

2023 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: City Manager Fletcher continues to be proactive in addressing the needs of staff as they are brought forward so that they can continue to provide for the highest level of customer service for our residents. He has not been hesitant, when necessary, to express his full support of staff regarding their competency, for example at public meetings (i.e. Commission meetings, workshops, etc.) when there are comments/sentiments being expressed to the contrary, and doing so while always maintaining a professional composure.</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 continues to see that the execution of existing ordinances have clear, well-defined paths that can be enforced, and once the Commission has given direction for action to be taken he embarks on a plan to make it happen.</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 continues to be readily available to meet with members of the community about their concerns (i.e. mosquito control, environmental) , including those issues considered to be contentious (i.e. WMS). He continues forward with his “Community of Unity” initiative that only continues to expand even more through partnerships with organized citizens’ groups i.e. North Port Forward and the “United Tours”. These “Tours” serve to inform residents in order that they may know and understand city procedures, policies, etc. as well as providing an outlet for their concerns. He has also demonstrated he is acutely aware of the value of community organizations i.e. as the Boys and Girls Club and what they do and can provide for the residents of North Port, in particular in the aftermath of Hurricane Ian. The City of North Port is implementing its first Natural Resources Department to oversee the protection of our native flora and fauna, specifically during development. The formation of this department has long been a desire of the community and it is finally happening.</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:</p> <p>City Manager Fletcher has consistently provided information and reports to the Commission and the public in a most timely and effective manner utilizing a variety of delivery methods (i.e., public meetings, electronically, etc.), and has demonstrated he understands and highly values the importance of transparency.</p>

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
<p>COMMENTS:</p> <p>City Manager Fletcher continues to pursue all avenues that will increase and maximize the full potential of the city's commercial tax base in order to reduce the imbalanced residential tax burden. This can be readily seen with the infrastructure projects finally coming to Sumter and Toledo Blade Blvds., our gateways into the city, that will allow for those commercial properties to produce the much-needed commercial tax revenue they are capable of producing.</p>

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
<p>COMMENTS:</p> <p>City Manager Fletcher continues to keep the Commission apprised of the advancements concerning those projects that require joint cooperation between the City of North Port and Charlotte County (Hillsborough Blvd./Cranberry roundabout, Yorkshire I-75 new interchanges). These are brought forward either during Commission meetings and/or CM(1-1) meetings.</p> <p>The North Port City Commission and the Sarasota County Commissioners held a joint meeting this past year, the first such meeting in at least four years.</p>

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
<p>COMMENTS: This past year finally saw the beginning of the Price Blvd. widening project, a project that while having been discussed for many years, did NOT include a way to make it happen.</p> <p>A possible pathway to restoring/revitalizing Warm Mineral Springs finally surfaced, eight years after the city taking sole-ownership of the area in 2014.</p> <p>Discussions and a course of action plan took place with regards to building a new Police Department/Emergency Operations Center, a much needed facility in a city that has been the second fastest growing city in the US and expected to see a population of 250,000, and especially after experiencing Hurricane Ian and the many needs that became evident after that disaster.</p> <p>City Manager Fletcher involves himself in the planning process in a way that is adequate and appropriate. The six Strategic Planning “Pillars” that were well-defined during past Commission’s Strategic Planning sessions continue to be an invaluable tool when determining the best courses of action relating to current and future developments, as those Pillars provide clear direction for the pathways that will achieve developments that are appropriate for the city.</p>

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: City Manager Fletcher consistently arranges for individual commissioner meetings with staff members prior to Commission meetings regarding a particular item/issue so that it can be clearly understood beforehand. He continues to respond to my questions and concerns in a very timely manner, at times having a staff member respond who can best answer my question.

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: City Manager Fletcher presented a balanced budget for the 2023-24 fiscal year, even in light of the devastating financial impact of Hurricane Ian (\$70+ million). Our Finance Department is stellar and CM Fletcher fully recognizes the outstanding capability of our Finance Department to be fiscally responsible while providing for the absolute best for our residents. A number of budget meetings were held throughout the city, covering all geographically regions, providing for citizen questions and input.

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)

City Manager Fletcher continues to take the directions given by the City Commission and make them happen, employing the best strategies and courses of actions needed to achieve timely accomplishments of these directives. His ability to formulate plans that are well-organized and strategic while serving the needs of the residents is second-to-none.

(EMPLOYEES COMMENT)

CITY MANAGER SIGNATURE / DATE:

(INSERT SIGNATURE)

(INSERT DATE)

CITY COMMISSIONER SIGNATURE / DATE:

(INSERT SIGNATURE)

Alice White

(INSERT DATE)

9/10/23