



### 2020 City Manager 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><b>1. Leadership / Supervision</b></p> <p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>• Inspires others to succeed</li> <li>• Actively promotes efficiency in operations</li> <li>• Demonstrates a high regard for personal ethics</li> <li>• Exhibits composure, appearance, and attitude appropriate for the executive position</li> <li>• Assumes responsibility for the outcomes of staff performance</li> <li>• Maintains a standard of respect for department head's ability and encourage their initiative</li> <li>• Demonstrates knowledge / understanding of departmental operations</li> <li>• Challenges staff to perform at their highest level</li> </ul> <p><b>COMMENTS:</b>            Your skill in leadership was challenged from within the organization, and from outside the organization, through a specific and personal public criticism during an unprecedented time of emergency, which we are still under. You navigated it exceptionally well on both fronts and I believe the city is continually getting stronger through it, due to that leadership.</p>
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5-Exceptional    4-Highly Effective    3-Proficient    2-Inconsistent    1-Unsatisfactory

<b>2. Execution of Policy</b>
<ul style="list-style-type: none"> <li>• Understands the laws and ordinances of the city and cause them to be fairly enforced</li> <li>• Offers workable alternatives to the Commission for changes in law or policy when an existing policy is no longer practical</li> <li>• Supports the actions of the Commission after a decision has been reached, both inside and outside the organization</li> </ul>
COMMENTS:

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

<b>3. Community Relations</b>
<ul style="list-style-type: none"> <li>• Works well with community members and properly handle their complaints</li> <li>• Demonstrates a willingness to meet with community members and discuss issues of concern; initiates follow-up as appropriate</li> <li>• Represents the City in a professional, articulate manner when attending/presenting at community events, neighborhood meetings or social gatherings</li> </ul>
COMMENTS: You have shown your ability to build relationships not only among the city employees, but also with the citizens. As mentioned in section 1, we are in an unprecedented time where folks are stressed and scared, which tends to bring criticism. That criticism has been very minor and limited to only a couple people which was surprising to me. Though surprising it showed itself a testament to your ability to build and maintain the relationships that are necessary, to maintaining trust and making sure that the City moves forward in a positive and prosperous manner.

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

<b>4. Administrative Duties</b>
<ul style="list-style-type: none"> <li>• Effectively manages personnel issues including employee insurance, fringe benefits, promotion, pensions, and union negotiations</li> <li>• Provides regular information and reports to the Commission concerning matters of importance to the City</li> <li>• Ensures that reports are produced and handled in a way to convey the message that affairs of the City are transparent</li> </ul>
COMMENTS:

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

<b>5. Economic Development</b>
<ul style="list-style-type: none"> <li>• Develops strong relationships with developers while protecting the City's interest</li> <li>• Works to increase the City's tax base through economic development</li> </ul>
<p>COMMENTS: One area we can work on is continuity of our permitting, inspections, and code enforcement. I recognize that the ULDC is a major factor in that continuity, but maybe having an "in house" policy of how to interpret specific and popular codes from a management standpoint until the ULDC rewrite is in effect so that inspectors, and code enforcement officers are always on the same page when dealing with our community partners, so that people aren't getting different opposing instructions from day to day. I believe this is a factor in economic development and a welcoming environment for corporations and companies that desire to move to North Port.</p> <p>One more area that we could work on is our understanding of P3 and our ability to think out of the "government box" when it comes to this. We have current community partners, and nationally known visionaries that live here and have experience in many of the things we are trying to do. Rather than resorting to "paid consultants", as a first response, to navigate these things, we should make the call to our current community partners in our city, which when I speak to them want to be a part of the change in our community. I believe Dallas White Park with the East End Community Center and an Entertainment District being developed together, could and would be brought to the table already and underway if we would have opened our "view" and looked at things differently. We should be going to our community partners that are already invested, and are landowners within the city first, reaching out to them and having the conversation. However, I have yet to speak with any, as I have mentioned in multiple meetings, that we have reached out to for their input and help. Paid consultants in this area should come AFTER we have exhausted all our resources, which I don't believe we would ever exhaust.</p>

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

<b>6. Intergovernmental Relations</b>
<ul style="list-style-type: none"> <li>• Cooperates with neighboring communities and community members while looking after the interests of North Port</li> <li>• Maintains open communications with other local government in the area, particularly as it may affect or relate to the City</li> </ul>
COMMENTS:

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

<p><b>7. Strategic Planning</b></p> <ul style="list-style-type: none"> <li>• Involves himself in the planning process to the correct degree</li> <li>• Review the processes and look for better ways to handle development activities</li> <li>• Demonstrates the ability to implement and achieve strategic objectives as set by Commission</li> </ul>
<p>COMMENTS:</p>

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

<p><b>8. City Commission Relations</b></p> <ul style="list-style-type: none"> <li>• Works well with the City Commission to make sure there is adequate information available prior to meetings</li> <li>• Responds to requests for information or assistance by the Commission and/or individual members</li> <li>• Carries out directives of the Commission as a whole as opposed to those of any one member or minority</li> <li>• Sets meeting agendas that reflect the guidance of the Commission as a whole</li> <li>• Demonstrates willingness to meet with Commission members to deal with individual problems and issues</li> </ul>
<p>COMMENTS: I cannot speak highly enough of your availability. You are very responsive and available which is important for your board and necessary in your relationship with them.</p>

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

<p><b>9. Financial Management / Budget</b></p> <ul style="list-style-type: none"> <li>• Ensures the budget is prepared and executed in a productive manner</li> <li>• Addresses the budget concerns raised by the Commission as a whole</li> <li>• Administers the adopted and amended budget within the approved revenues and expenditures</li> </ul>
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**COMMENTS:** This should be a 5 or there would be something wrong as this is within your wheelhouse. As a longtime finance manager of the City, you have a vast array of knowledge about the city function, and regulations when it comes to the finances of the city. Your exceptional management of the finances as a finance manager has transferred over to your current position as the CM and your "hands on" approach with it. You have duplicated yourself well in this department with proper management and it shows. You have navigated the city into a strong financial position even during a global pandemic that have many municipalities across the country on the brink of bankruptcy, the City of North Port is remaining sound. Thank you for your leadership in this area.

- 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)**

This will be my last evaluation for you sir. I am proud to have nominated you to this position, and you have not let me down. I am honored to have worked with you and hope that as I transition out of this position, we will find time to be friends, and not just a couple folks that worked together once.

I look forward to seeing what your positive leadership brings for our city in the coming years.

Chris Hanks

**(EMPLOYEES COMMENT)**

[Empty box for employee comment]

**CITY MANAGER SIGNATURE / DATE:**

(INSERT SIGNATURE) 	(INSERT DATE) 7/2/20
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