



# Staff Report

City Commission Regular Meeting

November 13, 2025



**To:** City Commission  
**From:** Liz Mathis, Human Resources Manager  
**Meeting Date:** November 13, 2025  
**Item Name:** City Manager Annual Evaluation

## Background:

The City Manager's contract calls for an annual evaluation:

## Section 14: Performance Evaluation

Employer shall annually review the performance of the Employee subject to a process, form, criteria, and format for the evaluation which shall be determined by Employer. Employer shall make reasonable efforts to conduct this performance review in August of each year or as soon thereafter as reasonably possible.

## Fiscal Impact:

The City Manager's compensation may be adjusted by the City Commission.

## Staff Recommendation:

NA

## Attachments:

1. Com\_. Sherman-City Manager Evaluation
2. Com\_. Sherman- Mr. Martin\_Observations
3. Com\_. Belhumeur-City Manager Evaluation
4. Mayor Kings Evaluation of City Manager
5. Comm Spradley-City Manager Evaluation
6. Com\_. Sherman-City Manager Evaluation
7. Com\_. Sherman- Mr. Martin\_Observations
8. Com\_. Belhumeur-City Manager Evaluation
9. Comm Spradley-City Manager Evaluation
10. Mayor Kings Evaluation of City Manager
11. Comm Cooley -City Manager Evaluation
12. Comm Cunningham - City Manager Review0001



# City of Flagler Beach

## City Manager Performance Evaluation

Name: \_\_\_\_\_

Evaluation Period: October 1, 2024 thru September 30, 2025

### Definition of Ratings

- (1) Unsatisfactory: Consistently does not meet the performance standard.
- (2) Improvement Needed: Occasionally meets the performance standard, seldom exceeds.
- (3) Meets: Performs at the performance standard.
- (4) Exceeds: Consistently meets and often exceeds the performance standard.
- (5) Outstanding: Consistently exceeds the performance standard.

Individually assess performance by rating from (1) to (5) based on the definitions above. Mark N/A if you do not have enough information to rate.

|                                                                                                                                                                                       | Rating | Weight |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| <b>1. Relationship with City Commission</b>                                                                                                                                           |        | 15%    |
| A. Effectively implements policies and programs approved by the City Commission.                                                                                                      |        |        |
| B. Reporting to City Commission is timely, clear, concise and thorough.                                                                                                               |        |        |
| C. Accepts direction/instructions in a positive manner.                                                                                                                               |        |        |
| D. Effectively aids the City Commission in establishing long range goals as determined from the Strategic Plan.                                                                       |        |        |
| E. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc. |        |        |
| F. Provides the City Commission with clear report of anticipated goals.                                                                                                               |        |        |
| G. Has an "open door policy" for Commissioners.                                                                                                                                       |        |        |
| Average score for this category                                                                                                                                                       |        |        |
| Weighted Score                                                                                                                                                                        |        |        |
| Comments:                                                                                                                                                                             |        |        |
|                                                                                                                                                                                       |        |        |
| <b>2. Public Relations</b>                                                                                                                                                            |        | 10%    |
| A. Projects a positive public image.                                                                                                                                                  |        |        |
| B. Is courteous to the public at all times.                                                                                                                                           |        |        |
| C. Maintains effective relations with media representatives.                                                                                                                          |        |        |
| D. Responds to requests from the public in a timely manner.                                                                                                                           |        |        |
| Average score for this category                                                                                                                                                       |        |        |
| Weighted Score                                                                                                                                                                        |        |        |
| Comments: (next page)                                                                                                                                                                 |        |        |
|                                                                                                                                                                                       |        |        |

|                                                                                                                                                               |  |     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----|
|                                                                                                                                                               |  |     |
| 3. Effective Leadership of Staff                                                                                                                              |  | 20% |
| A. Delegates appropriate responsibilities.                                                                                                                    |  |     |
| B. Effective at directing and developing a team of staff members, encouraging decision making, instilling confidence, and emphasizing support.                |  |     |
| C. Initiates programs to motivate staff.                                                                                                                      |  |     |
| D. Initiates programs to enhance the Flagler Beach workplace.                                                                                                 |  |     |
| Average score for this category                                                                                                                               |  |     |
| Weighted Score                                                                                                                                                |  |     |
| Comments:                                                                                                                                                     |  |     |
|                                                                                                                                                               |  |     |
| 4. Fiscal Management                                                                                                                                          |  | 20% |
| A. Prepares realistic annual budget, which is easy to understand.                                                                                             |  |     |
| B. Controls expenditures in accordance with approved budget.                                                                                                  |  |     |
| C. Keeps City Commission informed about revenues and expenditures, actual and projected.                                                                      |  |     |
| D. Ensures the budget addresses the goals and objectives, including readability.                                                                              |  |     |
| Average score for this category                                                                                                                               |  |     |
| Weighted Score                                                                                                                                                |  |     |
| Comments:                                                                                                                                                     |  |     |
|                                                                                                                                                               |  |     |
| 5. Communication                                                                                                                                              |  | 15% |
| A. Facilitates the flow of information regarding Commission policy to the various constituents including the media, public employees and other organizations. |  |     |
| B. Written communications are clear, timely, forthright and encourages feedback.                                                                              |  |     |
| Average score for this category                                                                                                                               |  |     |
| Weighted Score                                                                                                                                                |  |     |
| Comments:                                                                                                                                                     |  |     |
|                                                                                                                                                               |  |     |
| 6. Personal Traits                                                                                                                                            |  | 10% |
| A. Initiative.                                                                                                                                                |  |     |
| B. Openness: Encourages participation in decision making process.                                                                                             |  |     |

|                                                                           |  |     |
|---------------------------------------------------------------------------|--|-----|
| C. Fairness and Impartiality.                                             |  |     |
| D. Creativity.                                                            |  |     |
| E. Visionary.                                                             |  |     |
| Average score for this category                                           |  |     |
| Weighted Score                                                            |  |     |
| Comments:                                                                 |  |     |
|                                                                           |  |     |
| 7. Intergovernmental Affairs                                              |  | 10% |
| A. Maintains effective communication with local, regional, State and Fed. |  |     |
| B. Financial resources (grants) from other agencies are pursued.          |  |     |
| C. Contributions to good government through regular participation.        |  |     |
| D. Lobbies effectively with legislators and State agencies.               |  |     |
| Average score for this category                                           |  |     |
| Weighted Score                                                            |  |     |
| Comments:                                                                 |  |     |
|                                                                           |  |     |

FINAL

- 1.00-1.99 Unsatisfactory
- 2.00-2.99 Improvement Needed
- 3.00-3.99 Meets Job Standards
- 4.00-4.49 Exceeds Job Standard
- 4.5-5.00 Outstanding

|                   |
|-------------------|
| Overall Comments: |
|                   |

|                         |       |            |
|-------------------------|-------|------------|
| Signature of Evaluator: | Date: | 11/04/2025 |
| James P Sherman         |       |            |



## Commissioner Sherman's Observations

### OBSERVATIONS

· Two things that the Manager does now that this Commission Member would like him/her to continue.

1. I would like to see him continuing to engage the residents of Flagler Beach. I want to continue to see the dinner events that he has hosted, games on the green, and other initiatives that I believe strengthen his relationship with the community.
2. I would also like him to continue with this Friday's notes. This is the type of communication and transparency this commission has valued and needed for years.

· Two things the Manager does that this Commission member would like him/her to discontinue or modify.

1. I believe that an area where I feel Mr. Martin could be more assertive is during budget time, to be a bit more assertive, and instead of saying it is our budget, to provide a bit more guidance with potential outcomes and alternatives to matters that the commission might be debating on with the budget.

· Two things the Manager does not do now that this Commission member would like to see him/her do.

1. Create a "data dashboard" or public summary of significant studies, utility trends (water/sewer/stormwater), infrastructure needs, costs, timelines, and current status. This gives citizens a more concrete basis for engaging and asking questions.
2. Develop a clear communications plan: ensure that forthcoming studies, utility rate analyses, budget impacts, etc. are shared proactively in clear language and via multiple channels (website, social media, public forums).

### FUTURE GOALS AND OBJECTIVES

· Specific goals and objectives to be achieved in the next evaluation period:

First, we need a renewed focus on tidal flooding events that impact our residents. It's time for us to begin advocating at the county and state levels for comprehensive studies on tidal flooding originating from the Intracoastal Waterway.

Second, and closely related, is the need to educate our residents on the difference between stormwater flooding and tidal flooding. I believe there is a significant disconnect in our community on this issue, and improving public understanding will help guide more effective solutions.

Finally, I would like Mr. Martin to begin reclaiming and properly managing the city's rights-of-way. These areas are vital to Flagler Beach, and as we continue improving our infrastructure citywide, it's imperative that we address the right-of-way challenges we currently face.

# City of Flagler Beach

## City Manager Performance Evaluation

Name: \_\_\_\_\_

Evaluation Period: October 1, 2024 thru September 30, 2025

### Definition of Ratings

- (1) Unsatisfactory: Consistently does not meet the performance standard.
- (2) Improvement Needed: Occasionally meets the performance standard, seldom exceeds.
- (3) Meets: Performs at the performance standard.
- (4) Exceeds: Consistently meets and often exceeds the performance standard.
- (5) Outstanding: Consistently exceeds the performance standard.

Individually assess performance by rating from (1) to (5) based on the definitions above. Mark N/A if you do not have enough information to rate.

|                                                                                                                                                                                       | Rating | Weight |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| 1. Relationship with City Commission                                                                                                                                                  |        | 15%    |
| A. Effectively implements policies and programs approved by the City Commission.                                                                                                      |        |        |
| B. Reporting to City Commission is timely, clear, concise and thorough.                                                                                                               |        |        |
| C. Accepts direction/instructions in a positive manner.                                                                                                                               |        |        |
| D. Effectively aids the City Commission in establishing long range goals as determined from the Strategic Plan.                                                                       |        |        |
| E. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc. |        |        |
| F. Provides the City Commission with clear report of anticipated goals.                                                                                                               |        |        |
| G. Has an "open door policy" for Commissioners.                                                                                                                                       |        |        |
| Average score for this category                                                                                                                                                       |        |        |
| Weighted Score                                                                                                                                                                        |        |        |
| Comments:                                                                                                                                                                             |        |        |
|                                                                                                                                                                                       |        |        |
| 2. Public Relations                                                                                                                                                                   |        | 10%    |
| A. Projects a positive public image.                                                                                                                                                  |        |        |
| B. Is courteous to the public at all times.                                                                                                                                           |        |        |
| C. Maintains effective relations with media representatives.                                                                                                                          |        |        |
| D. Responds to requests from the public in a timely manner.                                                                                                                           |        |        |
| Average score for this category                                                                                                                                                       |        |        |
| Weighted Score                                                                                                                                                                        |        |        |
| Comments: (next page)                                                                                                                                                                 |        |        |
|                                                                                                                                                                                       |        |        |

|                                                                                                                                                               |  |     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----|
|                                                                                                                                                               |  |     |
| 3. Effective Leadership of Staff                                                                                                                              |  | 20% |
| A. Delegates appropriate responsibilities.                                                                                                                    |  |     |
| B. Effective at directing and developing a team of staff members, encouraging decision making, instilling confidence, and emphasizing support.                |  |     |
| C. Initiates programs to motivate staff.                                                                                                                      |  |     |
| D. Initiates programs to enhance the Flagler Beach workplace.                                                                                                 |  |     |
| Average score for this category                                                                                                                               |  |     |
| Weighted Score                                                                                                                                                |  |     |
| Comments:                                                                                                                                                     |  |     |
|                                                                                                                                                               |  |     |
| 4. Fiscal Management                                                                                                                                          |  | 20% |
| A. Prepares realistic annual budget, which is easy to understand.                                                                                             |  |     |
| B. Controls expenditures in accordance with approved budget.                                                                                                  |  |     |
| C. Keeps City Commission informed about revenues and expenditures, actual and projected.                                                                      |  |     |
| D. Ensures the budget addresses the goals and objectives, including readability.                                                                              |  |     |
| Average score for this category                                                                                                                               |  |     |
| Weighted Score                                                                                                                                                |  |     |
| Comments:                                                                                                                                                     |  |     |
|                                                                                                                                                               |  |     |
| 5. Communication                                                                                                                                              |  | 15% |
| A. Facilitates the flow of information regarding Commission policy to the various constituents including the media, public employees and other organizations. |  |     |
| B. Written communications are clear, timely, forthright and encourages feedback.                                                                              |  |     |
| Average score for this category                                                                                                                               |  |     |
| Weighted Score                                                                                                                                                |  |     |
| Comments:                                                                                                                                                     |  |     |
|                                                                                                                                                               |  |     |
| 6. Personal Traits                                                                                                                                            |  | 10% |
| A. Initiative.                                                                                                                                                |  |     |
| B. Openness: Encourages participation in decision making process.                                                                                             |  |     |

|                                                                           |  |     |
|---------------------------------------------------------------------------|--|-----|
| C. Fairness and Impartiality.                                             |  |     |
| D. Creativity.                                                            |  |     |
| E. Visionary.                                                             |  |     |
| Average score for this category                                           |  |     |
| Weighted Score                                                            |  |     |
| Comments:                                                                 |  |     |
|                                                                           |  |     |
| 7. Intergovernmental Affairs                                              |  | 10% |
| A. Maintains effective communication with local, regional, State and Fed. |  |     |
| B. Financial resources (grants) from other agencies are pursued.          |  |     |
| C. Contributions to good government through regular participation.        |  |     |
| D. Lobbies effectively with legislators and State agencies.               |  |     |
| Average score for this category                                           |  |     |
| Weighted Score                                                            |  |     |
| Comments:                                                                 |  |     |
|                                                                           |  |     |

**FINAL**

- 1.00-1.99 Unsatisfactory
- 2.00-2.99 Improvement Needed
- 3.00-3.99 Meets Job Standards
- 4.00-4.49 Exceeds Job Standard
- 4.5-5.00 Outstanding

|                   |
|-------------------|
| Overall Comments: |
|                   |

|                                   |       |
|-----------------------------------|-------|
| Signature of Evaluator:           | Date: |
| Rick Belhumeur, November 07, 2025 |       |



# City of Flagler Beach

## City Manager Performance Evaluation

Name: **Scott W. Spradley**

Evaluation Period: October 1, 2024 thru September 30, 2025

### Definition of Ratings

- 1) Unsatisfactory: Consistently does not meet the performance standard.
- 2) Improvement Needed: Occasionally meets the performance standard, seldom exceeds.
- 3) Meets: Performs at the performance standard.
- 4) Exceeds: Consistently meets and often exceeds the performance standard.
- 5) Outstanding: Consistently exceeds the performance standard.

Individually assess performance by rating from (1) to (5) based on the definitions above. Mark N/A if you do not have enough information to rate.

|                                                                                                                                                                                       | Rating | Weight |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| <b>Relationship with City Commission</b>                                                                                                                                              |        | 15%    |
| 1. Effectively implements policies and programs approved by the City Commission.                                                                                                      | 4      |        |
| 2. Reporting to City Commission is timely, clear, concise and thorough.                                                                                                               | 4      |        |
| 3. Accepts direction/instructions in a positive manner.                                                                                                                               | 4      |        |
| 4. Effectively aids the City Commission in establishing long range goals as determined from the Strategic Plan.                                                                       | 4      |        |
| 5. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc. | 4      |        |
| 6. Provides the City Commission with clear report of anticipated goals.                                                                                                               | 4      |        |
| 7. Has an "open door policy" for Commissioners.                                                                                                                                       | 5      |        |
| Average score for this category                                                                                                                                                       | 29     | 4.1428 |
| Weighted Score                                                                                                                                                                        |        | 357142 |

Comments:

Dale does a very good job of communicating the status and results of policy actions to the City Commission, both as a Board and individually in our face to face communications. He is always available when I have questions, comments or concerns regarding City policy or activity.

|                                                              |    |      |
|--------------------------------------------------------------|----|------|
| <b>Public Relations</b>                                      |    | 10%  |
| 1. Projects a positive public image.                         | 4  |      |
| 2. Is courteous to the public at all times.                  | 5  |      |
| 3. Maintains effective relations with media representatives. | 5  |      |
| 4. Responds to requests from the public in a timely manner.  | 3  |      |
| Average score for this category                              | 17 | 4.25 |
| Weighted Score                                               |    | 42.5 |

Comments: (next page)

Dale is excellent at his public relations duties and obligations re: the media. Even though his workload is significant and ever growing, I would like to see Dale improve the timeliness of his interactions with members of the community. Success here would in my estimation be well received by the community.

|                                                                                                                                                |  |    |     |
|------------------------------------------------------------------------------------------------------------------------------------------------|--|----|-----|
| Effective Leadership of Staff                                                                                                                  |  |    | 20% |
| A. Delegates appropriate responsibilities.                                                                                                     |  | 4  |     |
| B. Effective at directing and developing a team of staff members, encouraging decision making, instilling confidence, and emphasizing support. |  | 4  |     |
| C. Initiates programs to motivate staff.                                                                                                       |  | 4  |     |
| D. Initiates programs to enhance the Flagler Beach workplace.                                                                                  |  | 4  |     |
| Average score for this category                                                                                                                |  | 16 | 4   |
| Weighted Score                                                                                                                                 |  |    | 80  |

Comments:

Not being privy to staff interactions, it is difficult for me to assess Dale's leadership capabilities with a broad brush. But based on comments made to me by a few staff members whose opinions are credible with me, Dale is a good leader, with any short comings being attributed to Dale's heavy work load. I would ask that Dale continue to strive to have a positive atmosphere for the work place, despite his workload.

|                                                                                          |  |    |      |
|------------------------------------------------------------------------------------------|--|----|------|
| Fiscal Management                                                                        |  |    | 20%  |
| A. Prepares realistic annual budget, which is easy to understand.                        |  | 3  |      |
| B. Controls expenditures in accordance with approved budget.                             |  | 3  |      |
| C. Keeps City Commission informed about revenues and expenditures, actual and projected. |  | 3  |      |
| D. Ensures the budget addresses the goals and objectives, including readability.         |  | 4  |      |
| Average score for this category                                                          |  | 13 | 3.25 |
| Weighted Score                                                                           |  |    | 65   |

Comments:

would like to see Dale work to control to the extent possible, redundant and excessive asks by contractors and consultants, which in turn inflate the budget to a degree. I would like Dale to ensure that change orders are approved prior to the commencement of work. I feel this is an area where Dale can and should easily improve.

|                                                                                                                                                               |  |   |      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--|---|------|
| Communication                                                                                                                                                 |  |   | 15%  |
| A. Facilitates the flow of information regarding Commission policy to the various constituents including the media, public employees and other organizations. |  | 4 |      |
| B. Written communications are clear, timely, forthright and encourages feedback.                                                                              |  | 5 |      |
| Average score for this category                                                                                                                               |  | 9 | 4.5  |
| Weighted Score                                                                                                                                                |  |   | 67.5 |

Comments:

Dale does well in his communication skills with constituents and in his written communications.

|                                                                   |  |   |     |
|-------------------------------------------------------------------|--|---|-----|
| Personal Traits                                                   |  |   | 10% |
| A. Initiative.                                                    |  | 5 |     |
| B. Openness: Encourages participation in decision making process. |  | 4 |     |

|                                 |    |     |
|---------------------------------|----|-----|
| 7. Fairness and Impartiality.   | 4  |     |
| 8. Creativity.                  | 4  |     |
| 9. Visionary.                   | 4  |     |
| Average score for this category | 21 | 4.2 |
| Weighted Score                  |    | 42  |

Comments:

I feel Dale brings a lot to the table with initiative skills and what I see as fair and capable management.

|                                                                           |    |     |
|---------------------------------------------------------------------------|----|-----|
| 10. Intergovernmental Affairs                                             |    | 10% |
| a. Maintains effective communication with local, regional, State and Fed. | 5  |     |
| b. Financial resources (grants) from other agencies are pursued.          | 4  |     |
| c. Contributions to good government through regular participation.        | 5  |     |
| d. Lobbies effectively with legislators and State agencies.               | 4  |     |
| Average score for this category                                           | 18 | 4.5 |
| Weighted Score                                                            |    | 45  |

Comments:

Dale's communication skills with other governmental units is excellent. His interaction with the City's lobbyist is sincere and effective.

FINAL

4.04

- 1.00-1.99 Unsatisfactory
- 2.00-2.99 Improvement Needed
- 3.00-3.99 Meets Job Standards
- 4.00-4.49 Exceeds Job Standard
- 4.5-5.00 Outstanding

Overall Comments:

Dale is doing a very good job. He should strive to improve his timeliness and content in response to resident inquiries and complaints. While I understand Dale has an ever growing workload, the time necessary to be responsive to all residents who interact with him will pay great dividends to his professional status as viewed by the residents and by the Commission, in my opinion. Dale is an excellent advocate for the City and I applaud those efforts. Management of the budget process has been good but I would like to see it improve as we move forward with an ever growing list of priority projects in the works or on the horizon.

Signature of Evaluator:  


Date:  
11/7/2025

# City of Flagler Beach

## City Manager Performance Evaluation

Name: Dale Martin

Evaluation Period: October 1, 2024 thru September 30, 2025

### Definition of Ratings

- (1) Unsatisfactory: Consistently does not meet the performance standard.
- (2) Improvement Needed: Occasionally meets the performance standard, seldom exceeds.
- (3) Meets: Performs at the performance standard.
- (4) Exceeds: Consistently meets and often exceeds the performance standard.
- (5) Outstanding: Consistently exceeds the performance standard.

Individually assess performance by rating from (1) to (5) based on the definitions above. Mark N/A if you do not have enough information to rate.

|                                                                                                                                                                                       | Rating | Weight |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| <b>1. Relationship with City Commission</b>                                                                                                                                           |        | 15%    |
| A. Effectively implements policies and programs approved by the City Commission.                                                                                                      | 3      |        |
| B. Reporting to City Commission is timely, clear, concise and thorough.                                                                                                               | 3      |        |
| C. Accepts direction/instructions in a positive manner.                                                                                                                               | 4      |        |
| D. Effectively aids the City Commission in establishing long range goals as determined from the Strategic Plan.                                                                       | 3      |        |
| E. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc. | 3      |        |
| F. Provides the City Commission with clear report of anticipated goals.                                                                                                               | 3      |        |
| G. Has an "open door policy" for Commissioners.                                                                                                                                       | 4      |        |
| Average score for this category                                                                                                                                                       | 23     | 3.2857 |
| Weighted Score                                                                                                                                                                        |        | 714285 |

Comments:

Dale always has an open door and shares pertinent info as needed.

|                                                              |    |     |
|--------------------------------------------------------------|----|-----|
| <b>2. Public Relations</b>                                   |    | 10% |
| A. Projects a positive public image.                         | 3  |     |
| B. Is courteous to the public at all times.                  | 3  |     |
| C. Maintains effective relations with media representatives. | 3  |     |
| D. Responds to requests from the public in a timely manner.  | 3  |     |
| Average score for this category                              | 12 | 3   |
| Weighted Score                                               |    | 30  |

Comments: (next page)

|                                                                                                                                                                    |    |            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|------------|
| I find Dale to be responsive to all inquires. His responses appear to be courteous at all times.                                                                   |    |            |
| <b>3. Effective Leadership of Staff</b>                                                                                                                            |    | <b>20%</b> |
| A. Delegates appropriate responsibilities.                                                                                                                         | 4  |            |
| B. Effective at directing and developing a team of staff members, encouraging decision making, instilling confidence, and emphasizing support.                     | 4  |            |
| C. Initiates programs to motivate staff.                                                                                                                           | 3  |            |
| D. Initiates programs to enhance the Flagler Beach workplace.                                                                                                      | 3  |            |
| Average score for this category                                                                                                                                    | 14 | 3.5        |
| Weighted Score                                                                                                                                                     |    | 70         |
| Comments:                                                                                                                                                          |    |            |
| To my knowledge staff enjoys the "team" approach that Dale has brought and created.                                                                                |    |            |
| <b>4. Fiscal Management</b>                                                                                                                                        |    | <b>20%</b> |
| A. Prepares realistic annual budget, which is easy to understand.                                                                                                  | 4  |            |
| B. Controls expenditures in accordance with approved budget.                                                                                                       | 3  |            |
| C. Keeps City Commission informed about revenues and expenditures, actual and projected.                                                                           | 3  |            |
| D. Ensures the budget addresses the goals and objectives, including readability.                                                                                   | 3  |            |
| Average score for this category                                                                                                                                    | 13 | 3.25       |
| Weighted Score                                                                                                                                                     |    | 65         |
| Comments:                                                                                                                                                          |    |            |
| Dale created the annual budget book, which I find a wonderful addition to our records-In my opinion clear and concise, fairly easy to read, follow and understand. |    |            |
| <b>5. Communication</b>                                                                                                                                            |    | <b>15%</b> |
| A. Facilitates the flow of information regarding Commission policy to the various constituents including the media, public employees and other organizations.      | 3  |            |
| B. Written communications are clear, timely, forthright and encourages feedback.                                                                                   | 4  |            |
| Average score for this category                                                                                                                                    | 7  | 3.5        |
| Weighted Score                                                                                                                                                     |    | 52.5       |
| Comments:                                                                                                                                                          |    |            |
| Dale implemented Friday Notes to keep all up to date with projects and all things City related.                                                                    |    |            |
| <b>6. Personal Traits</b>                                                                                                                                          |    | <b>10%</b> |
| A. Initiative.                                                                                                                                                     | 4  |            |
| B. Openness: Encourages participation in decision making process.                                                                                                  | 4  |            |

|                                                                                                                                                                            |    |      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|------|
| C. Fairness and Impartiality.                                                                                                                                              | 4  |      |
| D. Creativity.                                                                                                                                                             | 3  |      |
| E. Visionary.                                                                                                                                                              | 4  |      |
| Average score for this category                                                                                                                                            | 19 | 3.8  |
| Weighted Score                                                                                                                                                             |    | 38   |
| Comments:                                                                                                                                                                  |    |      |
| I believe Dale to be a great leader. Offers staff the ability to do their jobs without misdirection and micromanagement. His vision for our City aligns with the majority. |    |      |
| <b>7. Intergovernmental Affairs</b>                                                                                                                                        |    |      |
| A. Maintains effective communication with local, regional, State and Fed.                                                                                                  | 3  | 10%  |
| B. Financial resources (grants) from other agencies are pursued.                                                                                                           | 3  |      |
| C. Contributions to good government through regular participation.                                                                                                         | 4  |      |
| D. Lobbies effectively with legislators and State agencies.                                                                                                                | 3  |      |
| Average score for this category                                                                                                                                            | 13 | 3.25 |
| Weighted Score                                                                                                                                                             |    | 32.5 |
| Comments:                                                                                                                                                                  |    |      |
| I believe that Dale has a good relationship with Edgar which allows for a good team work approach to our Legislators and Representatives.                                  |    |      |

**FINAL**

3.37

- 1.00-1.99 Unsatisfactory
- 2.00-2.99 Improvement Needed
- 3.00-3.99 Meets Job Standards
- 4.00-4.49 Exceeds Job Standard
- 4.5-5.00 Outstanding

|                                                                                                                                                                                                                                                                                         |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Overall Comments:</b>                                                                                                                                                                                                                                                                |
| <p>I enjoy working with Dale. I find his knowledge of municipal government and leading our City invaluable to not only myself, but to our City.</p> <p>I find he is fair in all decisions and is always able to explain or defend his decisions with facts and appropriate details.</p> |

|                                          |                        |
|------------------------------------------|------------------------|
| Signature of Evaluator: Mayor Patti King | Date: November 6, 2025 |
|------------------------------------------|------------------------|

# City of Flagler Beach

## City Manager Performance Evaluation

Name: \_\_\_\_\_

Evaluation Period: October 1, 2024 thru September 30, 2025

### Definition of Ratings

- (1) Unsatisfactory: Consistently does not meet the performance standard.
- (2) Improvement Needed: Occasionally meets the performance standard, seldom exceeds.
- (3) Meets: Performs at the performance standard.
- (4) Exceeds: Consistently meets and often exceeds the performance standard.
- (5) Outstanding: Consistently exceeds the performance standard.

Individually assess performance by rating from (1) to (5) based on the definitions above. Mark N/A if you do not have enough information to rate.

|                                                                                                                                                                                       | Rating | Weight |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| <b>1. Relationship with City Commission</b>                                                                                                                                           |        | 15%    |
| A. Effectively implements policies and programs approved by the City Commission.                                                                                                      |        |        |
| B. Reporting to City Commission is timely, clear, concise and thorough.                                                                                                               |        |        |
| C. Accepts direction/instructions in a positive manner.                                                                                                                               |        |        |
| D. Effectively aids the City Commission in establishing long range goals as determined from the Strategic Plan.                                                                       |        |        |
| E. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc. |        |        |
| F. Provides the City Commission with clear report of anticipated goals.                                                                                                               |        |        |
| G. Has an "open door policy" for Commissioners.                                                                                                                                       |        |        |
| Average score for this category                                                                                                                                                       |        |        |
| Weighted Score                                                                                                                                                                        |        |        |
| Comments:                                                                                                                                                                             |        |        |
|                                                                                                                                                                                       |        |        |
| <b>2. Public Relations</b>                                                                                                                                                            |        | 10%    |
| A. Projects a positive public image.                                                                                                                                                  |        |        |
| B. Is courteous to the public at all times.                                                                                                                                           |        |        |
| C. Maintains effective relations with media representatives.                                                                                                                          |        |        |
| D. Responds to requests from the public in a timely manner.                                                                                                                           |        |        |
| Average score for this category                                                                                                                                                       |        |        |
| Weighted Score                                                                                                                                                                        |        |        |
| Comments: (next page)                                                                                                                                                                 |        |        |
|                                                                                                                                                                                       |        |        |

|                                                                                                                                                               |  |     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----|
|                                                                                                                                                               |  |     |
| 3. Effective Leadership of Staff                                                                                                                              |  | 20% |
| A. Delegates appropriate responsibilities.                                                                                                                    |  |     |
| B. Effective at directing and developing a team of staff members, encouraging decision making, instilling confidence, and emphasizing support.                |  |     |
| C. Initiates programs to motivate staff.                                                                                                                      |  |     |
| D. Initiates programs to enhance the Flagler Beach workplace.                                                                                                 |  |     |
| Average score for this category                                                                                                                               |  |     |
| Weighted Score                                                                                                                                                |  |     |
| Comments:                                                                                                                                                     |  |     |
|                                                                                                                                                               |  |     |
| 4. Fiscal Management                                                                                                                                          |  | 20% |
| A. Prepares realistic annual budget, which is easy to understand.                                                                                             |  |     |
| B. Controls expenditures in accordance with approved budget.                                                                                                  |  |     |
| C. Keeps City Commission informed about revenues and expenditures, actual and projected.                                                                      |  |     |
| D. Ensures the budget addresses the goals and objectives, including readability.                                                                              |  |     |
| Average score for this category                                                                                                                               |  |     |
| Weighted Score                                                                                                                                                |  |     |
| Comments:                                                                                                                                                     |  |     |
|                                                                                                                                                               |  |     |
| 5. Communication                                                                                                                                              |  | 15% |
| A. Facilitates the flow of information regarding Commission policy to the various constituents including the media, public employees and other organizations. |  |     |
| B. Written communications are clear, timely, forthright and encourages feedback.                                                                              |  |     |
| Average score for this category                                                                                                                               |  |     |
| Weighted Score                                                                                                                                                |  |     |
| Comments:                                                                                                                                                     |  |     |
|                                                                                                                                                               |  |     |
| 6. Personal Traits                                                                                                                                            |  | 10% |
| A. Initiative.                                                                                                                                                |  |     |
| B. Openness: Encourages participation in decision making process.                                                                                             |  |     |

|                                                                           |  |            |
|---------------------------------------------------------------------------|--|------------|
| C. Fairness and Impartiality.                                             |  |            |
| D. Creativity.                                                            |  |            |
| E. Visionary.                                                             |  |            |
| Average score for this category                                           |  |            |
| Weighted Score                                                            |  |            |
| Comments:                                                                 |  |            |
|                                                                           |  |            |
| <b>7. Intergovernmental Affairs</b>                                       |  | <b>10%</b> |
| A. Maintains effective communication with local, regional, State and Fed. |  |            |
| B. Financial resources (grants) from other agencies are pursued.          |  |            |
| C. Contributions to good government through regular participation.        |  |            |
| D. Lobbies effectively with legislators and State agencies.               |  |            |
| Average score for this category                                           |  |            |
| Weighted Score                                                            |  |            |
| Comments:                                                                 |  |            |
|                                                                           |  |            |

**FINAL**

- 1.00-1.99 Unsatisfactory
- 2.00-2.99 Improvement Needed
- 3.00-3.99 Meets Job Standards
- 4.00-4.49 Exceeds Job Standard
- 4.5-5.00 Outstanding

|                   |
|-------------------|
| Overall Comments: |
|                   |

|                         |       |
|-------------------------|-------|
| Signature of Evaluator: | Date: |
|                         |       |



# City of Flagler Beach City Manager Performance Evaluation

Name: John Cunningham

Evaluation Period: October 1, 2024

thru September 30, 2025

## Definition of Ratings

- (1) Unsatisfactory: Consistently does not meet the performance standard.
- (2) Improvement Needed: Occasionally meets the performance standard, seldom exceeds.
- (3) Meets: Performs at the performance standard.
- (4) Exceeds: Consistently meets and often exceeds the performance standard.
- (5) Outstanding: Consistently exceeds the performance standard.

Individually assess performance by rating from (1) to (5) based on the definitions above. Mark N/A if you do not have enough information to rate.

| Rating                                                                                                                                                                                | Weight |     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|-----|
| 1. Relationship with City Commission                                                                                                                                                  |        | 15% |
| A. Effectively implements policies and programs approved by the City Commission.                                                                                                      | 2      |     |
| B. Reporting to City Commission is timely, clear, concise and thorough.                                                                                                               | 2      |     |
| C. Accepts direction/instructions in a positive manner.                                                                                                                               | 2      |     |
| D. Effectively aids the City Commission in establishing long range goals as determined from the Strategic Plan.                                                                       | 2      |     |
| E. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc. | 2      |     |
| F. Provides the City Commission with clear report of anticipated goals.                                                                                                               | 2      |     |
| G. Has an "open door policy" for Commissioners.                                                                                                                                       | 2      |     |
| Average score for this category                                                                                                                                                       | 14     | 2   |
| Weighted Score                                                                                                                                                                        |        | 30  |
| Comments:                                                                                                                                                                             |        |     |
| See Overall Comments                                                                                                                                                                  |        |     |
| 2. Public Relations                                                                                                                                                                   |        | 10% |
| A. Projects a positive public image.                                                                                                                                                  | 2      |     |

|                                                              |   |    |
|--------------------------------------------------------------|---|----|
| B. Is courteous to the public at all times.                  | 2 |    |
| C. Maintains effective relations with media representatives. | 2 |    |
| D. Responds to requests from the public in a timely manner.  | 2 |    |
| Average score for this category                              | 8 | 2  |
| Weighted Score                                               |   | 20 |
| Comments: (next page)                                        |   |    |

|                                                                                                                                                |   |     |
|------------------------------------------------------------------------------------------------------------------------------------------------|---|-----|
| See Overall Comments                                                                                                                           |   |     |
| 3. Effective Leadership of Staff                                                                                                               |   | 20% |
| A. Delegates appropriate responsibilities.                                                                                                     | 1 |     |
| B. Effective at directing and developing a team of staff members, encouraging decision making, instilling confidence, and emphasizing support. | 1 |     |
| C. Initiates programs to motivate staff.                                                                                                       | 1 |     |
| D. Initiates programs to enhance the Flagler Beach workplace.                                                                                  | 1 |     |
| Average score for this category                                                                                                                | 4 | 1   |
| Weighted Score                                                                                                                                 |   | 20  |
| Comments:                                                                                                                                      |   |     |
| See Overall Comments                                                                                                                           |   |     |
| 4. Fiscal Management                                                                                                                           |   | 20% |
| A. Prepares realistic annual budget, which is easy to understand.                                                                              | 1 |     |
| B. Controls expenditures in accordance with approved budget.                                                                                   | 1 |     |
| C. Keeps City Commission informed about revenues and expenditures, actual and projected.                                                       | 1 |     |
| D. Ensures the budget addresses the goals and objectives, including readability.                                                               | 1 |     |
| Average score for this category                                                                                                                | 4 | 1   |
| Weighted Score                                                                                                                                 |   | 20  |

|                                                                                                                                                               |   |     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|---|-----|
| Comments:                                                                                                                                                     |   |     |
| See Overall Comments                                                                                                                                          |   |     |
| 5. Communication                                                                                                                                              |   | 15% |
| A. Facilitates the flow of information regarding Commission policy to the various constituents including the media, public employees and other organizations. | 1 |     |
| B. Written communications are clear, timely, forthright and encourages feedback.                                                                              | 1 |     |
| Average score for this category                                                                                                                               | 2 | 1   |
| Weighted Score                                                                                                                                                |   | 15  |
| Comments:                                                                                                                                                     |   |     |
| See Overall Comments                                                                                                                                          |   |     |
| 6. Personal Traits                                                                                                                                            |   | 10% |
| A. Initiative.                                                                                                                                                | 1 |     |
| B. Openness: Encourages participation in decision making process.                                                                                             | 1 |     |
| C. Fairness and Impartiality.                                                                                                                                 | 1 |     |
| D. Creativity.                                                                                                                                                | 1 |     |
| E. Visionary.                                                                                                                                                 | 1 |     |
| Average score for this category                                                                                                                               | 5 | 1   |
| Weighted Score                                                                                                                                                |   | 10  |
| Comments:                                                                                                                                                     |   |     |
| See Overall Comments                                                                                                                                          |   |     |
| 7. Intergovernmental Affairs                                                                                                                                  |   | 10% |
| A. Maintains effective communication with local, regional, State and Fed.                                                                                     | 2 |     |
| B. Financial resources (grants) from other agencies are pursued.                                                                                              | 2 |     |

|                                                                    |   |    |
|--------------------------------------------------------------------|---|----|
| C. Contributions to good government through regular participation. | 2 |    |
| D. Lobbies effectively with legislators and State agencies.        | 2 |    |
| Average score for this category                                    | 8 | 2  |
| Weighted Score                                                     |   | 20 |
| Comments:                                                          |   |    |
| See Overall Comments                                               |   |    |

FINAL

1.35

1.00-1.99 Unsatisfactory

2.00-2.99 Improvement Needed

3.00-3.99 Meets Job Standards

4.00-4.49 Exceeds Job Standard

4.5-5.00 Outstanding

Overall Comments:

The City Manager's overall performance has been unsatisfactory and does not meet the expectations of effective municipal leadership. A consistent pattern of **poor management practices, lack of transparency, and limited accountability** has undermined the trust of both city staff and the community.

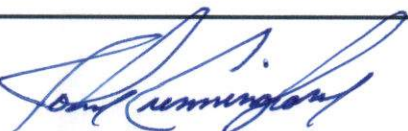
The City Manager has demonstrated **ineffective oversight of city operations**, particularly those occurring outside of City Hall. There is a clear disconnect between administrative decisions and the day-to-day realities of how the city functions in the field. This has led to operational inefficiencies, lack of coordination among departments, and missed opportunities to address visible issues affecting residents and businesses.

Concerns have also been raised regarding **inconsistent and questionable hiring and firing practices**, which appear to lack clear justification, documentation, or adherence to established policies. These actions have contributed to low staff morale and public criticism of the city's internal management.

Furthermore, the City Manager has shown **limited understanding of how the city is perceived externally**, failing to engage adequately with residents, stakeholders, and community organizations. The absence of transparent communication and proactive public engagement has created the perception of a closed, insular administration.

Overall, the City Manager's performance reflects a **lack of leadership, accountability, and strategic oversight**. Substantial improvement is required in the areas of transparency, operational management, staff relations, and community engagement to restore confidence in city administration. Without significant corrective action and stronger leadership presence, continued performance at this level poses a risk to the city's reputation, effectiveness, and long-term stability.

Signature of Evaluator:



Date:

11/10/2025



## Staff Report

### City Commission Regular Meeting

November 13, 2025



---

**To:** City Commission  
**From:** Dale Martin, City Manager  
**Meeting Date:** November 13, 2025  
**Item Name:** Resolution 2025-85. A Resolution of the City Commission of the City of Flagler Beach, Florida, Adopting the FY 2025/2026 Salary Plan; providing for conflict and an effective date.

#### Background:

The City's Personnel Policy (Article XIV, Section 4) calls for a Resolution to adopt an annual salary schedule. Exhibit A attached to the Resolution illustrates the salaries/wages for City staff.

#### Fiscal Impact:

The salaries/wages are incorporated in the adopted 2025/2026 Budget.

#### Staff Recommendation:

Staff recommends approval of Resolution 2025-85.

#### Attachments:

1. 85- Salaries
2. 2025 Salary Adjustments Final

## **RESOLUTION 2025-85**

### **A RESOLUTION BY THE CITY COMMISSION OF THE CITY OF FLAGLER BEACH, FLORIDA, ADOPTING THE FY 2025/2026 SALARY PLAN; PROVIDING FOR CONFLICT AND AN EFFECTIVE DATE.**

**WHEREAS**, Article XIV, Section 4 of the City's Personnel Policy calls for a resolution to adopt an annual salary schedule; and,

**WHEREAS**, on September 25, 2025, the Commission adopted the Fiscal Year 2025/2026 budget, approving department positions; and

**WHEREAS**, the City Manager and Department Directors have completed the annual evaluations and determined the merit pay earned which has been implemented into the attached Exhibit "A" Salary Adjustment Schedule.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF FLAGLER BEACH, FLORIDA AS FOLLOWS:**

**SECTION 1.** The "WHEREAS" clauses above are hereby incorporated herein as legislative findings.

**SECTION 2.** The attached Exhibit "A" Salary Adjustments Schedule is hereby adopted and incorporated into the FY 2025/2026 Budget.

**SECTION 3.** The City Commission authorizes the City Manager to make minor revisions (not to exceed five percent on an individual basis) to the 2025/2026 Salary Plan during the fiscal year based upon City needs or individual accomplishments, but such revisions will not exceed the departmental funding appropriated for salaries and wages. Proposed revisions that exceed five percent will require City Commission consideration and approval before implementation.

**SECTION 4.** All resolutions and parts of resolution in conflict with this resolution are hereby repealed.

**SECTION 5.** If any portion of the Resolution shall be declared unconstitutional or if the applicability of this Resolution or any portion thereof to any person or circumstances shall be held invalid, the validity of the remainder of this Resolution and the applicability of this Resolution, or any portion thereof to other persons or circumstances, shall not be affected thereby.

**SECTION 6.** This Resolution shall become effective upon execution.

Upon motion duly made and carried, the foregoing Resolution was accepted by the City Commission of the City of Flagler Beach this 13<sup>TH</sup> day of November 2025.

**CITY OF FLAGLER BEACH, FLORIDA**

**ATTEST**

---

**Patti King, Mayor**

---

**Penny Overstreet, City Clerk**

|                |               | 24/25  | 24/25     |      |       | 25/26  | 25/26     |                                                          |
|----------------|---------------|--------|-----------|------|-------|--------|-----------|----------------------------------------------------------|
| NAME           |               | HOURLY | ANNUAL    | EVAL | MERIT | HOURLY | ANNUAL    | COMMENTS                                                 |
| EVANS, J       | Fire          |        |           |      |       | 14.00  | 43,500.00 | Probationary (09/22/25)                                  |
| MALACH, M      | Fire          |        |           |      |       | 14.00  | 43,500.00 | Probationary (09/22/25)                                  |
| STRICKLAND, J  | Fire          | 14.92  | 46,334.56 | B    | 3%    | 15.37  | 47,724.60 |                                                          |
| ADAMS, B       | Fire          | 15.13  | 46,973.85 | C    | 2%    | 15.43  | 47,913.33 | Probationary (08/07/25)                                  |
| MULLEN, K      | Fire          | 16.57  | 51,462.23 | C    | 2%    | 16.90  | 52,491.47 |                                                          |
| PRINCE, J      | Fire          | 17.07  | 52,998.36 | B    | 3%    | 17.58  | 54,588.31 |                                                          |
| POEIRA, T      | Fire          | 17.71  | 55,000.00 | C    | 2%    | 18.07  | 56,100.00 | Probationary (07/08/25)                                  |
| BEAUCHAMP, D   | Building      |        |           |      |       | 19.00  | 39,520.00 | Probationary (10/06/25)                                  |
| MILLER, M      | Streets/Storm | 16.50  | 34,320.00 | C    | *     | 19.00  | 39,520.00 | Probationary (07/07/25); starting hourly wage to \$19.00 |
| BAKER, B       | Facilities    | 17.00  | 35,360.00 | C    | *     | 19.00  | 39,520.00 | Starting hourly wage to \$19.00                          |
| COLLINS, B     | Finance       | 17.00  | 35,360.00 | C    | *     | 19.00  | 39,520.00 | Starting hourly wage to \$19.00                          |
| STATON, K      | Facilities    | 17.00  | 35,360.00 | C    | *     | 19.00  | 39,520.00 | Starting hourly wage to \$19.00                          |
| STEPHANY, M    | Sanitation    | 17.01  | 35,380.80 | B    | *     | 19.00  | 39,520.00 | Starting hourly wage to \$19.00                          |
| LILAVOIS, R    | Streets/Storm | 17.03  | 35,422.40 | B    | *     | 19.00  | 39,520.00 | Starting hourly wage to \$19.00                          |
| HARGRAVES, J   | Facilities    | 17.20  | 35,776.00 | C    | *     | 19.00  | 39,520.00 | Starting hourly wage to \$19.00                          |
| CLOUSE, S      | Library       | 18.00  | 37,440.00 | C    | *     | 19.00  | 39,520.00 | Probationary (07/08/25); starting hourly wage to \$19.00 |
| CARRE, C       | Ocean Rescue  | 18.58  | PT        | C    | *     | 19.00  | PT        | Probationary (08/02/25); starting hourly wage to \$19.00 |
| CARRE, K       | Ocean Rescue  | 18.58  | PT        | C    | *     | 19.00  | PT        | Starting hourly wage to \$19.00                          |
| EVANS, G       | Fire          | 18.68  | 57,996.14 | C    | 2%    | 19.05  | 59,156.06 |                                                          |
| MCREE, B       | Finance       | 19.00  | 39,520.00 |      | 2%    | 19.38  | 40,310.40 | Probationary (08/25/25)                                  |
| WILLIAMSON, T  | Sanitation    | 18.90  | 39,312.00 | B    | 3%    | 19.47  | 40,491.36 |                                                          |
| MELGAR, G      | Facilities    | 18.20  | 37,856.00 | C    | *     | 19.50  | 40,560.00 | Starting hourly wage to \$19.00                          |
| REYES PEREZ, R | Streets/Storm | 18.52  | 38,521.60 | B    | *     | 19.50  | 40,560.00 | Starting hourly wage to \$19.00                          |
| DOMINGUEZ, G   | Facilities    | 18.67  | 38,833.60 | C    | *     | 19.50  | 40,560.00 | Starting hourly wage to \$19.00                          |
| ARMELLINO, J   | Ocean Rescue  | 18.58  | PT        | A    | 5%    | 19.51  | PT        |                                                          |
| REBOSTINI, E   | VOCA          | 19.78  | PT        | B    | 3%    | 20.37  | PT        |                                                          |
| THOMPSON, A    | Water         | 20.00  | 41,600.00 | C    | 2%    | 20.40  | 42,432.00 |                                                          |
| DENVIR, S      | Util. Maint.  | 20.40  | 42,432.00 | C    | 2%    | 20.81  | 43,280.64 | Probationary (08/18/25)                                  |
| DINARDI, M     | VOCA          | 20.41  | PT        | B    | 3%    | 21.02  |           |                                                          |
| REXROAD, B     | Facilities    | 19.84  | 41,267.20 | C    | *     | 21.20  | 44,096.00 | Compression adjustment                                   |

|                    |              | 24/25  | 24/25     |      |       | 25/26  | 25/26     |                                                |
|--------------------|--------------|--------|-----------|------|-------|--------|-----------|------------------------------------------------|
| NAME               |              | HOURLY | ANNUAL    | EVAL | MERIT | HOURLY | ANNUAL    | COMMENTS                                       |
| ALLEN, A           | Util. Maint. | 21.00  | 43,680.00 | C    | 2%    | 21.42  | 44,553.60 |                                                |
| FLEET, B           | Water        | 21.00  | 43,680.00 | B    | 3%    | 21.63  | 44,990.40 |                                                |
| BANKS, R           | Sanitation   | 20.88  | 43,430.40 | A    | 5%    | 21.92  | 45,601.92 |                                                |
| MCBRIDE, K         | Finance      | 20.64  | 42,931.20 | B    | *     | 22.58  | 46,966.40 | Probationary (10/01/25); position reclassified |
| MCGUIRE, T         | Building     | 18.69  | PT        |      | *     | 23.00  | PT        | Wage adjustment due to specialized skill       |
| BUTTNER, E         | Police       | 22.60  | 47,008.00 | B    | 3%    | 23.28  | 48,418.24 |                                                |
| RAINEY, M          | Fire         | 23.04  | 71,531.44 | C    | 2%    | 23.47  | 72,877.61 |                                                |
| HOLMAN, D          | Sanitation   | 22.36  | 46,508.80 | A    | 5%    | 23.48  | 48,834.24 |                                                |
| FICOCELLO, M       | Planning     | 23.00  | 47,840.00 | B    | 3%    | 23.69  | 49,275.20 |                                                |
| SKRZYPINSKI, H     | Water        | 23.50  | 48,880.00 | C    | 2%    | 23.97  | 49,857.60 |                                                |
| ALBRECHT, A        | Water        | 23.50  | 48,880.00 | B    | 3%    | 24.21  | 50,346.40 |                                                |
| MC GEE, D          | Sanitation   | 23.90  | 49,712.00 | B    | 3%    | 24.62  | 51,203.36 |                                                |
| DEPASQUALE, M      | Finance      | 24.19  | 50,315.20 | C    | 2%    | 24.67  | 51,321.50 |                                                |
| ISAACS, J          | Public Works | 25.00  | 52,000.00 | C    | 2%    | 25.50  | 53,040.00 | Probationary (06/30/25)                        |
| PEREZ, J           | Util. Maint. | 24.82  | 51,625.60 | B    | 3%    | 25.56  | 53,174.37 |                                                |
| BRAMER, B          | Building     | 23.59  | 49,067.20 | A    | *     | 26.00  | 51,520.56 | Wage adjustment due to certification           |
| GIFFORD, J         | Planning     | 25.30  | 52,624.00 | B    | 3%    | 26.06  | 54,202.72 |                                                |
| MARTIN, S          | Facilities   | 25.02  | 52,041.60 | A    | 5%    | 26.27  | 54,643.68 |                                                |
| LAW, R             | Util. Maint. | 25.50  | 53,040.00 | B    | 3%    | 26.27  | 54,631.20 |                                                |
| HINEBAUGH, G       | Planning     | 26.00  | 54,080.00 | B    | 3%    | 26.78  | 55,702.40 |                                                |
| DEFRIESE-ROMERO, C | Police       | 26.50  | 57,876.00 |      | *     | 27.83  | 60,780.72 | Per Collective Bargaining Agreement            |
| RAMIREZ, D         | Police       | 27.08  | 56,326.40 | B    | 3%    | 27.89  | 58,016.19 |                                                |
| ZIEHL, J           | Police       | 27.10  | 56,368.00 | B    | 3%    | 27.91  | 58,059.04 |                                                |
| BOWMAN, J          | Wastewater   | 27.28  | 56,742.40 | B    | 3%    | 28.10  | 58,444.67 |                                                |
| JONES, S           | Wastewater   | 27.28  | 56,742.40 | B    | 3%    | 28.10  | 58,444.67 |                                                |
| LUTTRELL, E        | Police       | 27.53  | 59,732.40 |      | *     | 28.36  | 58,980.27 | Per Collective Bargaining Agreement            |
| DURICK, M          | Sanitation   | 27.68  | 57,574.40 | B    | 3%    | 28.51  | 59,301.63 |                                                |
| DUNN, J            | Building     | 28.32  | 58,905.60 | C    | 2%    | 28.89  | 60,083.71 |                                                |
| SNYDER, M          | Police       | 28.31  | 61,829.04 |      | *     | 29.16  | 60,651.34 | Per Collective Bargaining Agreement            |
| MAHONEY, H         | Finance      | 28.65  | 59,592.00 | B    | 3%    | 29.51  | 61,379.76 |                                                |

|               |                 | 24/25  | 24/25      |      |       | 25/26  | 25/26      |                                                |
|---------------|-----------------|--------|------------|------|-------|--------|------------|------------------------------------------------|
| NAME          |                 | HOURLY | ANNUAL     | EVAL | MERIT | HOURLY | ANNUAL     | COMMENTS                                       |
| PARISH, M     | Library         | 28.75  | 59,800.00  | B    | 3%    | 29.61  | 61,594.00  |                                                |
| SAUNDERS, J   | Police          | 29.73  | 64,930.32  |      | *     | 31.22  | 68,184.48  | Per Collective Bargaining Agreement            |
| SCHERR, E     | Police          | 30.07  | 65,672.88  |      | *     | 31.57  | 68,948.88  | Per Collective Bargaining Agreement            |
| ANDERSON, M   | Public Works    | 31.25  | 65,000.00  | C    | 2%    | 31.88  | 66,300.00  | Probationary (07/28/25)                        |
| KEARNEY, D    | Police          | 30.97  | 64,417.60  | B    | 3%    | 31.90  | 66,350.13  |                                                |
| LAUREANO, J   | Building        | 30.81  | 64,084.80  | A    | 5%    | 32.35  | 67,289.04  |                                                |
| KUHN, C       | City Clerk      | 31.75  | 66,040.00  | C    | 2%    | 32.39  | 67,360.80  | Probationary (06/20/25)                        |
| NOBRE, S      | Police          | 32.26  | 70,455.84  |      | *     | 33.87  | 73,972.08  | Per Collective Bargaining Agreement            |
| OFLAHERTY, D  | Executive       |        |            |      |       | 33.65  | 70,000.00  | Probationary (01/15/26)                        |
| JONES, K      | Police          | 33.17  | 72,443.28  |      | *     | 34.83  | 76,068.72  | Per Collective Bargaining Agreement            |
| VINCI, R      | Police          | 33.17  | 72,443.28  |      | *     | 34.83  | 76,068.72  | Per Collective Bargaining Agreement            |
| ALMBERG, A    | Water           | 33.22  | 69,097.60  | A    | 5%    | 34.88  | 72,552.48  |                                                |
| LUDECKER, B   | Finance         | 34.23  | 71,198.40  | B    | 3%    | 35.26  | 73,334.35  |                                                |
| HARTMAN, P    | Water           | 35.07  | 72,945.60  | C    | 2%    | 35.77  | 74,404.51  |                                                |
| NOBRE, C      | Finance         | 34.20  | 71,136.00  | B    | *     | 36.33  | 75,566.40  | Probationary (10/01/25); position reclassified |
| RODRIGUES, L  | Sanitation      | 35.86  | 74,588.80  | B    | 3%    | 36.94  | 76,826.46  |                                                |
| GUERRERO, M   | Police          | 35.66  | 77,881.44  |      | *     | 37.44  | 81,768.96  | Per Collective Bargaining Agreement            |
| RICHARDS, L   | Public Works    | 36.59  | 76,107.20  | B    | 3%    | 37.69  | 78,390.42  |                                                |
| YELVINGTON, A | Police          | 37.35  | 81,572.40  |      | *     | 39.22  | 85,656.48  | Per Collective Bargaining Agreement            |
| CREWS, J      | Streets/Storm   | 38.25  | 79,560.00  | B    | 3%    | 39.40  | 81,946.80  |                                                |
| BINGHAM, J    | Police          | 38.74  | 84,608.16  |      | *     | 40.68  | 88,845.12  | Per Collective Bargaining Agreement            |
| GILLIN, T     | Ocean Rescue    | 40.30  | 83,824.00  | B    | 3%    | 41.51  | 86,338.72  |                                                |
| LYNN, J       | Wastewater      | 40.89  | 85,051.20  | B    | 3%    | 42.12  | 87,602.74  |                                                |
| HASHEM, E     | Water           | 40.88  | 85,030.40  | A    | 5%    | 42.92  | 89,281.92  |                                                |
| BLANK, D      | Police          | 42.04  | 91,815.36  |      | *     | 44.14  | 96,401.76  | Per Collective Bargaining Agreement            |
| IMPSON, D     | Info Technology | 43.27  | 90,001.60  | C    | 2%    | 44.14  | 91,801.63  | Probationary (05/05/25)                        |
| SCHOENBROD, M | Police          | 43.27  | 90,001.60  | C    | 2%    | 44.14  | 91,801.63  | Probationary (07/28/25)                        |
| FIVEASH, J    | Fire            | 46.15  | 95,992.00  | C    | 2%    | 47.07  | 97,911.84  | Probationary (06/23/25)                        |
| RYAN, K       | CRA             | 48.08  | 100,006.40 | B    | 3%    | 49.52  | 103,006.59 |                                                |
| BLANCHETTE, L | Police          | 48.52  | 100,921.60 | A    | 5%    | 50.95  | 105,967.68 |                                                |

|               |                | 24/25  | 24/25      |      |       | 25/26  | 25/26      |          |
|---------------|----------------|--------|------------|------|-------|--------|------------|----------|
| NAME          |                | HOURLY | ANNUAL     | EVAL | MERIT | HOURLY | ANNUAL     | COMMENTS |
| MATHIS, E     | Hum. Resources | 50.17  | 104,353.60 | B    | 3%    | 51.68  | 107,484.21 |          |
| RAMER, J      | Water          | 50.98  | 106,038.40 | B    | 3%    | 52.51  | 109,219.55 |          |
| COX, S        | Fire           | 52.03  | 108,222.40 | B    | 3%    | 53.59  | 111,469.07 |          |
| OVERSTREET, P | City Clerk     | 52.96  | 110,156.80 | A    | 5%    | 55.61  | 115,664.64 |          |
| ALLEN, R      | Finance        | 53.65  | 111,592.00 | A    | 5%    | 56.33  | 117,171.60 |          |
| McCLENNING, L | Planning       | 55.29  | 115,003.20 | B    | 3%    | 56.95  | 118,453.30 |          |
| DOUGHNEY, M   | Police         | 56.75  | 118,040.00 | B    | 3%    | 58.45  | 121,581.20 |          |
| MCFADDEN, R   | Building       | 57.30  | 119,184.00 | C    | 2%    | 58.45  | 121,567.68 |          |
| HARLAN, H     | Finance        | 62.64  | 130,291.20 | A    | 5%    | 65.77  | 136,805.76 |          |
| MARTIN, D     | Executive      | 79.33  | 165,006.40 |      | 0%    | 79.33  | 165,006.40 |          |
| FREEMAN, W    | Public Works   | 80.18  | 166,774.40 | B    | 3%    | 82.59  | 171,777.63 |          |