File #:	180657.	**Version:** 2	**Name:**		
Type:	Discussion Item		**Status:**	Passed	
File created:	1/8/2019		**In control:**	City Manager	
On agenda:	2/21/2019		**Final action:**	2/21/2019	
Title:	Charter Officers' Annual Performance Evaluation Process (B)				
Sponsors:					
Indexes:					
Code sections:					
Attachments:	1. NEW_180657_FY18 Charter Officer Performance Review Overall Score Summary Form_20190221.pdf, 2. NEW_180657_FY19 Charter Officer Performance Evaluation Form_20190221.pdf				

Date	Ver.	Action By	Action	Result
2/21/2019	2	City Commission	Approved, as shown above	Pass
2/7/2019	1	City Commission	Approved, as shown above	

..Title
Charter Officers' Annual Performance Evaluation Process (B)

The City Commission evaluates the performance of the Charter Officers on an annual basis. This review covers the last fiscal year ending September 30, 2018. Each Charter Officer was asked to provide a report to, and discuss with, the City Commission the accomplishments of his/her areas of responsibility for that period. Based upon this discussion, the Commission was to provide ratings and comments on each Charter Officers' performance during the year. During the February 7th City Commission meeting, a motion was made to authorize raises for Charter Officers, the motion failed by a vote of 3-4. Therefore, no raises will be given to the Charter Officers for FY18.

A second motion was made and seconded to move the balance of item discussion surrounding the Charter Officer Performance Evaluation Process to the next City Commission meeting on February 21st. The discussion will continue on how best to engage in the Charter Officer performance evaluation process moving forward.

None

The City Commission engage in a discussion with Human Resources regarding the Charter Officer performance evaluation timeline and scoring criteria and to provide consistency and clarity to the Charter Officer evaluation process overall.