

ORDINANCE NO. _____

AN ORDINANCE AMENDING CHAPTER 2, ADMINISTRATION, ARTICLE IX-EMPLOYEE RULES AND REGULATIONS, SECTION 2-165, DEPARTMENT DIRECTOR EVALUATION, SECTION 2-200- ESTABLISHED; APPOINTMENT DUTIES, OF THE BROKEN ARROW CODE OF ORDINANCES; REPEALING ALL ORDINANCES TO THE CONTRARY; AND DECLARING AN EMERGENCY

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

SECTION I. Chapter 2, Administration, Article IX, Employee Rules and Regulations, Section 2-165, Department director evaluation and compensation shall be amended 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 community development, 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. That Chapter 2-Administration, Article XII- Department of Community Development, Section 2-200- Established; appointment duties shall read as follows:

Sec. 2-200. - Established; appointment; duties.

- (a) There shall be a department of community development, the director of which shall be the director of department of community development. The director shall be appointed by the city manager, shall serve at will, and may be removed by the city manager for the good of the service. The director is an officer of the city and shall report directly to the assistant city manager of operations.

- (b) The director of the department of community development shall serve as technical advisor to the planning commission and the board of adjustment. The department shall be responsible for platting, zoning, and subdivision development of the city and for the maintenance and updating of the city's comprehensive plan and shall further have the duties of the former building inspection department and building inspector generally as reflected in article I, subsection 6-2(a). The director shall have such other duties as may be assigned by the city manager.
- (c) There shall be such divisions within the department of community development, which the city manager may create, with such powers and duties of the department as may be assigned to the respective division managers.

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 Any ordinance or parts of ordinances found to be in conflict herewith are hereby repealed.

SECTION IV. 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 _____ day of _____, 2019.

ATTEST:

MAYOR

(Seal) CITY CLERK

APPROVED:

ASSISTANT CITY ATTORNEY