



City of Eustis

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TO: EUSTIS CITY COMMISSION
FROM: TOM CARRINO, CITY MANAGER
DATE: SEPTEMBER 21, 2023
RE: CITY MANAGER'S PERFORMANCE EVALUATION

Introduction:

Annually, the City Commission is required to review the performance of the City Manager. 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 September 21, 2023

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, 2022 all City employees that met or exceeded performance standards were approved for a four percent wage increase, plus a two percent longevity increase, if they had at least four years of employment with the City of Eustis. The City Manager did not receive that increase. Effective October 1, 2023 the City Commission has tentatively approved a five percent increase for all City employees, plus an annual increase of \$1,000. This wage increase is not automatically given to the City Manager.

On November 18, 2021 the City Commission last voted to increase Mr. Carrino's salary to \$160,000. If the City Commission were to provide the City Manager with the same increases given to other employees in October 2022 and October 2023, his salary would increase to \$179,080.

Effective October 1, 2023, the salaries for area City Managers are listed below:

Clermont- \$187,200
Leesburg- \$230,493
Mount Dora- \$196,350
Tavares- \$213,740

Recommendation:

It is recommended 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.

Community Input:

Community input has not been requested; however, the community has the opportunity to provide input during the Commission Meeting.

Prepared by:

Bill Howe, Human Resources Director