

1. Reflects City Values

Rating 8.50

Comments/Explanation: I believe that Ms. Gresham reflects the values of the City. I find her to be honest and has the highest integrity. These are values that our citizens and our City Commission expect.

2. Communication

Rating 8.50

Comments/Explanation: I have not heard of any issues from citizens in not being able to contact or seeking assistance from Ms. Gresham. I am pleased that she has met one-on-one with each employee in the last year.

3. Team Management

Rating 8.50

Comments/Explanation: I find Ms. Gresham to be team orientated and has the support of her talented staff as a City Manager. She has over the last several years hired highly qualified professionals to her Senior Management team. She allows her team to run their departments while making sure they understand her expectations and giving them the support and resources they need to accomplish the goals of the City.

4. Fiscal Management

Rating 9.00

Comments/Explanation: I find Ms. Gresham and her team to be fiscally responsible in the use of the City's resources and finding ways to acquire other resources to give our citizens the quality of service that they expect and pay for.

5. Professional Presentation

Rating 9.50

Comments/Explanation: I find Ms. Gresham conducts herself in a very professional manner at all times and sets the example for her staff to follow.

6. Organizational Leadership

Rating 8.50

Comments/Explanation: Ms. Gresham continues to make organizational changes and streamlining of City processes as our City grows. Her staff continues to have a good attitude and take pride in their work. She leads by example.

7. Project Management

Rating 9.00

Comments/Explanation: As City Manager, Ms. Gresham with the assistance of her Senior Management team has completed successful projects within the established time-frames and within budget. As a Commissioner I am really impressed with the Legacy Park phase I project which had a six month time frame and is under construction.

8. **Community Involvement**

Rating 9.00

Comments/Explanation: **Ms. Gresham is involved in our community and attends many functions and meetings speaking, giving City activity updates, and continues to encourage citizen involvement in the activities of the City.**

9. **Goals**

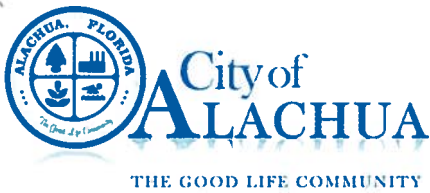
Rating 9.00

Comments/Explanation: **Working at the direction of the City Commission through the Strategic Plan the Commission adopted, through the recommendation of Ms. Gresham, has accomplished many of the goals set by us.**

10. **Commission/Manager Interaction**

Rating 8.50

Comments/Explanation **Ms. Gresham informs me of the issues and concerns of our City and interacts with me to receive my input to accomplish the goals of the Commission.**



CITY MANAGER ANNUAL PERFORMANCE EVALUATION

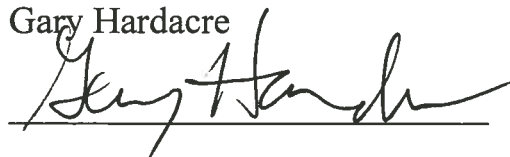
SECTION II INDIVIDUAL RATING SHEET

<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

<u>PERFORMANCE REVIEW FACTOR</u>		<u>RATING</u>
1.	Reflects City Values	<u>8.50</u>
2.	Communication	<u>8.50</u>
3.	Team Management	<u>8.50</u>
4.	Fiscal Management	<u>9.00</u>
5.	Professional Presentation	<u>9.50</u>
6.	Organizational Leadership	<u>8.50</u>
7.	Project Management	<u>9.00</u>
8.	Community Involvement	<u>9.00</u>
9.	Goals	<u>9.00</u>
10.	Commission/Manager Interaction	<u>8.50</u>
Total		<u>88.00</u>

Completed by: Gary Hardacre

Signature:



Date: 8/16/2016