



2022 City Manager Evaluation (First Six Months)

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:</p> <p>City Manager Fletcher readily demonstrates the utmost professionalism as a city manager, as can be witnessed when he is addressing all staff members regardless of their positions, and when he notes his expected outcomes from department supervisors so that they completely understand they are to deliver the very best for the residents of North Port.</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: City Manager Fletcher has not hesitated to offer various options to the commissioners when discussions involving a possible change in policy or an ordinance were becoming convoluted, so that an end result could be accomplished that was amenable to all and the considered policy change, ordinance, etc. could move forward.

- 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: City Manager Fletcher has shown an enthusiasm and willingness to step out of the confines of City Hall and be directly involved with the community and likewise, take the initiative to involve the community in all that the City of North Port has to offer. Examples include his own "A Community of Unity" initiative and his informative "City Manager Newsletter". He has also displayed a cooperative spirit in wanting to work more closely with the non-profit groups in the city, to truly maximize the efforts of those residents and community leaders who want to see North Port as the place to "live, work, and play".

- 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 continually kept the Commissioners informed about updates to community issues and discussions that have taken place on the dais, as well as being sure the commissioners receive the most updated back-up materials for upcoming agenda items as they become available.</p>

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

<p>5. Economic Development</p> <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: City Manager Fletcher has demonstrated that he understands the importance of maximizing the limited commercial tax revenue that can be produced by those Activity Centers located throughout the city by expediting the processes needed to get those centers developed and producing the commercial tax revenue in order to ease the residential tax burden.</p>

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

<p>6. Intergovernmental Relations</p> <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: City Manager Fletcher has demonstrated that he understands the importance of nurturing a cooperative spirit with our neighboring local governments and community members,</p>

while he has always maintained and noted that it's what's in the best interests for the residents of North Port that will always come first.

- 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
- Demonstrates the ability to implement and achieve strategic objectives as set by Commission

COMMENTS: City Manager Fletcher displayed great leadership by bringing in a consultant to lead the Commission through the Strategic Planning update process, making what was perceived as a daunting task much easier to accomplish. That process provided much needed clarity as to what the commissioners wanted to accomplish for the residents of North Port as well as how we were going to achieve that which was done by agreeing on concrete, measurable results for each one of the six agreed-upon objectives or "pillars".

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

8. City Commission Relations

- 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 responds to my questions and concerns as well as those that were relayed to me from residents in a very timely manner, at times putting me directly in touch with the

staff member who can best answer those questions or address those concerns in order to expedite a result. He shows respect for my City Manager "One-on-One" weekly appointments as evidenced by adhering to a regularly scheduled day/time appointment, while still being flexible should my schedule prompt an adjustment for those times.

- 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: This is City Manager Fletcher's forte: presenting justifiable adjustments for the current budget while considering those adjustments as he plans for the next budget cycle. It's evident that he has full confidence in the expertise and competence of his finance staff. This past year also involved the Commission sorting through projects to be considered for use of the Surtax funds. To heed the desire of the Commission to provide Surtax funding for the Price Blvd. project, sooner rather than later, CM Fletcher worked with his Finance Department to make that happen.

- 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 am completely confident that City Manager Fletcher 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 enabling the commissioners to focus on those impertinent issues that affect and matter to the people of North Port, enabling our residents to go about their daily lives and enjoy all that there is enjoy in the City of North Port.

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(EMPLOYEES COMMENT)

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CITY MANAGER SIGNATURE / DATE:

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

<i>Alice White</i>	3/25/22
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