early in the year, the Mayor shall distribute a Request for Goals and Objectives Form on which Alderpersons may indicate areas of concern for which they would like to see goals and objectives developed for any one or all the managerial employees.
- b. The Mayor shall use this input in developing goals and objectives with the managers.
- c. Upon request, the Mayor shall allow Alderpersons to inspect the final goals and objectives.
- d. Changes may be made to the goals and objectives during the year.
- e. At the end of the year, the Mayor shall distribute a Request for Performance Evaluation Form on which Alderpersons may submit their performance evaluation based upon the predetermined goals and objectives, of any one or all of the managerial employees.
- f. The Mayor shall compare actual performance with the predetermined goals and objectives, including Alderpersons' input, as the basis for determining the salary adjustment for each managerial employee."