

**First Reading: 01/27/2025**  
**Bill No.: 25-06**

**Second Reading: 02/10/2025**  
**Ordinance No.: 250127B**

**AN ORDINANCE OF THE BOARD OF ALDERMEN OF THE CITY OF WILLARD, MISSOURI, ESTABLISHING A NEW PERFORMANCE EVALUATION POLICY FOR THE EMPLOYEES OF THE CITY OF WILLARD, MISSOURI**

**WHEREAS**, the policy rewards employees who demonstrate exemplary performance (ratings of 4 and 5), while providing targeted support for those needing improvement; and

**WHEREAS**, supervisors and employees will work collaboratively to set goals, measure progress, and ensure performance expectations as clear; and

**WHEREAS**, merit raises are contingent upon available funds, providing the City with greater control over payroll expenses, especially during tight budget years; and

**WHEREAS**, centralized review by the Human Resources Director and City Administrator ensures evaluation standards are applied uniformly across all departments; and

**WHEREAS**, midpoint and ad hoc evaluations provide opportunities for ongoing feedback, fostering professional growth and alignment with City objectives.

Read two times and passed at a meeting of the Board of Aldermen of the City of Willard, Missouri, on the **10th day of February 2025**.

Approved By: \_\_\_\_\_  
Troy Smith, Mayor

Attested By: \_\_\_\_\_  
Rebecca Hansen, City Clerk

Approved as Form: \_\_\_\_\_  
Nate Dally, City Attorney