

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

Blue Sheet No. 20051219

**1. ACTION REQUESTED/PURPOSE:**

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

**2. WHAT ACTION ACCOMPLISHES:**

To remain consistent with the County philosophy of pay-for-performance throughout the entire employee team. 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 2004-2005.

**3. MANAGEMENT RECOMMENDATION:**

Follow Board's direction.

**4. Departmental Category:** 6

**ALP**

- 6. Agenda:**
- Consent
  - Administrative
  - Appeals
  - Public
  - Walk-On

- 7. Requirement/Purpose: (specify)**
- Statute
  - Ordinance
  - Admin. Code
  - Other

**5. Meeting Date:** 09-13-2005

**8. Request Initiated:**  
 Commissioner \_\_\_\_\_  
 Department HUMAN RESOURCES  
 Division \_\_\_\_\_  
 By: DINAH L. LEWIS, DIRECTOR  
HUMAN RESOURCES

**9. 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 are tied to the overall objectives of the Board of County Commissioners 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.

**10. Review for Scheduling:**

Department Director	Purchasing or Contracts	Human Resources	Other	County Attorney	Budget Services				County Manager/P.W. Director
					Analyst	Risk	Grants	Mgr.	
					<i>8/30</i>	<i>8/30</i>	<i>8/30</i>	<i>8/30</i>	<i>[Signature]</i>

**11. Commission Action:**

- Approved
- Deferred
- Denied
- Other

*8/29/05 8:35am*  
*Admin.*  
*8-29-05*

RECEIVED BY  
 COUNTY ADMIN: *FA*  
8/30 9:45  
 COUNTY ADMIN  
 FORWARDED TO: *TL*  
8/31/05  
*3/2/05*