

## COTAPSA Performance Pay Survey

Over the past months COTAPSA has been contacted by members who have expressed concerns and frustration regarding how performance evaluations are/were handled. To assist us in our deliberations with the City, we are asking members to respond to this **confidential** survey. Our findings will be put in a report to be shared with City HR staff but your name will not be used in any way.

Our findings will be put in a report to be shared with City HR staff.

1. What is your division/cluster?
2. Did you complete your 2016 performance planner and set your 2017 objectives?  
Yes/No  
If so, what month?
3. Were you satisfied with your 2016 performance evaluation/rating?
4. Did you have a mid-year performance review?  
Yes/No  
If so what month?
5. Did you have a fulsome one-on-one meeting with your immediate manager to discuss your 2016 performance?
6. After having your mid-year evaluation, were you surprised by the performance rating you received?
7. Did you have ongoing discussion during the review period either verbally or documented?
8. Were you given a performance rating in advance of City Council approving the budget, if so did your performance rating change afterwards?
9. What was your 2016 performance rating? 0%, 1%, 2.5% 4.5%