

Performance Measurement and Data Analysis



Purpose

The City is committed to being a high performance organization. To this end, the City is committed to measuring its results, comparing these results to appropriate benchmarks and continuously improving its operations by analyzing data to inform decision-making.

Coverage

This policy applies to all employees of the City of Loveland, except City Council members.

Policy

Employees shall look for ways to measure results, quantitatively and qualitatively.

- 1) Data shall be gathered to assess performance. Data shall be accurate, to the best of the City's ability.
- 2) Each year, each department shall submit to the City Manager's Office performance measurement data and information as part of the City's annual budget process and to meet the deadlines of the International City/County Management Association's Center for Performance Measurement. Deadlines shall be established by the City Manager annually.
- 3) Each department shall search for appropriate benchmarks within its field of operations and shall strive to measure results against these benchmarks.
- 4) Because of the importance of accurate data and information in this process, employees who knowingly misrepresent data shall face discipline, up to and including termination.

Tom Carroll, City Manager: 

Effective Date: 3-21-200