



CITY OF HENDERSONVILLE AGENDA ITEM SUMMARY

SUBMITTER: Jennifer Harrell

MEETING DATE: July 10, 2024

AGENDA SECTION: CONSENT

DEPARTMENT: Human Resources

TITLE OF ITEM: Rescind Performance Pay Program and the Performance Review & Employee Development Program – *Jennifer Harrell, HR Director*

SUGGESTED MOTION(S):

I move City Council rescind the City's current Performance Pay Program effective July 1, 2024.

SUMMARY:

The City is in the process of updating the Performance Pay Program. The new program should be completed by January 2025 and staff will be testing the program in FY25. The new program will be effective for FY26 and a new Performance Pay and Employee Review Procedure will be written and in effect. Staff recommends rescinding the current Performance Pay Program and the Performance Review & Employee Development Program including any preceding versions of this program effective July 1, 2024.

BUDGET IMPACT: \$0.00

Is this expenditure approved in the current fiscal year budget?

If no, describe how it will be funded.

ATTACHMENTS: Current Performance Pay Program and the Performance Review & Employee Development Program.