



Ethics, Organization, and Personnel Committee

Approve the Department Head 360° Evaluation Process

Item 7-4

May 14, 2024

Item #7-4
Department
Head
Evaluation
Process

Subject

Approve the Department Head 360° Evaluation Process

Purpose

Update Department Head 360° Evaluation Process

Department Head Evaluation Process

Consensus during the 2023/24 process

- Immediate (completed)
 - Eliminating anonymity of Directors' comments
 - Individualized reports detailing comments from each Director
- Future
 - Integration of best practices
 - Implementation of a 360°-degree evaluation
 - Professional to facilitate the process for the Board

Department
Head
Evaluation
Process

Ad Hoc Committee

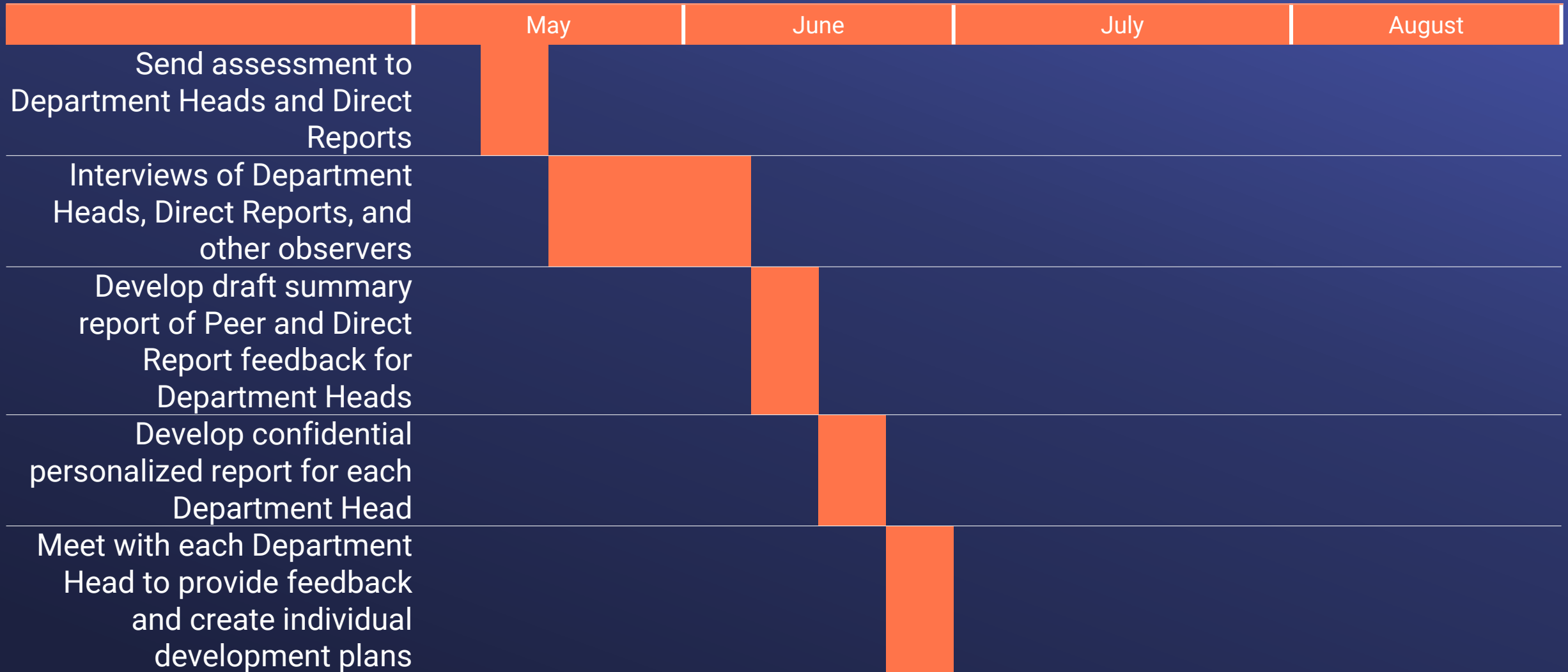
- Established March 2024 by the Board
- Provide recommendations for Metropolitan's annual Department Head evaluation process

Department Head Evaluation Process Ad Hoc Committee

- Reached consensus on proposed updates based on Board discussions during the 2022/23 Department Head evaluation process
 - Proposed 360°-degree evaluation process input from:
 - Department Heads
 - General Manager
 - General Counsel
 - General Auditor
 - Ethics Officer
 - Direct Reports and Peers
 - Employees reporting to Department Heads
 - Department Heads reviewing each other
 - Peers selected by the Department Heads
 - Board of Directors

360° Review and Evaluation Process

Internal Reviews of Department Heads Facilitated by Consultant



360° Review and Evaluation Process

Board Member Evaluations of Department Heads



Next Steps

- Initiate 360° process
- June
 - Discuss salary survey
 - Comparator agencies and process
- July
 - Department Heads report to Home Committees
 - Summary reports and survey sent to Board
- August
 - Discussion of Department Head Performance Evaluations
 - Report on Department Head Salary Survey
 - Discuss and Approve Compensation Recommendations for General Manager, General Counsel, General Auditor and Ethics Officer

Department Head 360° Evaluation Process

Board Options

- Option #1
Approve the Department Head 360°
Evaluation Process
- Option #2
Do not approve the Department Head 360°
Evaluation process

Department Head 360° Evaluation Process

Ad Hoc Committee Recommendation

- Option #1
Approve the Department Head 360° Evaluation Process

