



Coaching and Employee Performance Management

May 11, 2021

Introductions

- Mayor's Office: Jared Jeffries, Public Safety Policy Aide to Mayor Jacob Frey
- Human Resources: Chief Human Resources Officer Patience Ferguson
- Minneapolis Police Department: Chief Medaria Arradondo and Deputy Chief Amelia Huffman
- City Attorney's Office: City Attorney Jim Rowader, Assistant City Attorney Joel Fussy, and Assistant City Attorney Trina Chernos



Coaching at the City of Minneapolis and by other MN public employers

- 1. HUMAN RESOURCES PERSPECTIVE - CHRO**
- 2. COACHING DEFINED AND ITS PURPOSE**
- 3. COACHING IS USED ACROSS THE CITY ENTERPRISE-
NOT JUST IN MPD**
- 4. HOW COACHING IS USED ACROSS MN/OTHER
JURISDICTIONS**
- 5. EXPLANATION OF HOW HR VIEWS COACHING AND
OTHER NON-DISCIPLINARY ACTIONS VS.
DISCIPLINE**

List of non-disciplinary corrective actions

- ❖ Coaching, suggesting more appropriate behavior for handling the incident and discussing future expectations for the employee
- ❖ Counseling
- ❖ Training
- ❖ Other Non-disciplinary actions which will help correct the employee's behavior

How Coaching is Applied in the MPD

- 1. COACHING IS NOT DISCIPLINE; IT IS DESIGNED TO IMPROVE EMPLOYEE PERFORMANCE**
- 2. EXAMPLES OF CIRCUMSTANCES IN WHICH COACHING IS USED**
- 3. MPD POLICY 2-112 OUTLINES THE NON-DISCIPLINARY COACHING PROCESS, CONSISTENT WITH PRIOR LANGUAGE IN DISCIPLINE MANUAL AND MATRIX**
- 4. COMPLAINTS ARE REVIEWED BY THE JOINT IA & OPCR SUPERVISOR TEAM AND REFERRED FOR INVESTIGATION AND FOLLOW-UP BY A SUPERVISOR WITHIN 30 DAYS; CONTINUED PERFORMANCE ISSUES MAY BECOME DISCIPLINARY**

Legal Implications of Coaching

- 1. CITY ATTORNEY'S OFFICE: LEGAL NUANCE OF COACHING**
- 2. REFERENCES TO DISCIPLINE IN STATE LAW AND TO COACHING IN ORDINANCE**
- 3. WHY COACHING OF EMPLOYEES IS NOT PUBLIC**





Questions & Answers