

CARRYOVER #1

Lee County Board Of County Commissioners Agenda Item Summary

Blue Sheet No. 20041085

1. REQUESTED MOTION:

MOTION 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:

MEETING DATE:

09-28-2004

COMMISSION DISTRICT #:

Countywide

4. AGENDA:

5. REQUIREMENT/PURPOSE:

(Specify)

6. REQUESTOR OF INFORMATION:

CONSENT

ADMINISTRATIVE

APPEALS

PUBLIC

WALK ON

TIME REQUIRED:

STATUTE

ORDINANCE

ADMIN. CODE

OTHER

A. COMMISSIONER

B. DEPARTMENT

Human Resources

C. DIVISION

BY: Charlotte Veaux

Charlotte Veaux

7. BACKGROUND:

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>[Signature]</i> 8/23/04	<i>[Signature]</i> 8/23/04

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 a.m. SLT

COUNTY ADMIN

FORWARDED TO:

RK

HS

CO#7

MEMORANDUM
From
The Office of
JOHN E. ALBION
BOARD OF COUNTY COMMISSIONERS
DISTRICT #5

DATE: September 14, 2004

TO: BOCC Districts 1, 2, 3, & 4

FROM: Chris Berry, District #5
John E. Albion, Chairman
District #5

RE: BOCC Meeting of September 21st - Admin item 6-A

Please be informed that due to Commissioner Albion's absence from the above mentioned meeting, it was determined that this item requires the approval of the full board. Therefore, Commissioner Albion is requesting that this item be deferred until the September 28th BOCC Meeting.

We apologize for this inconvenience and appreciate your consideration in this matter.

- CC: Don Stilwell, County Mgr.
- Bill Hammond, Deputy County Mgr.
- Holly Schwartz, Ass't. County Mgr.
- Pete Winton, Ass't. To the County Mgr.
- Bob Gray, Deputy County Attorney
- Jim Lavender, Public Works Director
- Diana Parker, Hearing Examiner
- Lisa Pierce, Minutes
- Libby Walker, Public Resources

*on recap
09-15-04
[Signature]*

04 SEP 14 PM 1:43

04 SEP 14 PM 1:43