



Legislation Details (With Text)

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**Title:** Charter Officers' Annual Performance Evaluations and Consideration of Pay Increases (B)

The City Commission evaluate the performance of the Charter Officers from October 1, 2015 - September 30, 2016, and consider pay increases for the Charter Officers.

**Sponsors:**

**Indexes:**

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**Attachments:** 1. 160648\_Summary Form\_20170202.pdf

Date	Ver.	Action By	Action	Result
2/2/2017	1	City Commission	Approved, as shown above	Pass

**Charter Officers' Annual Performance Evaluations and Consideration of Pay Increases (B)**

**The City Commission evaluate the performance of the Charter Officers from October 1, 2015 - September 30, 2016, and consider pay increases for the Charter Officers.**

The City Commission evaluates the performance of the Charter Officers on an annual basis. This review covers the last fiscal year ending September 30, 2016. Each Charter Officer was asked to provide a report to, and discuss with, the City Commissions the accomplishments of his/her areas of responsibility for that period.

Market pay data for each Charter Officer was gathered from peer cities and utilities. Salary information is provided as backup.

During this same review period, the average pay increase for other City employees was 2%.

Salary increases for the Charter Officers are budgeted in a personal services contingency account. The cost to provide a 2% increase to the Charter Officers as budgeted is \$19,222. A 2% increase was approved in the FY'17 budget.

The City Commission: 1) review the performance of each Charter Officer and establish appropriate performance ratings; and 2) consider pay increases for 2017.