



2025 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>Leadership</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 a excellent leader. He is very professional and a pleasure to work with. He is always on top of all matters pertaining to city.</p>

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

COMMENTS:

MR Fletcher - leads this city Very well.

☒ 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:

MR Fletcher - Always strives in Promoting .
our city for the Best Possible Economic
Development

☐ 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:

MR Fletcher is a team player when it
comes to working with Neighboring Communities.

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

9. Financial Management / Budget

- 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:

MR Fletcher has always had a streamlined budget process.

☒ 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)

MR Fletcher Does an outstanding job leading this City.

(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)
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9-5-2025