

COBEA Negotiations
7.28.2016

City Combined Counterproposal

ARTICLE 12 - PERFORMANCE EVALUATIONS

Section 1. Every employee shall receive a performance evaluation appraisal no less than annually within 30 calendar days of the employee's review date, except when extenuating circumstances exist (such as serious illness or a death). In such cases, an alternate time will be established, documented in writing, and signed by the employee and the department head or designee.

Section 2. The employee shall have the opportunity to provide comments to be attached to the performance evaluation appraisal. The employee shall sign the performance evaluation appraisal and that signature shall only indicate that the employee has read the performance evaluation appraisal. A copy shall be provided to the employee at that time.

Section 3. ~~The content of performance evaluations shall be subject to the grievance procedure only through Step IV, City Manager, or the Human Resources Manager if so designated.~~ The content of evaluations is not subject to the grievance procedure in Article 11. Employees have the right to attach a response to any performance evaluations in their personnel file. If the City withholds the Annual Step Increase listed in Article 13, Section 6, the Association may grieve the action through Step IV of Article 11, the City Manager.

This limits COBEA from grieving not getting a step increase.