

CITY OF NORTH PORT

Deputy CITY CLERK

ANNUAL PERFORMANCE APPRAISAL

City Clerk's Name: Kathryn Peto

JOB PERFORMANCE RATINGS

E=Excellent

FS=Fully Satisfactory

S=Satisfactory

U=Unsatisfactory

ADMINISTRATION AND ORGANIZATIONAL MANAGEMENT:

The ability to structure the city clerk department and plan and organize its work in such a way as to effectively and efficiently meet the municipal service needs of City Commission, charter officers, department heads, employees, advisory board members and citizens, and carry out the goals and policies adopted by the City Commission

Rating: FS Comments: I believe Katy has the ability to truly be a strong organizer within the Clerk's Office. She has performed well in her first year & experience will increase with tenure.

BUDGETING AND FINANCIAL MANAGEMENT:

The ability to develop and monitor budgets for City Commission and City Clerk department to meet their needs

Rating: S Comments: I believe the budgeting aspect of any department takes time to learn. Again, Katy has done well, and training will help, too.

POLICY AND PROGRAM DEVELOPMENT:

Demonstrates the ability to recommend policies to enhance the city's goals and objectives.

Rating: S Comments: This is another area that develops with experience. I feel Katy carries enough confidence that she will be a great help to the Clerk in this area.

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EMPLOYEE RELATIONS AND STAFF DEVELOPMENT:

Demonstrates the ability to (as the need arises) recruit and retain high quality personnel for the city clerk's office, to set a high standard of performance for employees, and to foster a sense of commitment to providing a high level of public service to the citizens Rating: FS

Comments: I believe Katy demonstrates high standards in all areas, including a standard of high performance in herself and others.

ETHICS AND INTEGRITY:

Conducts self in accordance with the ethical standards of the office of a Charter Officer.

Rating: E Comments: I recognize the quality of high ethical standards in all of Katy's life and work.

COMMUNICATION SKILLS:

Demonstrates effective oral and written communication skills, conveying ideas and information in a manner that is clear and concise and well organized.

Rating: FS Comments: Katy has good communication skills that will even improve over time and familiarity with the duties.

INTERACTION WITH THE PUBLIC:

Maintains a positive relationship with the public.

Rating: FS Comments: The largest exposure Katy has with the public is in the public Comm. meetings and she is respectful and attentive.

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INTERACTION WITH PRESS AND MEDIA:

Maintains a constructive relationship with the press and media.

Rating: S Comments: Katy will be exposed to more of this further in her career, right now, not as much.

INTERACTION WITH COMMISSION:

Maintains an open and trusting relationship with the City Commission, both collectively and individually, and responds to their concerns in an effective and timely manner. Plays a supportive role to the Commission in their responsibilities as elected officials, without getting involved in partisan politics.

Rating: E Comments: Katy fits in well with everyone, and supports the Commission in a very ethical, yet, relayed manner.

INTERACTION WITH INTERGOVERNMENTAL AND PROFESSIONAL AGENCIES:

Maintains a positive relationship with other governmental agencies. Fosters a high level of respect for the City of North Port. Takes an active role in professional organizations.

Rating: FS Comments: Katy's personality and high standards creates a positive relationship with other agencies.

INTERACTION WITH CHARTER OFFICERS AND DEPARTMENT DIRECTORS:

Establishes and maintains a positive working relationship with Charter Officers and department directors, displaying support and concern for their role in City government.

Rating: FS Comments: The same reasons as above creates positive relationships in house.

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PERSONAL CHARACTERISTICS:

Maintains a high level of personal direction, manages stress effectively, and maintains a healthy tolerance for the uncertainties which are inherent in municipal management. Demonstrates a friendly and supportive attitude toward others, encouraging them to seek guidance in resolving problems related to the City organization.

Rating: E Comments: Again, this is an area
that reflects who Katy is a an
individual with integrity, balancing
her busy home life with the obstacles of
work.

MOST SIGNIFICANT ASSET(S): (Attach additional page if needed)

What do you feel are some of the strongest points, finest accomplishments and strongest leadership traits demonstrated by the City Clerk?

Katy's strongest asset is who she is.
Coupled within that makeup is a
drive to learn, improve and
achieve.

DEVELOPMENTAL AREA(S):

What areas of the City Clerk's performance do you feel need growth and development? Why? Do you have suggestions as to how the City Clerk can improve in these areas?

Training, of course, and the tenure
of experience is all I see as
being necessary. I enjoy working
with her.

PERFORMANCE LEVELS:**Excellent (E)**

A Charter Officer who receives this rating consistently demonstrates effective performance above and beyond the normal expected level of achievement. Performance is seen as strong. This rating is difficult to achieve and will need justification that will signify exceptional performance.

Fully Satisfactory (FS)

A Charter Officer who receives this rating demonstrates a satisfactory and expected level of performance. Performance meets the job requirements and standards.

Satisfactory (S)

A Charter Officer who receives this rating demonstrates a satisfactory level of performance. Performance meets the job requirements and standards but does not meet all the standards all the time and may need developmental guidance in one to two areas.

Unsatisfactory (U)

A Charter Officer who receives this rating does not consistently meet job requirements. Therefore, improvement is necessary to reach the expected level, and the elected official should consider suggestions to enhance the officer's performance. Immediate improvement in this area is required. In order to be constructive, indicate specific incidents/examples for justification rather than making general, vague statements based strictly on personal feelings. Justification is required.

CIRCLE RATING LETTERS FOR EACH ITEM BELOW:


Administration and Organizational Management	E	FS	S	U
Budgeting and Financial Management	E	FS	S	U
Policy and Program Development	E	FS	S	U
Employee Relations and Staff Development	E	FS	S	U
Ethics and Integrity	E	FS	S	U
Communication Skills	E	FS	S	U
Interaction with Public	E	FS	S	U
Interaction with Press and Media	E	FS	S	U
Interaction with Mayor and Council	E	FS	S	U
Interaction with Intergovernmental & Professional Agencies	E	FS	S	U
Interaction with Charter Officers & Department Directors	E	FS	S	U
Personal Characteristics	E	FS	S	U

TOTALS:

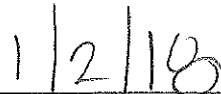
3 6 3

FS

SIGNATURES:



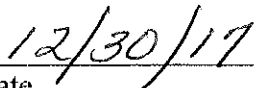
Deputy City Clerk



Date



Commissioner



Date

FOR ADMINISTRATIVE SERVICES DEPARTMENT USE:

Date