

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

Blue Sheet No. 20060044

1. ACTION REQUESTED/PURPOSE:

Board to determine and award the appropriate pay-for-performance increase for Contract Employee David Owen (County Attorney) 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 Board's support of pay-for-performance throughout the organization regardless of the employee's level; and reward the Contract Employee for his performance and contributions to the organization during the past year.

3. MANAGEMENT RECOMMENDATION:

Follow Board's direction.

4. Departmental Category: <u>06</u> <u>AGA</u>		5. Meeting Date: <u>01-31-2006</u>
6. Agenda: <input type="checkbox"/> Consent <input checked="" type="checkbox"/> Administrative <input type="checkbox"/> Appeals <input type="checkbox"/> Public <input type="checkbox"/> Walk-On	7. Requirement/Purpose: (specify)	
	<input type="checkbox"/> Statute	
	<input type="checkbox"/> Ordinance	
	<input type="checkbox"/> Admin. Code	
	<input checked="" type="checkbox"/> Other	
		8. Request Initiated: Commissioner _____ Department <u>HUMAN RESOURCES</u> Division _____ By: <u>DINAH L. LEWIS, DIRECTOR</u> <u>HUMAN RESOURCES</u>

9. Background:

The County Attorney's employment contract provides for a performance evaluation after one year, which ends January, 2006. Adjustment to the employee's salary is based on the performance evaluations completed by the Board members.

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.	

11. Commission Action:

- Approved
- Deferred
- Denied
- Other