



City of Gainesville Agenda Item Report

File Number: 2025-55

Agenda Date: January 16, 2025

Department: Human Resources Department

Title: 2025-55 Charter Officers' Annual Performance Evaluations and Pay Increases (B)

Department: Human Resources Department

Description: The City Commission evaluate the performance of the Charter Officers from October 1, 2023 - September 30, 2024, and approve pay increases for the Charters.

Fiscal Note: Salary increases for the Charter Officers are budgeted in a personal services contingency account. The cost to provide a 3.0% increase to the Charter Officers as budgeted, and pro-rated for length of service during the evaluation period is approximately \$30,790.53. The 3.0% increase was approved in the FY24 budget.

Explanation: The City Commission evaluates the performance of the Charter Officers on an annual basis. This review covers the last fiscal year ending September 30, 2024. 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.

Strategic Connection:

- Goal 1: Equitable Community
- Goal 2: More Sustainable Community
- Goal 3: A Great Place to Live and Experience
- Goal 4: Resilient Local Economy
- Goal 5: "Best in Class" Neighbor Services

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