

Request for Board Action Details

File #: 2022-018
Type: Administrative Item
Status: Passed
In control: Board of Commissioners
On agenda: 1/11/2022
Final action: 1/11/2022
Title: Summary of the Conclusions from the Performance Evaluation of the County Manager
Sponsors: Board of Commissioners
Indexes:
Code sections:
Attachments: 1. Resolution

Date	Ver.	Action By	Action	Result
1/11/2022	1	Board of Commissioners	approved	Pass

Sponsor: Board of Commissioners

Title

Summary of the Conclusions from the Performance Evaluation of the County Manager

Recommendation

Authorize the annual salary of the County Manager, currently \$200,697.61 for the year 2022, to be increased retroactively in alignment with the cost-of-living increase for unrepresented employees once it is approved by the Ramsey County Board of Commissioners.

Background and Rationale

The Ramsey County Board of Commissioners evaluates the performance of the County Manager every year. The Minnesota Open Meeting Law, Minnesota Statutes 13D.05, Subdivision 3(a) permits a closed meeting for a public body to evaluate the performance of an individual subject to its authority. A closed meeting was held on December 21, 2021, to evaluate the performance of the County Manager for the period of January 1, 2021 to December 31, 2021. The law further requires the public body to summarize its conclusions regarding the evaluation at its next open meeting.

The evaluation of the County Manager resulted in a rating of 'consistently exceeds expectations and distinguished in areas.'

The Ramsey County Board of Commissioners will defer consideration of a performance-based increase until the summer of 2022, when the Ramsey County Board will officially adjust the timing of the County Manager's annual performance review to midyear.

County Goals (Check those advanced by Action)

☒ Well-being ☒ Prosperity ☒ Opportunity ☒ Accountability

Racial Equity Impact

A core component of the Ramsey County Board's annual evaluation of the County Manager's performance relates to his leadership in advancing the organization's work to increase racial equity. For a year of crisis

response, the County Manager has continued to aggressively advance the county's strategic actions to increase racial equity including to structure the county's COVID-19 Incident Management to include the Racial Equity and Community Engagement Response Team and the Equity Action Circle.

Community Participation Level and Impact

Another core consideration in the Ramsey County Board's annual evaluation of the County Manager's performance is his leadership in advancing community participation in the organization's work.

☒ Inform ☐ Consult ☐ Involve ☐ Collaborate ☐ Empower

Fiscal Impact

Funding is included in the 2022-23 operating budget.

County Manager Comments

None.

Last Previous Action

On January 12, 2021, the Ramsey County Board of Commissioners granted a 3.5% performance-based increase to the County Manager (Resolution B2021-017).

Attachments

None.