

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 Leadership <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
COMMENTS:

☐ 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: Mr. Fletcher follows all directives of the Commission.

☒ 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: There is no person I know, that represents himself in a more professional manner, when representing the City in public, than Mr. Fletcher. I would like to see more acceptance of views of those with different opinions.

☐ 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

<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
<p>COMMENTS: There have been a number of employees leave the City employment in the last ten months. I worry that a top down mantra, might inhibit employee initiative.</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: While I believe that Mr. Fletcher, through the Development Services Department, works tirelessly, to increase tax base, I worry that citizens are often neglected in decisions. Case in point was the adoption of a new ULDC and rezoning, with little notice to property owners. The City Commission must share some of that.</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: From what I see, Mr. Fletcher represents our city in relations with other communities, in a very open and collaborative manner.</p>

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

7. Strategic Planning
<ul style="list-style-type: none"> • 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
<p>COMMENTS: While understanding that Mr. Fletcher has over 900 employees to be responsible for, I sometimes feel that there is too much top down control.</p>

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

8. City Commission Relations
<ul style="list-style-type: none"> • 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
<p>COMMENTS: Again, I would like to see less top down control.</p>

☐ 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: I would like a bit longer time period between the proposed budget being printed and the first meetings to discuss it. This is being said, from the aspect of a new commissioner.

☐ 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)

My raw score was a total of 32, divided by 9, for an average of 3.5. Mr. Fletcher has the skills to excel and I expect my rating will be higher by next year.
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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:

(INSERT SIGNATURE) <i>David Duval</i>	(INSERT DATE) 9-5-25
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