



City of Oregon City

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Staff Report

File Number: 14-233

Agenda Date: 4/16/2014

Status: Consent Agenda

To: City Commission

Agenda #: 8c.

From: Human Resources Director Jim Loeffler

File Type: Report

SUBJECT:

City Manager Merit Pay for Performance - Merit Payment

RECOMMENDED ACTION (Motion):

Staff requires City Commission approval to process a proposed four percent (4%) single merit payment based on the City Manager's accomplishments and performance the past twelve months. Merit Pay for Performance was discussed and consensus reached during the City Manager's annual performance evaluation at the April 2, 2014 Executive Session. Payment is a percentage of annual base salary.

BACKGROUND:

The City Manager's annual evaluation was conducted on April 2, 2014. 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%) merit payment for performance was deserved and appropriate. This merit payment will be processed with the April 30th payroll.

BUDGET IMPACT:

Amount: None - Four percent (4%) merit pay was budgeted for in the Commission approved and adopted budget.

FY(s): FY 2014

Funding Source: General Fund