



## CITY COMMISSION STAFF REPORT

**DEPARTMENT:** Administration

**DATE:** July 22, 2025

**SUBJECT:** Review and Approval of the City Manager's Yearly Evaluation and Salary Increase. - **Administration**

### **BACKGROUND OF ITEM:**

Pursuant to the employment contract between the City of Cooper and the City Manager, Alex Rey, attached you will find the Performance Evaluations completed to date for the City Manager.

The City Manager's current rate of pay is \$234,780 per year. Per section 5.3 of his contract with the City, The Commission shall evaluate the City Manager's performance to determine if any adjustments in annual salary or benefits are appropriate. Per the terms of Section 6 of the agreement, any additional adjustments in said annual salary or benefits shall be based upon the results of the performance evaluations.

### **ANALYSIS:**

Based on the attached City Managers' salary survey, the Commission shall evaluate if the City Manager's annual salary and benefits are appropriate.

### **STRATEGIC PLAN:**

Per section 6.2 of the City Manager's contract, prior to the beginning of the fiscal year, the City Commission and the City Manager may define goals and performance objectives determined necessary for the proper operation of the City.

### **ATTACHMENTS:**

1. Evaluation completed by Mayor James Curran
2. Evaluation completed by Commissioner Ryan Shrouder
3. Evaluation completed by Commissioner Jeremy Katzman
4. Evaluation completed by Commissioner Lisa Mallozzi
5. Evaluation completed by Commissioner Jason Smith
6. Evaluation completed by Former Commissioner Jeff Green
7. City Manager's Salary Survey
8. City Manager's Accomplishments