



2022 City Manager Annual Evaluation

Please rate the City Manager using the following scale:

5	Exceptional	Performance is consistently superior and significantly exceeds expectations.
4	Highly Effective	Performance frequently exceeds expectations.
3	Proficient	Performance consistently meets expectations.
2	Inconsistent	Performance meets some, but not all expectations.
1	Unsatisfactory	Performance consistently fails to meet minimum expectations; employee lacks skills required or fails to utilize necessary skills.
N/A	Not Applicable	Employee has not been in position long enough to have demonstrated the essential elements of the position and will be reviewed at a later agreed upon date.

The nine (9) categories below are the areas being rated, not each bulleted item. These items assist each Commissioner as they evaluate each category. The items in each category are not meant to be all inclusive. At the end you should have nine (9) categories rated.

Please return your evaluation form to the City Manager.

<p>1. Leadership / Supervision</p> <p><i>Leadership</i></p> <ul style="list-style-type: none"> • Inspires others to succeed • Actively promotes efficiency in operations • Demonstrates a high regard for personal ethics • Exhibits composure, appearance, and attitude appropriate for the executive position • Assumes responsibility for the outcomes of staff performance • Maintains a standard of respect for department head's ability and encourage their initiative • Demonstrates knowledge / understanding of departmental operations • Challenges staff to perform at their highest level <p>COMMENTS: Mr. Fletcher is always professional in everything he undertakes. He has only been here a year but he has taken the helm and runs this city like he has been here for ten years.</p>

5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory

N/A-Not Applicable

2. Execution of Policy
<ul style="list-style-type: none">• Understands the laws and ordinances of the city and cause them to be fairly enforced• Offers workable alternatives to the Commission for changes in law or policy when an existing policy is no longer practical• Supports the actions of the Commission after a decision has been reached, both inside and outside the organization
COMMENTS: Although Mr. Fletcher has only been here a year he is well versed in all city policies and accomplishes City Commission directives as soon as the can possibly be done.

5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory
 N/A-Not Applicable

3. Community Relations
<ul style="list-style-type: none">• Works well with community members and properly handle their complaints• Demonstrates a willingness to meet with community members and discuss issues of concern; initiates follow-up as appropriate• Represents the City in a professional, articulate manner when attending/presenting at community events, neighborhood meetings or social gatherings
COMMENTS: Not only does he himself get involved with the community it is important to him that his family is involved as well. They are loved by this community and our nonprofit organizations' which look forward to seeing him and his family at events.

5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory
 N/A-Not Applicable

4. Administrative Duties
<ul style="list-style-type: none">• Effectively manages personnel issues including employee insurance, fringe benefits, promotion, pensions, and union negotiations• Provides regular information and reports to the Commission concerning matters of importance to the City

<ul style="list-style-type: none">• Ensures that reports are produced and handled in a way to convey the message that affairs of the City are transparent
COMMENTS: Mr. Fletcher is always on top of any issue affecting this city either positive or not.

- 5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory
 N/A-Not Applicable

5. Economic Development
<ul style="list-style-type: none">• Develops strong relationships with developers while protecting the City's interest• Works to increase the City's tax base through economic development
COMMENTS: This area is one of Mr. Fletcher's prime objectives. This has been a troubling area of the city in the past, but he has taking the reigns and we are heading forward into the future in a much better place than in the past. He is very dedicated in promoting economic development.

- 5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory
 N/A-Not Applicable

6. Intergovernmental Relations
<ul style="list-style-type: none">• Cooperates with neighboring communities and community members while looking after the interests of North Port• Maintains open communications with other local government in the area, particularly as it may affect or relate to the City
COMMENTS: I have had the privilege to be able to attend many meetings with other government entities with Mr. Fletcher. He is always professional and other parties are always interested in his comments or solutions to any given topic.

- 5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory
 N/A-Not Applicable

7. Strategic Planning
<ul style="list-style-type: none">• Involves himself in the planning process to the correct degree• Review the processes and look for better ways to handle development activities• Demonstrates the ability to implement and achieve strategic objectives as set by Commission
COMMENTS: Mr. Fletcher always has a vision on how to accomplish any task that is before him to achieve maximum results.

5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory
 N/A-Not Applicable

8. City Commission Relations
<ul style="list-style-type: none">• Works well with the City Commission to make sure there is adequate information available prior to meetings• Responds to requests for information or assistance by the Commission and/or individual members• Carries out directives of the Commission as a whole as opposed to those of any one member or minority• Sets meeting agendas that reflect the guidance of the Commission as a whole• Demonstrates willingness to meet with Commission members to deal with individual problems and issues
COMMENTS: I have never had any issues with Mr. Fletcher concerning any of these topics.

5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory
 N/A-Not Applicable

9. Financial Management / Budget
<ul style="list-style-type: none">• Ensures the budget is prepared and executed in a productive manner• Addresses the budget concerns raised by the Commission as a whole• Administers the adopted and amended budget within the approved revenues and expenditures
COMMENTS: Best budget year. Great job...

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- 5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory
 N/A-Not Applicable

OVERALL RATING

Score

- 5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory
 N/A-Not Applicable

(CITY COMMISSIONERS COMMENT)

Thank you Mr. Fletcher for choosing our city to lead.

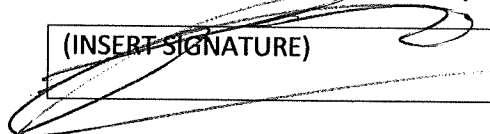
(EMPLOYEES COMMENT)

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CITY MANAGER SIGNATURE / DATE:

(INSERT SIGNATURE)	(INSERT DATE)
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CITY COMMISSIONER SIGNATURE / DATE:

(INSERT SIGNATURE) 	(INSERT DATE) 9-13-2020
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