

2022 City Manager Evaluation (First Six Months)

Please rate the City Manager using the following scale:

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| 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.

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| <p>1. Leadership / Supervision</p> <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:</p> <p>I believe Mr. Fletcher by just coming on board has taken the initiative to make things better in the workforce but it is very early in the process to see if the needed changes come to fruition.</p> |
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5-Exceptional 4-Highly Effective 3-Proficient 2-Inconsistent 1-Unsatisfactory

N/A-Not Applicable

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| 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: I believe Mr. Fletcher has a great attitude, and understands how difficult at times it is trying to coral the commission so that they achieve their goal as a body. |

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

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| 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: Mr. Fletcher has already taken steps to improve relations with the community by reaching out and holding meet and greets to help inform citizens on any issues they may have. Taking these steps are essential to gain citizen trust and input on current needs of this City |

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

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| 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 |

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| <ul style="list-style-type: none">• Ensures that reports are produced and handled in a way to convey the message that affairs of the City are transparent |
| COMMENTS: Mr. Fletcher has got a good foothold on this. |

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

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| 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 |
| COMMENTS: I know Mr. Fletcher is always willing and available, should the need arise. Pursuing Economic Development is going to be a very high priority from this Commission and feel he will lead us in the right direction. |

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

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| 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 |
| COMMENTS: Mr. Fletcher is a great representative to our neighboring communities. |

- 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:

Mr. Fletcher leads by example and I look forward to what he brings in the future.

- 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:

I have had no issues with Mr. Fletcher concerning these areas. He has always been prompt to reply and makes himself available if a one on one meeting needs to take place.

- 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:

We have just begun the budget process, and I look forward to seeing how it goes.

- 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 is a six month review of Mr. Fletcher and is very hard to determine Mr. Fletcher's full potential until he is more settled into his position. I feel he has started out very well and look for nothing less coming from him in the future.

(EMPLOYEES COMMENT)

CITY MANAGER SIGNATURE / DATE:

(INSERT SIGNATURE)

(INSERT DATE)

CITY COMMISSIONER SIGNATURE / DATE:

(INSERT SIGNATURE)

(INSERT DATE)

3-22-2022