

Executive Director Performance Input Summary

PERFORMANCE INPUT SUMMARY

Southwest Florida Water Management District

The mission of the Southwest Florida Water Management District is to protect water resources, minimize flood risks, and ensure the public's water needs are met.

Employee: Brian J. Armstrong (Employee #1408)

Title: Executive Director

Review Period: October 2019 – September 2020

Ratings: 1 - Does not meet standards, 2 - Needs Improvement, 3 - Meets Job Requirements, 4 - Frequently Exceeds Expectations, 5 - Consistently Exceeds Expectations

Reviewer	Service Excellence	Teamwork & Collaboration	Self-Management	Professional Conduct	Leadership / Management Excellence	2020 Goals and Accomplishments
Average	4.86	4.86	5.0	4.57	4.57	4.57

Overall Average: 4.74

Chairman's Proposal: 5.00

FIRST AMENDMENT
TO AGREEMENT FOR PERSONAL SERVICES
OF THE EXECUTIVE DIRECTOR OF THE
SOUTHWEST FLORIDA WATER MANAGEMENT DISTRICT

This First Amendment is made and entered into by and between the Governing Board (BOARD) of the Southwest Florida Water Management District, a political subdivision of the State of Florida, and Brian J. Armstrong (EXECUTIVE DIRECTOR), on the date of the last party's signature.

WITNESSETH THAT:

WHEREAS, the BOARD and the EXECUTIVE DIRECTOR entered into an employment agreement on July 18, 2016, pursuant to Section 373.079(4)(a), Florida Statutes; and

WHEREAS, on October 20, 2020, the BOARD approved an increase in the annual base salary of the EXECUTIVE DIRECTOR in connection with the EXECUTIVE DIRECTOR'S 2020 performance evaluation; and

WHEREAS, the BOARD and the EXECUTIVE DIRECTOR desire to amend the employment agreement to increase the annual base salary of the EXECUTIVE DIRECTOR.

NOW THEREFORE, in consideration of the mutual covenants set forth herein, the parties hereby mutually and voluntarily agree that:

1. SECTION 8: COMPENSATION AND BENEFITS, is hereby amended to increase the annual base salary of the EXECUTIVE DIRECTOR by three percent (3%) effective January 1, 2021 by replacing the first sentence in Subsection A. with the following:

The BOARD shall pay the EXECUTIVE DIRECTOR for his personal services rendered pursuant to this Agreement an annual base salary of one hundred eighty thousand two hundred sixty one dollars (\$180,261), payable in the same administrative manner and concurrently with the timetable for payment to other executives of the DISTRICT, but in any event, payable in equal payments not less frequently than bi-weekly.

2. Except as otherwise provided herein, the terms, covenants and conditions of the employment agreement are hereby ratified, approved and confirmed, and are binding upon the parties.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals.

SOUTHWEST FLORIDA WATER
MANAGEMENT DISTRICT

BRIAN J. ARMSTRONG

By: _____
Kelly S. Rice, Chair Date

By: _____
Brian J. Armstrong Date

Approved by Legal Date

FY 2020 Adopted Budget
(\$ in millions)

Metric 2		Project Expenditures greater than or equal to 50% total budget			
3 - Solid	Project expenditures	<	=	50% of Total Budget	
4 - Strong	Project expenditures	>	50% <	56% of Total Budget	
5 - Top	Project expenditures	=	>	56% of Total Budget	
Adopted		\$103.40	Equal to	56%	\$183.50

Metric 3		Salaries & Benefits equal to or greater than 50% of Ad Valorem revenue			
3 - Solid	Salaries & Benefits	>	=	50% of Ad Valorem Revenue	
4 - Strong	Salaries & Benefits	>	45% <	50% of Ad Valorem Revenue	
5 - Top	Salaries & Benefits	<	=	45% of Ad Valorem Revenue	
		\$53.70		46%	\$116.00
				Adj for State Revenue>	<u>13.90</u>
Adopted		\$53.70		41%	\$129.90

Metric 4		Operating expenditures equal to or greater than 80% of Ad Valorem revenue			
3 - Solid	Operating Expenditures	>	=	80% of Ad Valorem Revenue	
4 - Strong	Operating Expenditures	>	71% <	80% of Ad Valorem Revenue	
5 - Top	Operating Expenditures	<	=	71% of Ad Valorem Revenue	
		\$80.10		69%	\$116.00
				Adj for State Revenue>	<u>13.90</u>
Adopted		\$80.10		62%	\$129.90

Inspector General Performance Input Summary

PERFORMANCE INPUT SUMMARY

Southwest Florida Water Management District

The mission of the Southwest Florida Water Management District is to protect water resources, minimize flood risks, and ensure the public's water needs are met.

Employee: Brian R. Werthmiller (Employee #3470)

Title: Inspector General

Review Period: October 2019 – September 2020

Ratings: 1 - Does not meet standards, 2 - Needs Improvement, 3 - Meets Job Requirements, 4 - Frequently Exceeds Expectations, 5 - Consistently Exceeds Expectations

Reviewer	Service Excellence	Teamwork & Collaboration	Self-Management	Professional Conduct	Leadership / Management Excellence	2020 Goals and Accomplishments
Average	4.86	4.71	5.0	5.0	4.71	5.0

Overall Average: 4.88

Treasurer's Proposal: 4.75