

Item 1149-25 Alderman Weidner

Department Impacted: Human Resources/Administration/All

City to execute “mandatory” 360-degree performance evaluation process for all employees, including leadership which will allow more diverse, holistic feedback of employee performance from multiple sources, in addition to their direct leader. (evaluations to start in 2026 for 2025 performance – HR should already have a draft template to start this). No Cost

Currently, performance evaluations are done at the leader’s discretion and not as an overall mandate. This feedback is critical to retention, development, demotions/firings, engagement, accountability, etc... and should not be optional for some leaders and routine for others. Every employee should have one each year, including every leader.

Fiscal Note: None