



Legislation Details (With Text)

**File #:** 130802.      **Version:** 1      **Name:**  
**Type:** Discussion Item      **Status:** Passed  
**File created:** 3/11/2014      **In control:** City Commission  
**On agenda:** 4/3/2014      **Final action:** 4/3/2014  
**Title:** Charter Officers' Annual Performance Evaluations for the Past Fiscal Year Ending September 30, 2103 (B)

This is to review the Performance of the Charter Officers for the past fiscal year ending September 30, 2013. \*ESTIMATED STAFF PRESENTATION 5 MINUTES\*

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 130802\_2014 Charter Officer Market Data\_20140320.pdf

Date	Ver.	Action By	Action	Result
4/3/2014	1	City Commission	Approved, as shown above	Pass

**Charter Officers' Annual Performance Evaluations for the Past Fiscal Year Ending September 30, 2103 (B)**

**This is to review the Performance of the Charter Officers for the past fiscal year ending September 30, 2013. \*ESTIMATED STAFF PRESENTATION 5 MINUTES\***

The City Commission evaluates the Performance of the Charter Officers on an annual basis. This review covers the last fiscal year, ending September 30, 2013. Each Charter Officer has provided a report to the City Commission on the accomplishments of his/her areas of responsibility and other supporting documentation.

Every three years, the Human Resources Department provides market pay data collected for each position. The data gathered for Charter Officers in the recent Milliman Compensation Study is provided as backup.

During this same review period, the average pay increase for all other City employees was 1.5%.

Salary increases for the Charter Officers are budgeted in a personal services contingency account. The cost to provide a 1.5% increase to the Charter Officers, excluding the Interim General Manager-Utilities, is \$9,886.

The City Commission review the performance of each Charter Officer and establish appropriate performance ratings and pay increases for 2014 to be effective on Monday of the first full pay period, January 6, 2014.