



## Legislation Details (With Text)

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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, 2018 - September 30, 2019, and approve pay increases for the Charters.

**Sponsors:**

**Indexes:**

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**Attachments:** 1. 190656A\_Charter Officer Performance Evaluation Form\_20191203.pdf, 2. 190656B\_Performance Management Guidance Charters\_20191203.pdf, 3. 190656C\_Charter Officer Accomplishments\_20191203.pdf, 4. 190656 D\_Charter Eval Overall Ratings\_20191203.pdf, 5. 190656D\_FY19 Charter Officer Performance Evaluation Score Tally Sheet\_20191203.pdf, 6. 190656F\_Charter Officer Salary Info and Merit Calculator\_20191203.pdf, 7. 190656E\_FY19 Charter Officer Annual Performance Evaluation Forms\_20191203.pdf

Date	Ver.	Action By	Action	Result
12/3/2019	1	City Commission	Approved, as shown above	

..Title

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

**The City Commission evaluate the performance of the Charter Officers from October 1, 2018 - September 30, 2019, and approve pay increases for the Charters.**

The City Commission evaluates the performance of the Charter Officers on an annual basis. This review covers the last fiscal year ending September 30, 2019. 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.

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 approximately \$15,000. The 2% increase was approved in the FY20 budget.

The City Commission: 1) review the performance of each Charter Officer; 2) establish appropriate performance ratings; and 3) consider pay increases for FY19.

