

# EUGENE CITY COUNCIL

## AGENDA ITEM SUMMARY



---

### Work Session: Police Auditor Annual Performance Review

---

Meeting Date: June 25, 2014  
Department: Central Services, Human Resources  
[www.eugene-or.gov](http://www.eugene-or.gov)

Agenda Item Number: C  
Staff Contact: Denise Smith  
Contact Telephone Number: 541-682-5731

---

#### **ISSUE STATEMENT**

Mark Gissiner was hired as the City of Eugene Police Auditor on June 29, 2009. This agenda item is for the council to conduct Police Auditor Gissiner's annual performance review. The two-part format includes an executive session followed by a public session. During these sessions councilors will review the results of the gathered feedback, share their overall performance feedback, and discuss any compensation adjustments.

#### **BACKGROUND**

The evaluation process includes the results of feedback solicited from the Civilian Review Board (CRB) by Mr. Gissiner, a summary of feedback collected in a survey from a list of citizens, and a self-evaluation submitted by Mr. Gissiner. A summary of this feedback and the Police Auditor's self-evaluation were sent to the council in advance of this work session. City Councilors were also asked to fill out their own performance dimension forms in rating Mr. Gissiner's performance.

Human Resource staff has compiled all of this information to support the City Council in getting a well-rounded view of the performance of the Police Auditor this year.

For background information regarding the compensation portion of the discussion, Human Resources has conducted a market survey each year regarding the Police Auditor position salary. A summary of that data is included with the feedback summaries.

The contract with Police Auditor Gissiner provides that with respect to an annual Cost of Living Adjustment (COLA) "the City Council will consider cost of living adjustments for Gissiner at the same time that other exempt employees receive cost of living adjustments." Any COLA for the Police Auditor should be deferred until such a time that a decision is made about non-represented exempt employees receiving a COLA.

#### **RELATED CITY POLICIES**

The City Council conducts an annual performance review of the Police Auditor, aligned with their desire to offer formal feedback.

## **COUNCIL OPTIONS**

Performance Review:

- The council may discuss the evaluation, provide feedback and direct staff accordingly.

## **ATTACHMENTS**

Each Councilor will receive a notebook under separate cover containing the following information:

- A. Copies of the compiled feedback summaries
- B. Individual and overall summary of councilor's comments and ratings
- C. Self-evaluation by Mark Gissiner
- D. Review by CRB
- E. Summary of current compensation information

## **FOR MORE INFORMATION**

Staff Contact: Denise Smith, Human Resources  
Telephone: 541-682-5731  
Staff E-Mail: [Denise.d.smith@ci.eugene.or.us](mailto:Denise.d.smith@ci.eugene.or.us)

Staff Contact: Alana Holmes, Human Resources Director  
Telephone: 541-682-5765  
Staff E-Mail: [Alana.M.holmes@ci.eugene.or.us](mailto:Alana.M.holmes@ci.eugene.or.us)