

EUGENE CITY COUNCIL

AGENDA ITEM SUMMARY



Work Session: Police Auditor Annual Performance Review

Meeting Date: June 27, 2012
Department: Central Services-Human Resources
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Agenda Item Number: B
Staff Contact: Denise Smith
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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.

Citywide, non-represented employees who were successfully eligible for their merit increase received them, while all non-represented employees did not receive a cost-of-living increase this year as a strategy to support managing the City's budget deficit situation in FY13. This included the Executive Leadership Team.

RELATED CITY POLICIES

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

COUNCIL OPTIONS

Performance Review:

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

Compensation adjustments proposed options are:

- Option 1: Grant the Police Auditor a step increase to step 6; withhold cost-of-living increase this year.
Option 2: Grant the Police Auditor a step increase to step 6; grant a cost-of-living increase, the amount at the discretion of the City Council.
Option 3: Do not grant the Police Auditor the step increase to step 6.

SUGGESTED MOTION

None.

ATTACHMENTS

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

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

FOR MORE INFORMATION

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