

Performance Norms and Standards

The parties recognize the City's right to establish and periodically review and revise performance norms and standards.

The City will perform performance reviews during employee probationary periods and at least annually thereafter.

The City will administer a standardized system for performance reviews for all employees in the bargaining unit. The City will review the performance review system periodically, and a representative of the Union will be invited to participate. Copies of performance reviews will be placed in the employees' Bureau personnel files.

[Bargaining Note: The current system for performance review is SuccessFactors/PMGM, and the forum for periodic review is the Steering Committee. The City has no current plans to adopt a new system or review process, but we prefer generic language to allow for flexibility in the future.]

After receiving the performance review, and by mutual agreement, the City and Union may meet to discuss any matters related to a performance review. Employees will be permitted to provide a rebuttal to specific points raised in the performance review.

The City will notify the Union of any failure by an employee to successfully pass the probationary period.