

1. Reflects City Values

Rating 9.50

Comments/Explanation: I believe that the City Manager reflects the values of the City. These are the values that our citizens and our City Commission expect from our city government.

2. Communication

Rating 9.00

Comments/Explanation: I have not heard of any issues from citizens in not being able to contact or seeking assistance from the City Manager. The City Manager regularly communicates with her Staff thru weekly and quarterly meetings, and an open-door policy.

3. Team Management

Rating 9.00

Comments/Explanation: I find the City Manager to be team orientated and has the support of her talented staff. The City Manager hires 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 Commission.

4. Fiscal Management

Rating 10.00

Comments/Explanation: : I find the City Manager and her team to be outstanding in their fiscally responsible in the use of the City's resources to give our citizens the quality of service and life that they have come to expect, while using such practices as zero-based budgeting, looking for ways to do more with less, and working effectively.

5. Professional Presentation

Rating 9.50

Comments/Explanation: I find the City Manager conducts herself in a very professional manner at all times and sets the example for her staff to follow. Our citizens deserve a professional staff and City Manager.

6. Organizational Leadership

Rating 9.50

Comments/Explanation: The City Manager continues to make organizational changes and streamlining of City processes as our City expands our corporate limits, has a larger work force, enhanced services to our citizens, increased our budget, and constructed several public facilities.. Her staff continues to have a good attitude and take pride in their work. She leads by example and continues to challenge her staff.

7. **Project Management**

Rating 9.50

Comments/Explanation: **As City Manager with the assistance of her Senior Management team completes successful projects within established time-frames and within budget. As a Commissioner I am really impressed with the use of a Strategic Plan which the City Manager requested that we use. The City Manager follows through with regular updates on the progress of projects.**

8. **Community Involvement**

Rating 9.50

Comments/Explanation: **The City Manager 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 9.50

Comments/Explanation: **Working at the direction of the City Commission through the Strategic Plan the Commission adopted, the City Manager has accomplished many of the goals set by us. The City Manager gives quarterly updates that reflects the status of the goals.**

10. **Commission/Manager Interaction**

Rating 9.50

Comments/Explanation: **The City Manager keeps me informed of the issues and concerns of our City and interacts with me to receive my input to accomplish the goals of the Commission. The City Manager is always very professional and respectful.**



City of
ALACHUA

THE GOOD LIFE COMMUNITY

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>9.50</u>
2.	Communication	<u>9.00</u>
3.	Team Management	<u>9.00</u>
4.	Fiscal Management	<u>10.00</u>
5.	Professional Presentation	<u>9.00</u>
6.	Organizational Leadership	<u>9.50</u>
7.	Project Management	<u>9.50</u>
8.	Community Involvement	<u>9.50</u>
9.	Goals	<u>9.50</u>
10.	Commission/Manager Interaction	<u>9.50</u>
Total		<u>94.00</u>

Completed by: Gary Hardacre

Signature:

Date: 8/22/2017