



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.

1. Leadership / Supervision
<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:</p> <p>City Manager Fletcher continues to demonstrate that he expects only the best from his staff, making sure that they have the necessary tools and levels of support in place to make that happen in order to provide the best possible service level for all of our residents. He is steadfastly focused on the tasks at hand, always maintaining a level of composure that is consistent with what one would expect from someone in his position.</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
<p>COMMENTS: : City Manager Fletcher has consistently supported the decisions of the Commission, from both inside and outside of the Commission Chambers, and has demonstrated this throughout a variety of public meetings, presentations, etc.</p>

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
<p>COMMENTS: City Manager Fletcher has demonstrated the importance of citizen involvement through his “Community of Unity” initiative which only continues to grow and expand, thus creating a positive flow of energy throughout the community.</p>

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 • Ensures that reports are produced and handled in a way to convey the message that affairs of the City are transparent
<p>COMMENTS: City Manager Fletcher has demonstrated that he fully understands the need to show that having quality city employees is an asset to the city as they in turn will provide the best for the residents of North Port. He has shown that he understands that the Commission needs to have</p>

adequate opportunities to discuss complex matters by scheduling workshop sessions when appropriate so information can be shared with all of the commissioners and in a timely manner.

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

5. Economic Development

- Develops strong relationships with developers while protecting the City's interest
- Works to increase the City's tax base through economic development

COMMENTS:

City Manager Fletcher continues to move forward with actions and plans so that the City of North Port maximizes the full potential of its limited commercial tax base opportunities.

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

6. Intergovernmental Relations

- 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:

City Manager Fletcher has demonstrated an understanding of the value of communication for the purpose of cooperating with neighboring governmental bodies to achieve a common goal, evidenced by the joint meeting held between the North Port City Commissioners and the Charlotte County Commissioners regarding a new I-75 interchange that would serve both entities well.

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

7. Strategic Planning

- Involves himself in the planning process to the correct degree
- Review the processes and look for better ways to handle development activities

<ul style="list-style-type: none"> • Demonstrates the ability to implement and achieve strategic objectives as set by Commission
<p>COMMENTS: City Manager Fletcher continues to utilize the six agreed-upon “Pillars” when setting objectives and goals that have measurable results. He has demonstrated the need to move away from having Commission “wish-lists” and instead to put into place attainable goals to make them happen or remove them from the list.</p>

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

<p>8. City Commission Relations</p> <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
<p>COMMENTS: City Manager Fletcher continues to respond to my questions and concerns in a very timely manner, as well as respecting my requests to have “discussions and possible action” for items that are of an importance as voiced by residents or myself, added to the agenda.</p>

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

<p>9. Financial Management / Budget</p> <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
<p>COMMENTS:</p>

City Manager Fletcher has demonstrated that this is truly what he does best; creating a well-organized, justified budget for the residents of the City of North Port that will meet their needs by providing services that are only of the highest caliber

- 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)

I continue to have the utmost confidence in City Manager Jerome Fletcher, that he will continue to provide the City of North Port with exceptional management skills so that the highest quality of service in every aspect can be provided for our residents, thus allowing the Commission to focus on making decisions, setting policy, and creating visions to move the city forward as determined by the residents.

(EMPLOYEES COMMENT)

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CITY MANAGER SIGNATURE / DATE:

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

(INSERT SIGNATURE) <i>Alice White</i>	(INSERT DATE) 9-12-22
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