

City of Greeley, Colorado
CITY COUNCIL SUBCOMMITTEE
Review Procedures for Council Direct Reports
September 15, 2020

The session began at 5:00 p.m. and was held remotely via the City's Zoom platform.

Those present were Mayor John Gates and Councilmembers Michael Fitzsimmons and Brett Payton. Also present were Cheryl Aragon, Interim City Clerk; Maria Gonzalez-Estevez, Human Resources Director; Abbie Ponitowski, Assistant to the City Manager; and Paul Fetherston, Assistant City Manager.

Ms. Gonzalez-Estevez provided the history and background of the process the Council has followed for reviewing the performance of the City Manager, City Attorney, and Municipal Court Judge who all report to the City Council. The Mayor and Councilmembers also shared their experiences with this process.

Mayor Gates noted a need and desire for refreshing the forms used and the process itself, but noted that the self-evaluation completed by the direct reports is very useful.

With regard to goals, Mayor Gates shared that typically, each of the direct reports set their goals, and then the Council vets those. It was agreed that additional accountability for these goals needs to be created going forward.

Councilmember Fitzsimmons stated that it would be nice to get a broader view of all three direct reports, but especially the City Attorney and the Municipal Court Judge.


Ms. Gonzalez-Estevez advised that all three of Councils direct reports will be invited to this subcommittee meeting in late October to talk about the process.

There was also some discussion about automating the the process and the forms, and Councilmembers were generally supportive of that.

Overall, Councilmembers expressed that the process is good and that some areas could be enhanced, and that some additional opportunities to interact with all three direct reports should be created.

It was noted that the next meeting will be October 6, 2020, at 5:00 p.m., again via the City's Zoom platform.

There being no further business to discuss at this meeting, it was adjourned at 5:39 p.m.



Cheryl Aragon, Interim City Clerk