



City of Eustis

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TO: EUSTIS CITY COMMISSION

FROM: Tom Carrino, City Manager

DATE: October 14, 2025

RE: City Manager's Annual Evaluation

Introduction:

Annually, the City Commission is required to review the performance of the City Manager. Some of the City Commissioners have met individually with the City Manager to provide input on his performance over the past year, and additional comments are expected to be made at the City Commission meeting on October 23, 2025.

In accordance with the City Manager's contract, the salary of the City Manager may be increased from time to time by majority vote of the City Commission. This discussion is usually conducted during the City Manager's performance evaluation. For your information, effective October 1, 2025, all City employees who met or exceeded performance standards were approved for a five percent wage increase, plus an annual increase of \$1,000. This wage increase is not automatically given to the City Manager.

The City Manager's current annual salary is \$189,034.00. If the City Commission were to provide the City Manager with the same increases given to other employees, his salary would increase to \$199,485.70.

Effective October 1, 2025, the salaries for area City Managers are listed below:

Clermont- \$192,004.08
Leesburg- \$251,638.40
Mount Dora- \$201,504.16
Tavares- \$246,869.42

Recommended Action:

It is recommended that the City Commission discuss the performance of the City Manager and determine if performance goals or objectives should be revised for the next evaluation period.

Budget/Staff Impact:

The cost of any salary increase would be based on the decision of the Commission. There is no impact on staff other than processing any change in compensation approved by the Commission.

Prepared By:

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Reviewed By:

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