



16-453

TITLE: Performance Management Program Review

COUNCIL GOAL: Operational Excellence

MEETING DATE: May 2, 2016

DEPARTMENT: City Manager's Office

CONTACT: Chandler Merritt

RECOMMENDED CITY COUNCIL ACTION:

- Discuss and provide feedback.

ITEM SUMMARY:

- This is a review of the current performance management system as implemented during FY2016 and the subsequent individual performance processes put in place by individual departments.
- This presentation also includes information on a new system which is being reviewed to potentially implement going forward to better meet the performance needs of the City of McKinney.

BACKGROUND INFORMATION:

- At the beginning of FY2016, the City of McKinney implemented a performance management plan to begin assessing city performance from a city wide level.
- The City began by using the ICMA Insights system for this purpose measuring several hundred key performance indicators (KPI's).
- The City continues to use this system currently, but is reviewing its options on how to best measure its performance in the future.

SUPPORTING MATERIALS:

[Presentation](#)