

**City Manager Six-Month
Performance Evaluation Survey Data**

ID	Start time	Email	Leadership/Supervision:	Execution of Policy:	Community Relations:	Administrative Duties:	Economic Development:	Intergovernmental Relations:	Strategic Planning:	City Commission Relations:	Financial Management / Budget:	Overall Rating:	Comments:
2	3/18/22 14:59:24	anonymous	5 - Exceptional	N/A - Not Applicable	5 - Exceptional	N/A - Not Applicable	N/A - Not Applicable	5 - Exceptional	5 - Exceptional	N/A - Not Applicable	N/A - Not Applicable	5 - Exceptional	Jerome is a breath of fresh air that the city needed! Staff was going through a very difficult time and there is a bright light at the other end of the tunnel. Jerome is leading the way.
3	3/18/22 15:37:57	anonymous	5 - Exceptional	4 - Highly Effective	5 - Exceptional	N/A - Not Applicable	5 - Exceptional	N/A - Not Applicable	5 - Exceptional	N/A - Not Applicable	N/A - Not Applicable	5 - Exceptional	City Manager Fletcher will help the culture within City Hall and all the City's facilities, he was an excellent hire.
4	3/18/22 15:55:54	anonymous	5 - Exceptional	3 - Proficient	5 - Exceptional	N/A - Not Applicable	4 - Highly Effective	N/A - Not Applicable	N/A - Not Applicable	4 - Highly Effective	N/A - Not Applicable	4 - Highly Effective	I have had the pleasure to meet City Manager Fletcher a number of times and believe, while new to the job, he will be successful in time. Obviously, there is a learning curve and staffing needs at the City, but I do feel City Manager Fletcher will be an asset for the City.
5	3/18/22 15:42:15	anonymous	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	Mr. Fletcher is a highly skilled leader. He is trustworthy, intelligent and unwaveringly supportive of his team. He has quickly won the respect and support of the leadership team. Mr. Fletcher has already made significant progress in mending the relationships among the staff. He is clearly emotionally intelligent and thoughtful in all his actions. Mr. Fletcher is not afraid of conflict. He consistently initiates crucial conversations which move the team forward after years of counterproductive conflict. I can't sufficiently articulate how good Mr. Fletcher has been for North Port. He is a true blessing to this team and the citizens of North Port!
6	3/18/22 17:46:36	anonymous	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional		5 - Exceptional	5 - Exceptional	5 - Exceptional	We have lived in North Port for close to 50 years and have worked with each City Manager. Jerome Fletcher has shown his knowledge, concern and support for the City of North Port and its citizens. He is extremely personable and everyone seems to feel an instant connection to our new City Manager. We are extremely impressed with his leadership style.
7	3/19/22 12:14:21	anonymous	5 - Exceptional	4 - Highly Effective	5 - Exceptional	5 - Exceptional	5 - Exceptional	4 - Highly Effective	5 - Exceptional	3 - Proficient	3 - Proficient	4 - Highly Effective	Mr. Fletcher has initiated the first employee survey to establish a baseline for employee morale and concerns. This demonstrates his commitment to employee issues. He has initiated a major revamping of the City's strategic plan with input from the department directions and final direction from the City Commission, including the two new members. He is building a budget based on this strategic plan. He has made several quality hires with filling key department head positions. He has initiated outreach efforts to Wellen Park to begin the healing process over the deannexation issue. He is moving the city toward a results oriented budget, which is a much more effective approach for our size and sophistication city. Mr. Fletcher has initiated the salary survey to ensure that the City is competitive in such a hot labor market. He is a very positive and encouraging leader for staff. Mr. Fletcher is helping the City Commission focus on policy and strategic issues while moving away from a history of involvement in daily operations.. This is very appreciated by staff.
8	3/19/22 13:20:19	anonymous	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	William Gunnin - North Port Area Chamber of Commerce
9	3/20/22 14:57:38	anonymous	4 - Highly Effective	4 - Highly Effective	4 - Highly Effective	N/A - Not Applicable	5 - Exceptional	4 - Highly Effective	4 - Highly Effective	N/A - Not Applicable	4 - Highly Effective	4 - Highly Effective	
10	3/20/22 15:29:48	anonymous	5 - Exceptional	5 - Exceptional	5 - Exceptional	N/A - Not Applicable	5 - Exceptional	N/A - Not Applicable	5 - Exceptional	4 - Highly Effective	N/A - Not Applicable	5 - Exceptional	I am so excited to be here in North Port under Jerome's leadership. I believe we are at a time in History where North Port will come into its own and make a name for itself as a destination to live and raise a family while demonstrating clean sustainable growth!!
11	3/20/22 15:50:19	anonymous	4 - Highly Effective	4 - Highly Effective	5 - Exceptional	4 - Highly Effective	4 - Highly Effective	5 - Exceptional	4 - Highly Effective	4 - Highly Effective	4 - Highly Effective	4 - Highly Effective	
12	3/20/22 21:16:46	anonymous	4 - Highly Effective	3 - Proficient	4 - Highly Effective	3 - Proficient	3 - Proficient	5 - Exceptional	4 - Highly Effective	3 - Proficient	3 - Proficient	3 - Proficient	
13	3/21/22 10:34:34	anonymous	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	N/A - Not Applicable	N/A - Not Applicable	5 - Exceptional	Jerome expertise, experience and collaborative style are appreciated. It has been a pleasure to work with him. He is inclusive, thoughtful of others and eager to help. Kudos to NP for an excellent hire!
14	3/21/22 11:44:54	anonymous	5 - Exceptional	3 - Proficient	5 - Exceptional	4 - Highly Effective	3 - Proficient	4 - Highly Effective	5 - Exceptional	4 - Highly Effective	3 - Proficient	4 - Highly Effective	I greatly appreciate the professionalism Mr. Fletcher brings to the position and his desire to see that mirrored across the board, including with Commissioners. It appears that he has been able to connect the dots and determine where deficiencies lie within his reporting structure. Taking action on this and ensuring the team reflects the core values will be of great impact to the City.
15	3/22/22 6:23:31	anonymous	5 - Exceptional	N/A - Not Applicable	5 - Exceptional	4 - Highly Effective	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	4 - Highly Effective	5 - Exceptional	It has been a pleasure to work with Jerome the last six months. His leadership is well respected among the employees across the City.
16	3/22/22 9:35:30	anonymous	5 - Exceptional	4 - Highly Effective	5 - Exceptional	5 - Exceptional	5 - Exceptional	4 - Highly Effective	5 - Exceptional	4 - Highly Effective	5 - Exceptional	5 - Exceptional	Mr. Fletcher has done a good job projecting our city in the professional direction it needs to perform at. He is doing a good job learning the organization, the city, and the state.
17	3/22/22 14:54:36	anonymous	4 - Highly Effective	4 - Highly Effective	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	3 - Proficient	5 - Exceptional	
18	3/24/22 10:18:59	anonymous	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	Mr. Fletcher's energy, positivity, competence, and ethics are great assets to the City and set the right example for staff to follow.
19	3/25/22 11:33:29	anonymous	4 - Highly Effective	4 - Highly Effective	4 - Highly Effective	4 - Highly Effective	4 - Highly Effective	4 - Highly Effective	4 - Highly Effective	4 - Highly Effective	4 - Highly Effective	4 - Highly Effective	City Manager Fletcher is a very effective communicator, made more obvious by the lack of communication by the last permanent person in the post. His enthusiasm and energy are to be envied and his concern for morale and work-life balance is most needed if the city is to be successful in the long-haul. It is too early to tell if his honeymoon phase will continue through the next six months as we move toward the some changes in the Commission make-up. So far, I believe he has shown himself to be all-in on our City and our residents and businesses.
20	3/25/22 14:17:29	anonymous	5 - Exceptional	N/A - Not Applicable	4 - Highly Effective	5 - Exceptional	N/A - Not Applicable	N/A - Not Applicable	5 - Exceptional	5 - Exceptional	N/A - Not Applicable	5 - Exceptional	Employees greatly appreciate the backing of Mr. Fletcher in dealings with Commission.
21	3/25/22 12:34:56	anonymous	5 - Exceptional	4 - Highly Effective	5 - Exceptional	4 - Highly Effective	5 - Exceptional	4 - Highly Effective	5 - Exceptional	4 - Highly Effective	4 - Highly Effective	5 - Exceptional	In only six months, City Manager Fletcher has filled the void in this City's leadership and has made great progress in elevating the City's administration and relationships with the public. Key senior leadership positions have been filled with highly-experienced professionals. Existing senior leadership have expressed that they feel more respected and valued under Mr. Fletcher's management, which includes a highly professional and emotionally intelligent approach. External stakeholders have provided unsolicited feedback about their positive interactions and impressions of Mr. Fletcher. Personally, it is extremely rewarding to work with such a skilled professional who understands how to take the administration of the organization to the next level. If these first six months are any indication, I believe Mr. Fletcher's leadership will significantly and positively propel the City forward.

**City Manager Six-Month
Performance Evaluation Survey Data**

22	3/27/22 8:22:21	anonymous	4 - Highly Effective	3 - Proficient	5 - Exceptional	3 - Proficient	4 - Highly Effective	N/A - Not Applicable	4 - Highly Effective	4 - Highly Effective	N/A - Not Applicable	4 - Highly Effective	
23	3/27/22 11:18:08	anonymous	5 - Exceptional	N/A - Not Applicable	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	N/A - Not Applicable	5 - Exceptional	5 - Exceptional	5 - Exceptional	Wow! North Port is so lucky and strategic in bringing Mr. Fletcher on board! Enjoy working with him and his staff.
24	3/27/22 14:33:36	anonymous	5 - Exceptional	N/A - Not Applicable	5 - Exceptional	4 - Highly Effective	N/A - Not Applicable	5 - Exceptional	N/A - Not Applicable	5 - Exceptional	5 - Exceptional	4 - Highly Effective	
25	3/28/22 8:01:11	anonymous	5 - Exceptional	4 - Highly Effective	5 - Exceptional	4 - Highly Effective	5 - Exceptional	N/A - Not Applicable	4 - Highly Effective	5 - Exceptional	4 - Highly Effective	5 - Exceptional	Mr. Fletcher's professionalism and big picture mindset are what the City needs to transition from the small town mentality that has previously held it back.
26	3/28/22 8:44:33	anonymous	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	Very easy to speak to...approachable, understands how collaboration works.
27	3/28/22 15:39:22	anonymous	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	5 - Exceptional	Mr. Fletcher has led the effort to revamp the City's Strategic Plan; proposed a performance based budget incorporating Strategic Plan pillars and key performance measures; embraced teleworking and flexible work schedules; very supportive of economic development and City partnerships with non-profit agencies.
28	3/28/22 15:17:39	anonymous	4 - Highly Effective	N/A - Not Applicable	5 - Exceptional	4 - Highly Effective	N/A - Not Applicable	4 - Highly Effective	4 - Highly Effective	N/A - Not Applicable	3 - Proficient	4 - Highly Effective	Mr. Fletcher has brought a refreshing new perspective to our organization. He has provided the support and vision that our City-was in need of. It is the first time, in many years that I feel secure and supported by a supervisor. Mr. Fletcher understands our community needs and is willing to address them.
Totals:			133	88	121	98	107	98	108	98	84	124	
Average Rating:			4.93	4.19	4.48	4.67	4.65	4.67	4.70	4.45	4.20	4.59	