

1. Reflects City Values

Rating 9.0

Comments/Explanation: Mrs. Gresham upholds the objectives and values attached to her city manager position. She exhibits integrity each and every day and is transparent in her decision makings.

2. Communication

Rating 9.0

Comments/Explanation: Mrs. Gresham maintains an "open-door" policy and is available to citizens, staff and commissioners. She communicates well with all through phone calls, emails, or in person.

3. Team Management

Rating 9.5

Comments/Explanation: Mrs. Gresham supervises her team with respect and dignity. She has established weekly meetings to stay abreast and support the daily activities of the projects at hand.

4. Fiscal Management

Rating 9.0

Comments/Explanation: The city is fiscally sound and maintains a balanced budget under the leadership of Mrs. Gresham and her team.

5. Professional Presentation

Rating 9.0

Comments/Explanation: Mrs. Gresham presents herself as a professional in all environments.

6. Organizational Leadership

Rating 9.0

Comments/Explanation: Mrs. Gresham is an excellent leader, role model and works with the city commission as we, together develop our vision for the city's growth and development.

7. Project Management

Rating 9.0

Comments/Explanation: Mrs. Gresham maintains a steady and regular account of her staff's productivity and progress.

8. Community Involvement

Rating 9.0

Comments/Explanation: Mrs. Gresham's visibility in the community is essential. She attends and participates in scheduled activities in our "Good Life" community.

9. Goals

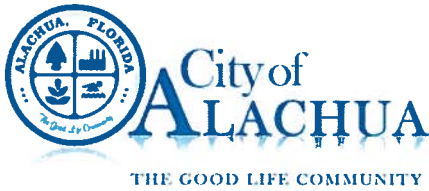
Rating 9.5

Comments/Explanation: Our Strategic Plan is well formulated and outlined. The commission along with the Mrs. Gresham and key staff members worked together to develop and ensure the commission's initiatives were communicated for a successful year. The Strategic plan provided the direction and focus we needed as we continue to shine as the "BEST CITY" statewide.

10. Commission/Manager Interaction

Rating 9.5

Comments/Explanation: The relationship with Mrs. Gresham and the commission is exemplary. She has the utmost respect for the commission and it is reciprocal. She is always accessible and a phone call away if she is needed.



CITY MANAGER ANNUAL PERFORMANCE EVALUATION

SECTION II INDIVIDUAL RATING SHEET

<u>Scale</u>			<u>Overall Rating</u>
.00	-	5.99	Unacceptable
6.00	-	6.99	Below Expectations
7.00	-	7.99	Meets Expectations
8.00	-	8.99	Exceeds Expectations
9.00	-	10.00	Outstanding

PERFORMANCE REVIEW FACTOR

RATING

1.	Reflects City Values	<u>9.0</u>
2.	Communication	<u>9.0</u>
3.	Team Management	<u>9.5</u>
4.	Fiscal Management	<u>9.0</u>
5.	Professional Presentation	<u>9.0</u>
6.	Organizational Leadership	<u>9.0</u>
7.	Project Management	<u>9.0</u>
8.	Community Involvement	<u>9.0</u>
9.	Goals	<u>9.5</u>
10.	Commission/Manager Interaction	<u>9.5</u>

Total **91.5**

Completed by: Shirley Green Brown

Signature:

Date: 8/13/16