# City of Gainesville

## Legislation Details (With Text)

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| **File #:** | 150789. | **Version:** 1 | **Name:** | |
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| **File created:** | 2/29/2016 | | **In control:** | City Commission |
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**Title:** Charter Officers' Annual Performance Evaluations and Pay Increases (B)

The City Commission evaluate the performance of the Charter Officers from October 1, 2014 - September 30, 2015, and approve pay increases for the Charters. **ESTIMATED STAFF PRESENTATION 5 MINUTES**

**Sponsors:**

**Indexes:**

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**Attachments:** 1. 150789_Comparison Table_20160407.pdf

| Date | Ver. | Action By | Action | Result |
|---|---|---|---|---|
| 4/7/2016 | 1 | City Commission | Approved, as shown above - See Motion(s) | |

## Charter Officers' Annual Performance Evaluations and Pay Increases (B)

**The City Commission evaluate the performance of the Charter Officers from October 1, 2014 - September 30, 2015, and approve pay increases for the Charters. **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, 2015. Each Charter Officer who was employed during the rating period was asked to provide a report to the City Commission on the accomplishments of his/her areas of responsibility for that period.

Market pay data was gathered for Charter Officers in the 2012 Milliman Compensation Study and has been adjusted to January 2016. Salary information is provided as backup.

During this same review period, the average pay increase for all 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, and pro-rated for length of service during the evaluation period, is $8,046. The 2% increase was approved in the FY16 budget.

The City Commission: 1) review the performance of each Charter Officer; 2) establish appropriate performance ratings; and 3) consider pay increases for 2016.