



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>The rating of this category is somewhat limited as the Commission doesn't interact on a day to day basis with the staff and thus cannot provide a fully weighted rating but can only be provided partially by a limited observation. Therefore, my rating would not be fully completed.</p>

☐ 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>When agenda items are presented, it usually would be concluded with what the staff recommends as opposed to different options that might be available. I'm very well pleased that starting September 2025, the staff will be offering workable alternatives (a menu of possible options) and thus will be improving the Commission's ability to make well-informed decisions.</p>

☐ 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>Shows willingness to work and listen to the community members and their requests/complaints.</p>

☐ 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
<p>COMMENTS: Keeps the Commission well informed with the current city's affairs and future plans.</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: There are some unnecessary hurdles with the perming process that can be much more efficiently utilized and standardized and some can be eliminated all together. It is worthy to note that the city of North Port displays the desire to be a business friendly, the Districts' fees (and the rates' increases) can be burdensome for the development and future establishment of a commercial tax base.</p>

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

<p>6. Intergovernmental Relations</p>
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<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>Very professional and eloquent with other municipalities' officials and elected officials.</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:</p> <p>Follows the Commission set strategic planning.</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

<ul style="list-style-type: none"> • 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:</p> <p>Promptly responses to the commissioners' requests/questions/inquiries related to the City's affairs. Very flexible to meet formally and informally to address ANY issues. It is important to note that the City's charter (Sec. 5.02.) limits the individual commissioners to give directives (give orders) to the City Manager's subordinates. However the City Charter DOESN'T prohibit the individual commissioner from interacting with the staff or asking them questions for the purpose of betterment of the City.</p>

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

<p>9. Financial Management / Budget</p>
<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
<p>COMMENTS:</p> <p>The city manager must maintain a clear understanding of current economic conditions, ensuring that the city's budget reflects both present realities and future forecasts. I feel that this year's fiscal planning and resource allocation should be responsive to economic trends, which should be more fiscally conservative measures.</p>

☐ 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)

Mr. Jerome Fletcher is open to listening and dedicated to growing as a manager in service to our great City.

(EMPLOYEES COMMENT)

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CITY MANAGER SIGNATURE / DATE:

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CITY COMMISSIONER SIGNATURE / DATE:

Demetrius Petrow	9/4/2025
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