



Evergreen Solutions, LLC

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May 6, 2025

Ms. Kelli Bracci
Director of Human Resources
City of Madison
100 Hughes Road
Madison, Alabama 35758

SUBMITTED VIA EMAIL: kelli.bracci@madisonal.gov

Dear Ms. Bracci:

We appreciate the opportunity to submit a proposal to provide a new Performance Evaluation System to the City of Madison using Evergreen's "Job Performance Tracker Tool". This tool provides most of the same components of the typical performance evaluation process but automates and digitizes the collection, analysis, and reporting. The major elements of the system include:

- competency-based performance management tool for employees to use with measurable goals for future evaluation periods.
- online tool with credentialed access for employees, supervisors, and human resource staff.
- automated scoring component that calculates and stores results and incorporates searchable and downloadable databases that make the process accessible for review.
- pay for performance module that automatically calculates compensation changes based on performance score.
- succession planning modules (including 9-box matrix) that assists with preparing for upcoming or recent departures through data-driven approach.
- provide the evaluation procedures and processes that should be followed by employees regarding the new system.

Because this tool is improved on a regular cycle, the City will receive updates at no additional cost as features are updated and added. The system provides the above modules and capabilities at an all-inclusive cost of \$9,500 per year.

We would love the opportunity to continue to work with the City of Madison. If you have any questions or need any additional information, please feel free to contact me at (850) 383-0111 or via email at jeff@consultevergreen.com.

Sincerely,

Jeffrey Ling, PhD, President
Evergreen Solutions, LLC