

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:</p> <p>Jerome sets a high bar, not only for himself, but also for leadership and all staff. His expectation is that staff will achieve that bar. If not, he is willing to get the help that employee needs to succeed, if they are willing to improve. This year, his focus is working with staff to make sure we achieve the goals and implement the kind of culture our residents, businesses, and developers want.</p> <p>External organizations are recognizing Jerome's leadership abilities and his many successes here in the city. To name just a few:</p> <ul style="list-style-type: none"> Participating member of the Florida City/County Managers Association (FCCMA)

- Appointed member of the FCCMA Fiscal and Administrative Policy Committee
- Invited to and participated on a Human Resources panel at the FCCMA Winter Institute *"How Can City Managers Survive Today's Civility"*
- Participating member as a Credentialed Manager of the International City/County Managers Association (ICMA)
- Participating member of the Florida League of Cities (FLC)
- Appointed (and reappointed for 2024) member of the FLC Legislative Policy Committee - Municipal Operations
- Ex-officio Board member of the YMCA and also a member of the Exploratory Committee focused on bringing a community center location back to North Port, including much-needed childcare, as well as activities and programs for all ages
- Strived to inspire others to lead by consistently leading through example and demonstrating the standards I expect from others. I actively nurture the next generation of leaders within the organization by exposing them to growth opportunities, encouraging their professional development, and providing mentorship that helps them build confidence in their abilities. My approach ensures that leadership is not concentrated at the top but is cultivated at every level, creating a stronger, more resilient organization prepared for the future.
- Demonstrated a high regard for personal ethics and professionalism, even in the most challenging circumstances. During two election cycles and the difficult process of engaging the public on referendum questions that ultimately did not pass, I maintained composure, integrity, and a steady presence. By upholding my personal values and exhibiting an appearance and attitude befitting the executive role, I ensured that public discourse remained respectful and that the organization continued to be represented with credibility and trust.
- Continued to support all department heads during the budget process to secure much-needed resources to keep pace with the speed of the City's growth while being fiscally responsible to hold ourselves accountable for smart management of expenses.
- Continued to grow my own subject matter expertise within all departments via in-person meetings, memos, and interactions with our various team members.
- Maintained a focused effort on operational efficiency to ensure residents continue receiving a high level of service despite ongoing budget constraints. By actively promoting streamlined processes, leveraging resources effectively, and identifying areas for improvement, I have strengthened our ability to meet community needs while remaining fiscally responsible. This commitment to efficiency has allowed us to deliver quality services without compromising financial stability.

Jerome leads his team with integrity and resilience, including addressing and successfully resolving an ethics complaint filed with the State of Florida Department of Commission on Ethics, which was dismissed due to lack of legal sufficiency. This experience has only reinforced my commitment to transparency and ethical leadership.

I am particularly impressed with Jerome's embracing Lean Six Sigma as a strategy to improve the city's business processes.

☒ 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
<p>COMMENTS:</p> <p>City staff, under Jerome’s leadership, have identified areas in the city’s code where we were out-of-date, or out-of-compliance with state statutes. Also, he has persisted in finding alternative ways of achieving goals established by the commission when our initial plans failed to produce the results we were looking for. Some examples include:</p> <ul style="list-style-type: none"> • Completion of the ULDC with an October 2024 implementation after many failed attempts to bring this project to fruition over the past several years • Now that the fall referendums failed, Jerome is working with staff to identify alternative funding paths for those key projects. • Prepared a Resolution to provide for administrative review and approval of final plats as required by the Florida Statutes • Prepared an Ordinance to amend City Code restrictions regarding business locations for on premises alcoholic beverage consumption • Prepared an Ordinance to amend the City Code provisions regarding fines and liens to encourage remediation of distressed properties • Prepared an Ordinance to amend the City Code to align Quasi-Judicial Proceedings with updated case law, create efficiencies, and ensure due process to parties

☒ 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
<p>COMMENTS:</p> <p>Since Jerome arrived at the city in October 2021, he has revolutionized the way staff engages with the North Port community and has been largely responsible for the dramatic improvement in the city’s “brand” outside of the city. To name just a few of his most impactful initiatives include:</p> <ul style="list-style-type: none"> • Continued to engage the community to build trust and confidence in local government by being the lead speaker at nine North Port United Tour meetings and other community

engagements (ex. North Port Forward, Business Network International, North Port Area Chamber of Commerce events, real estate organizations, rotary clubs, etc.)

- Initiating North Port University, the City's first citizens academy, to educate residents and develop future leaders that has been incredibly well-received by the community with waiting lists to participate; and highly rated by all the attendees
- Consolidating and upgrading the city's communications team who have been instrumental in improving the city's brand, both inside and outside the city.
- Developed and implemented Price Boulevard Widening Project public information plan.
- Facilitated more than 121 hours of in-person community engagement activities, including City-hosted events and Communications staff outreach at North Port Shop Local Market, etc.
- Continued to engage the community to build trust and confidence in local government by being the lead speaker community engagements (ex. Business Network International, North Port Area Chamber of Commerce events, real estate organizations, rotary clubs, etc.)
- Jerome has provided over twenty biweekly guest editorials for the Sun newspapers. Through these columns, he provides important updates on city initiatives, policy changes, and community events. This regular communication helps to ensure transparency, foster trust, and maintain an open dialogue with our residents
- Participated in multiple interviews on the John Rawlings WKDW 97.5 FM radio show and Facebook live broadcast to provide regular important information and answer questions from the public.

One of the areas where I have seen significant progress on Jerome's part is his willingness to re-engage with community members who have been publicly critical of his performance. As public officials, we are often the target of intense criticism, some justified, some not. Jerome's willingness to sit down with some of these folks to reset the relationship and find common ground shows significant improvement over last year.

☒ 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• Ensures that reports are produced and handled in a way to convey the message that affairs of the City are transparent
COMMENTS: As I've mentioned in previous reviews, I find my weekly meetings with Jerome to be informative and our conversations wide-ranging on how to improve our services and working relationship with the

community. He is excellent about being available after hours and on weekends and always informs me of any serious happenings either with staff or city events.

Of major importance to me, Jerome has focused on ensuring the fiscal health and sustainable development of our city. He has sought independent third-party analyses for our fiscal condition, economic development strategies, and debt management policies. These impartial evaluations provide an objective perspective, enhancing the credibility and accuracy of our data. By relying on expert insights, we can make informed decisions that promote financial stability, stimulate economic growth, and effectively manage our debt. This approach underscores our commitment to transparency, accountability, and the long-term well-being of our community

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

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
<p>COMMENTS:</p> <p>We have made significant progress designing and implementing programs geared toward attracting businesses and increasing the number of jobs available in our city. The decision of the SMH board to start building North Port's hospital on Sumter will be a significant boon to the city, bringing jobs up and down the pay scale to our city, as well as providing an impetus for supporting development in the vicinity of the hospital. Another significant accomplishment is the development the strong working relationship between the city's econ dev team and the Sarasota Economic Development Corporation has resulted in many benefits.</p> <p>Specific accomplishments include:</p> <ul style="list-style-type: none">• The implementation of the Sarasota County Connect Summer Workshop Series in partnership with EDC Sarasota County, SCF 26 West Center, and Wellen Park. This series, the first of its kind for the City, was overwhelmingly successful and well-attended, with the first course offering for 2025-26 happening this month.• The expansion of the Benderson Woodlands project has been rewarding to see, as new companies move in as soon as space is available• Led inbound missions with site selectors that included city tours and management meet and greet opportunities. Actively working high tech, hotel, sports centered, and retail propositions. Postured to pursue aviation/aerospace and distribution opportunities.• Partnered with State College of Florida/26 West to formulate, curate, and launch North Port Next, a series of 8 free workshops (Sept '25 – March '26) for the business community, hosted at the SCF Campus in Wellen Park. Solicited and received financial contribution from Crews Bank to cover 50% of program costs.• Served as the anchor presenter to the monthly Business and Economic Development Committee organized by the North Port Chamber of Commerce. Represented the City at all Chamber of Commerce monthly luncheons, after hour events, ribbon cuttings, ground breakings and sponsored activities.

However, bringing a large-scale industrial employer to the city has, thus far, eluded us. So much is dependent on our ability to accelerate development out east and get utilities in place so building can commence. We need to add measurable outcomes that complement our programs and activities. I am very excited about staff researching the creation of a special district out east to fund infrastructure. These advancements should also get the new interchange back on the front burner of the MPO.

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

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
<p>COMMENTS:</p> <p>Jerome has developed a strong working relationship with neighboring communities, including:</p> <ul style="list-style-type: none"> Successfully advocated to the Sarasota Local Mitigation Strategy for the approval of funding for 4 City projects utilizing Hurricanes Helene and Milton Hazard Mitigation Grant Program Funding, securing an estimated \$7,837,500 in grant funding. Supported Sarasota County and Madison County through mutual aid deployments in response to Hurricanes Debby and Helene Regular meetings with Sarasota County, Charlotte County, City of Venice, and City of Sarasota's leadership teams. Attended Council of Governments meetings to increase sharing of information and partnerships with our local and regional peers. Partnered with the Sarasota County School District, including Suncoast Technical College leadership, to expedite the expansion of their North Port campus to include healthcare jobs to prepare for the addition of two hospitals

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☐ 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:</p> <p>Some of Jerome's many accomplishments in strategic planning include:</p> <ul style="list-style-type: none">• Following the onboarding of two new commissioners, staff revised and finalized our Strategic Plan to include their feedback and vision• Maintained the Performance Measurement webpage to connect the Strategic Plan to actual outcomes.• Maintained the focus on the city's safety and growth, and enhanced the quality of life for residents through various efforts in alignment with our Strategic pillars and priorities:• Began construction of new Fire Station 87 in Wellen Park. This fire station is being constructed to efficiently respond to emergencies in the rapidly growing western portion of the City of North Port. The station is scheduled for completion in the summer of 2026.• NP Fire Rescue proudly became the first public safety agency in Florida to achieve PEDReady Gold, a prestigious third-party evaluation that demonstrates our exceptional capability to provide the highest standard of pediatric care and protect our most vulnerable patients.• With a Return of Spontaneous Circulation (ROSC) rate of over 42%, NPFR consistently exceeds the state (27.3%) and national (25.4%) averages, highlighting our commitment to effective cardiac arrest care.• The Department's Real-Time Intelligence Center has become the talk and attraction of other law enforcement agencies to see and visit on the best practices and investigative tools of today, in keeping crime rate down and solvability rates at an all-time high.• NPPD was selected for the Presidential Inauguration Security Task Force for the 47th President of the United States on Inauguration Day. 39 NPPD law enforcement officers provided security in Washington DC on January 20, 2025.

☒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

<ul style="list-style-type: none">• Demonstrates willingness to meet with Commission members to deal with individual problems and issues
<p>COMMENTS:</p> <p>I have always found Jerome to be very forthright in his communications with me and open about what's happening in the city. As I mentioned previously, Jerome makes himself available after hours and on weekends, something I very much appreciate but try not to abuse. He has done a good job drawing our two, new commissioners into the fold. I believe we are function as a team better than we have in my previous 4 years.</p>

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☐ N/A-Not Applicable

9. Financial Management / Budget
<ul style="list-style-type: none">Ensures the budget is prepared and executed in a productive mannerAddresses the budget concerns raised by the Commission as a wholeAdministers the adopted and amended budget within the approved revenues and expenditures
<p>COMMENTS:</p> <p>I really appreciate Jerome's use of outside consultants to help us pave a path to the future, and particularly appreciate bringing in PFM Financial Advisors to develop a long-term financial model for the City. This model included an updated CIP by department, debt financing scenarios, budget models all based on different development scenarios. Second is the comprehensive 20-year Capital Improvement Program for the City Commission including all projects anticipated by the departments to be necessary for the next two decades.</p> <p>Other accomplishments include:</p> <ul style="list-style-type: none">Receiving the GFOA Distinguished Budget Award with special recognition for Performance Measures, Strategic Goals and Strategies and Capital Program.Preparation the FY 2026 City Manager's Recommended and Proposed Budgets keeping our millage rate constant for the sixth year in a rowPreparation of the FYE 9/30/24 Annual Comprehensive Financial Report (ACFR) and received an unmodified audit opinion from the independent auditors.Receiving the 28th consecutive Government Finance Officers Association (GFOA) Certificate of Achievement for Excellence in Financial Reporting for FYE 9/30/23 ACFR and submitted the FYE 9/30/24 ACFR for award consideration.North Port received Aa2 bond rating on Price Widening bonds which generated low interest in this competitive financing opportunity.

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☐ 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)

Jerome has had such a beneficial impact on our city's performance, culture, and reputation both inside and outside the city. He has invigorated tenured employees and has filled key openings with exceptional people. He has done an outstanding job. I often say that the best decision I have made as a city commissioner is hiring Jerome. The one area I would like to see improvement is economic development. Now, I understand that the economy and market factors drive business expansion, and the commission has not always given staff the tools they need, like incentives. But we need to start

tracking and measuring, quantitatively, what we are doing and make sure our expansion strategy is aligned with North Port's strengths and is attainable given our strengths and our weaknesses as a city. I am confident we can achieve great things and bring high paying jobs that create a bright future for our families and all residents of 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) <i>Barbara Langdon</i>	(INSERT DATE) <i>9/9/2025</i>
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