



City of Oregon City

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Staff Report

File Number: 17-682

Agenda Date: 1/3/2018

Status: Consent Agenda

To: City Commission

Agenda #: 8d.

From: Human Resources Director Jim Loeffler

File Type: Report

SUBJECT:

City Manager Merit Pay for Performance

RECOMMENDED ACTION (Motion):

Staff requires City Commission approval to process a proposed four percent (4.0%) merit payment based on the City Manager's accomplishments and performance the past year. Merit Pay for Performance was discussed and consensus reached during the City Manager's annual performance evaluation at the December 20, 2017 Executive Session. Payment is a percentage of annual base salary.

BACKGROUND:

The City Manager's annual evaluation was conducted on December 20, 2017. As part of the evaluation, the Commission discussed appropriate levels of compensation to recognize the City Manager's accomplishments of Commission Goals and the City's overall performance the past twelve months. Any compensation adjustment was metered within the constraints of the current economic environment and budget. The Commission reached consensus that a four percent (4.0%) merit payment for performance was deserved and appropriate. If approved, the merit payment will be processed with the January 31st payroll.

BUDGET IMPACT:

Amount: None- Five percent (5%) merit pay was budgeted in the Commission approved and adopted budget. Approved amount is less than budgeted.

FY(s): FY 2017-18

Funding Source: General Fund