



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 21, 2020

Re: Partial Repeal – B91-20 Section 4 - Personnel Code Temporary Deviation – Performance Evaluations

Executive Summary

Based on the reopening process of City operations, staff will reinstate the provisions of 19-87 to require employee performance evaluations be conducted for FY 2021. An Ordinance has been prepared to repeal Section 4 of B91-20 (Ordinance No. 024210) to lift the temporary of suspension of completion of employee performance evaluations.

Discussion

Staff recommends Council repeal B91-20 Section 4, which waived the requirement to complete employee performance evaluations. Repealing B91-20 Section 4 will lift the waiver, and employee performance evaluations for FY 2021 will be completed as required in 19-87.

Fiscal Impact

Short-Term Impact: Not applicable.

Long-Term Impact: Not applicable.

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Operational Excellence, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

Date	Action
4/6/2020	B 91-20 authorizing a temporary deviation from certain City Code provisions – Section 4 requirements related to the timing of employee evaluations with Charter 19 of the City Code; declaring an emergency enactment.

Suggested Council Action

Passage of the Ordinance.