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Seminole City Manager gets Kudos, Raise

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SEMINOLE, FL —The City Council as a whole is pleased with the job performance of City Manager Ann Toney-Deal, awarding her a 4% salary increase for fiscal year 2021-22.

The council at its Sept. 28 meeting voted unanimously to give the city's chief executive the pay hike that increases her annual salary to \$161,313.34, effective Oct. 1.

This year marks the seventh year that Toney-Deal has been Seminole city manager, and her 25th year working for the city.

The 4% increase is the same rate other city employees will receive this coming fiscal year. "Seminole is managed in a fiscally responsible manner," wrote Seminole Mayor Leslie Waters in her performance review.

Added Waters: "(Toney-Deal) works with the City Council in developing the City's long and short term goals and objectives, makes efforts to carry out the goals, policies and programs of the City Council, and demonstrates the ability to anticipate the needs of the city and recommends options and ordinances to appropriately respond to those needs."

Council members were also pleased with how Toney-Deal handled the difficulties surrounding the COVID pandemic.

"Toney-Deal has implemented strong recommendations and procedures to keep our city safe, and was sensitive to others who did not agree with her," council member Trish Springer said.

Toney-Deal's evaluation asked council members to offer rankings ranging from excellent to poor in 14 categories that included job knowledge and financial and fiscal management.

Toney-Deal earned an overall grade of 5 — representing excellent — from four of the seven members of the council.

Waters, Vice-Mayor Thom Barnhorn and council members Chris Burke and Springer gave Toney-Deal an overall score of 5, or a perfect score.

Council member Jim Olliver assigned Toney-Deal an overall score of 5 in six categories and score of 4 — very good — in seven of 14 categories. Council member Roger Edelman gave her a score of 4 in five of the categories

Council member Tom Christy awarded Toney-Deal an overall score of 3, representing "good."

Christy assigned Toney-Deal scores of 4 in job knowledge and financial and fiscal management, and 3 scores in planning and organization and operational efficiency; management of employees; creativity and adaptability; and decision making.

Christy said more recently elected council members may evaluate staff performance evaluations more critically.

“If you look at the scores this time my evaluation was based on the shortest time spent on the City Council,” wrote Christy in an email. “Jim Olliver has been there a year longer (than me) and his scores were the next lowest. It would seem that the longer you are there, the higher the score.”