



Legislation Details (With Text)

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Charter Officer Performance Reviews (NB)

On April 4th, the City Attorney on behalf of the Charter Officers sent an email informing the City Commission that by April 30, 2018, each of the Charter Officers who served during the FY2017 period (the General Manager for Utilities, the City Manager, the City Auditor and the City Attorney) would submit their performance report for the FY2017 period to each Commissioner for his/her review. If they desired, each Commissioner met with individual Charter Officers to provide feedback on their performance. As MAP (Management, Administrative and Professional) employees in the organization received a \$1590 cost of living adjustment for FY 2017 in lieu of any merit-based pay increases, the General Manager for Utilities, the City Manager, the City Auditor and the City Attorney propose that the Commission authorize that same cost of living adjustment in lieu of any merit-based pay increase. In addition, the Charter Officers will include the topic of annual Charter Officer performance reviews in our upcoming policy/legislative process discussions with the Commission, as we believe it would be beneficial to establish a timeline and process to guide future Charter Officer performance reviews, just as we have for other employees in the organization.

Providing the cost of living adjustment to the 4 Charter Officers who served during FY2017 has a fiscal impact of \$6,360; funds for this adjustment are available in the current year budget.

Direct the Human Resources Department to process a \$1590 cost of living adjustment, in lieu of any merit-based pay increase for FY2017 performance, for the General Manager for Utilities, the City Manager, the City Auditor and the City Attorney.