

TO: MAYOR AND CITY COUNCIL
FROM: DONALD M. DAVIS, CITY ATTORNEY
SUBJECT: 2015-16 SUPERIOR PERFORMANCE PAY AWARD
DATE: SEPTEMBER 8, 2015

In accordance with the FY2015-16 superior performance pay program and the criteria established, the following superior performance pay award is submitted for consideration at the direction of the City Council:

EMPLOYEE NAME: Douglas R. Prichard, City Manager

This employee received an overall rating in excess of standard performance and completed all goals specified in his most recent annual performance review on August 25, 2015, and therefore, is eligible to receive superior performance pay based on the information provided below:

Exceptional leadership; Sound fiscal management which has led to an increase in local revenues and an improvement in General Fund balances; Representing the City to both the broader community and intergovernmental agencies with the highest degree of professionalism, integrity and competence; Outstanding mentoring and professional development of key management employees necessary to maintain organizational stability.

This action resulted in superior performance based on one or more of the following criteria:

- Outstanding one-time actions;
- Extraordinary efforts involving diligence, courage, patience empathy or creativity;
- Actions normally expected of an employee with a different skill level;
- Actions resulting in substantial cost savings to the City.

APPROVED


John C. Addleman, Mayor

Date: September 8, 2015

Superior performance pay award: \$5,092.00