

## ORDINANCE NO. 3442

**An ordinance amending Chapter 2, Administration, Article IX, Employee Rules and Regulations, Section 2-165. – Department director evaluation and compensation, and specifically revising the annual evaluation date and evaluation based upon traditional leadership tenets; repealing all ordinances to the contrary; and declaring an emergency.**

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF BROKEN ARROW:**

**SECTION I.** That Chapter 2, Administration, Article IX, Employee Rules and Regulations, Section 2-165. – Department director evaluation and compensation, is hereby amended to read as follows:

**Sec. 2-165. - Department director evaluation and compensation.**

- (a) ***Evaluation.*** Department directors of the City of Broken Arrow will be evaluated on an annual basis on or before July 31 regardless of their anniversary date. Department director evaluations will be conducted in accordance with traditional leadership tenets.
- (b) ***Compensation.*** Salary ranges with minimum and maximum salaries for individual department director positions will be included in the pay plan recommended by the city manager and approved by the city council. Compensation for department directors will be evaluated solely on the basis of performance. Base salary increases (step raises) may be awarded to department directors whose performance is evaluated as consistently competent. Department directors are not entitled to separate incentive pays such as uniform allowance, education pay, certification pay, or attendance incentives.
- (c) ***Merit bonus.*** Department directors who significantly exceed the expectations of the city manager or achieve a nonroutine, significant accomplishment will be entitled to a merit bonus.
- (d) ***Definition of department directors.*** Department directors include the city attorney, the finance director, the human resources director, the director of engineering and construction, the fire chief, the police chief, the director of development services, the director of parks and recreation, the director of streets and storm water, the director of utilities, and the director of general services.

**SECTION II.** Any ordinance or parts of ordinances found to be in conflict herewith are hereby repealed.

**SECTION III.** An emergency exists for the preservation of the public health, peace and safety, and therefore this ordinance shall become effective from and after the time of its passage and approval.

**PASSED AND APPROVED** and the emergency clause ruled upon separately this 2<sup>nd</sup> day of August, 2016.

ATTEST:

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MAYOR

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(Seal) CITY CLERK

APPROVED:

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ASSISTANT CITY ATTORNEY