

**Lee County Board Of County Commissioners
Agenda Item Summary**

Blue Sheet No. 20041085

1. REQUESTED MOTION:

ACTION REQUESTED:

Board to determine and award the appropriate pay-for-performance increases for the Contract Employees (County Manager, Chief Hearing Examiner, and Hearing Examiner) based on the individual evaluations completed by each Commission member.

WHY ACTION IS NECESSARY:

To remain consistent with the County philosophy of pay-for-performance throughout the entire employee team.

WHAT ACTION ACCOMPLISHES:

This will reinforce the fact the Board supports pay-for-performance throughout the organization regardless of the employee's level, and it rewards the Contract Employees for their performance and contributions to the organization in fiscal year 2003-2004.

2. DEPARTMENTAL CATEGORY:

COMMISSION DISTRICT #: Countywide AlbA

MEETING DATE:

09-21-2004

4. AGENDA:

- CONSENT
- ADMINISTRATIVE
- APPEALS
- PUBLIC
- WALK ON
- TIME REQUIRED:

5. REQUIREMENT/PURPOSE:

- (Specify)
- STATUTE
 - ORDINANCE
 - ADMIN. CODE
 - OTHER

6. REQUESTOR OF INFORMATION:

- A. COMMISSIONER _____
- B. DEPARTMENT Human Resources
- C. DIVISION _____
- BY: Charlotte Veaux
Charlotte Veaux

7. BACKGROUND:

All employees are evaluated annually for their performance in the preceding year. Management employees typically are evaluated on a fiscal year basis since their goals and objectives are tied to the overall objectives of the Board of County Commissioner that are presented for each fiscal year. It has been the standing practice of the County to apply strict pay-for-performance; this means that employees will be rewarded only for their performance in the preceding year. It is the understanding of all County employees that performance increases are not automatic and that the same increase is not automatically conferred upon each employee each year.

8. MANAGEMENT RECOMMENDATIONS:

Follow Board's direction

9. RECOMMENDED APPROVAL:

A Department Director	B Purchasing or Contracts	C Human Resources	D Other	E County Attorney	F Budget Services				G County Manager
					OA	OM	Risk	GC	
<i>Charlotte Veaux</i>		<i>Charlotte Veaux</i>		<i>[Signature]</i> 8/20/04	<i>RK</i> 8/20	<i>[Signature]</i> 8/26/04	<i>SS</i> 8/28/04	<i>[Signature]</i> 8/23/04	<i>[Signature]</i>

10. COMMISSION ACTION:

- APPROVED
- DENIED
- DEFERRED
- OTHER

Rec. by CoAtty
Date: 8/20/04
Time: 10:15
Forwarded To:
Budget
8/20/04 10:20am

RECEIVED BY
COUNTY ADMIN:
8/20/04
11:00 am SLT
COUNTY ADM.N
FORWARDED TO:

H.S.