



CITY OF WATAUGA – PERSONNEL, ADMINISTRATION AND FINANCIAL POLICIES AND PROCEDURES MANUAL

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| POLICY TITLE | Performance Evaluations |
| INITIAL EFFECTIVE DATE | November 16, 2015 |
| LAST REVISION DATE | January 1, 2023 |
| POLICY NUMBER | 4.01 |

OBJECTIVE To ensure that all City employees are evaluated in a fair and equitable manner and provide opportunities for communication between the supervisor and employee on the status of the employee’s job performance, development opportunities, and areas of improvement.

SCOPE This policy applies to all regular full-time and regular part-time employees of the City of Watauga.

POLICY

The City’s Performance Management Process is a performance management and development process designed to support the overall goals and objectives of the City. The process is designed to provide individual performance feedback in a positive manner. The process is a tool for supervisors and employees to plan professional and career development at the City and highlight any performance deficiencies and any noteworthy accomplishments. The Performance Evaluation form is used to assess overall employee performance.

While there should be one (1) formal evaluation conducted annually, discussions concerning employee performance should occur periodically and as needed throughout the year. Critical events should be documented and discussed with an employee as they occur.

A. Types of Performance Evaluations

1. Annual Evaluation

Formal, documented performance discussions between an employee and their supervisor should occur by March 1st. In the event this meeting cannot occur within this time frame due to the approved absence of either party, the meeting should occur as soon as practical. Comments provided by the evaluator and employee will be discussed during the formal meeting.

2. Probationary Evaluation for New Hires/Promotions

All newly hired or promoted employees will receive a performance evaluation at six (6) months. Civil Service employees, who are required to attend the academy, will receive their performance evaluation at twelve (12) months.

3. Transfers

An employee assigned to a new supervisor since their most recent anniversary date will have their evaluation completed by the receiving supervisor with input from the prior supervisor if possible.

B. Performance Evaluation Procedure

1. Regular Employees

- a. Annual performance evaluations will be sent out at the beginning of the year and will be due back by March 1 of each year. The Human Resources Department will send Department Heads and Supervisors notifications of performance evaluations that are due by March 1.
- b. A supervisor will conduct a thorough, fair, and consistent evaluation of the performance for all employees reporting to the supervisor. The evaluation form is then submitted to the Department Head for signature.
- c. Once the performance evaluation is complete, the supervisor will meet with the employee to discuss the evaluation and provide constructive feedback.
- d. After meeting with the employee, the supervisor will provide a copy of the signed evaluation to the employee and submit the evaluation to Human Resources. If appropriate, a merit increase will be calculated by Human Resources and submitted for approval.

2. Employees Reporting to City Council

1. Performance evaluations will be completed by City Council for the positions of City Manager and City Secretary annually following their anniversary.
2. City Council Members will complete the performance evaluations to the best of their ability to provide feedback to the employee on their performance.
3. The Human Resources Director (HRD) will notify the City Council of the evaluation sixty (60) days prior to the due date. Completed evaluations will be submitted to the HRD who will verify completeness and compile the results. The performance evaluation will be conducted at the next available regularly scheduled council meeting following the anniversary date of the employee. At the request of the employee, the evaluation may be conducted in executive (closed) session.
4. Employees will review the completed evaluations forms prior to the formal evaluation and provide feedback and/or ask questions during the Council Meeting in which the evaluation is conducted.
5. After the Council Meeting, the employee will have ten (10) business days to provide feedback on the evaluation, if so desired. All Council Members will be provided a copy of the feedback received from the employee.

6. Newly hired or promoted employees will receive a performance evaluation at six (6) months.
7. The Appeal Process described in Section D. of this policy does not apply to Employees Reporting to City Council.

C. Unsatisfactory Performance

An employee receiving an overall evaluation score of below average will be placed on a performance improvement plan (as long as the evaluation is not a probationary evaluation). An employee receiving an unsatisfactory performance review shall be reviewed again in ninety (90) days. If performance is still below average, the Department Director will take appropriate disciplinary action.

See Policy 4.07 Performance Improvement Plan

D. Appeal Process

An employee, other than a probationary employee, that is dissatisfied with the results of their performance evaluation may appeal the results to their Department Director within five (5) business days of receiving the evaluation by submitting a written appeal to the Department Director. The written request must contain the following information: 1. the date of the performance evaluation, the name of the evaluator, and the date the employee received the evaluation; 2. identification of the performance dimensions or comments which the employee believes are incorrect; 3. specification of the scores or comments the employee believes should appear on the evaluation; 4. facts substantiating the requested changes; and 5. a copy of the performance evaluation (the employee should retain a copy).

Upon receiving a request for appeal that is timely filed, the Department Director shall, within fifteen (15) business days, review the documentation submitted and either sustain or change the evaluation report and notify the employee in writing of the decision. If the decision changes the performance evaluation, a copy of the revised performance evaluation must be included with the notice and a copy forwarded to Human Resources to re-calculate the evaluation.

If the employee is not satisfied with the determination of the Department Director, the employee may appeal in writing to the Director of Human Resources within five (5) business days of receiving the decision from the appointing authority. The Director of Human Resources will, within fifteen (15) business days, review the appeal information and either sustain or change the evaluation report and notify the employee and the Department Director of the decision in writing. The decision of the Director of Human Resources is final.