Legislation Details (With Text)

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Annual Performance, Salary, and Benefits Review for the City Manager (B)

Russ Blackburn began service as the Gainesville City Manager on September 6, 2005. As part of an ongoing effort to assist the Charter Officers to continuously improve performance, the City Commission provides feedback on the performance of each Charter Officer annually.

At the August 22, 2006 Personnel and Organizational Structure Committee (P&O) meeting, the Charter Officer performance standards and process was discussed. The P&O Committee recommended that each Charter Officer prepare a self assessment, and that the self assessment and comparable compensation be provided to the City Commission.

In preparation for this year's performance review, the City Manager provided to the City Commission an assessment of the past year, highlighting administrative and leadership accomplishments. In addition, individual meetings were scheduled with each Commissioner to allow the Commissioners the opportunity to discuss their observations, concerns, and suggestions on a one-on-one basis, if appropriate. The annual performance review provides an opportunity for the Commission to provide feedback and suggestions of past and future performance issues, and to adjust, if appropriate, the compensation and benefits of the Charter Officer, as warranted.

Funding for salary increases are included in the FY 07 budget.

The City Commission review the salary and benefits of the City Manager and make any changes deemed appropriate.