

**1. Reflects City Values**

**Rating 10**

*Comments/Explanation:* Mr. Boukari exemplifies the city values of the City of Alachua at the highest level. He sets the standard for city managers and our city organization, and represents the City of Alachua with the utmost integrity.

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**2. Communication**

**Rating 9**

*Comments/Explanation:* Mr. Boukari has shown time and time again that he has an open door policy to our residents, businesses, and investors in our community. He is always able to craft a solution to an issue within the guidelines given in any situation.

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**3. Team Management**

**Rating 9**

*Comments/Explanation:* I appreciate how Mr. Boukari creates an environment that is open to new ideas and feedback from our employees. When our employees feel valued and invested in decisions that are made, we are at our best as a city. When issues are encountered, his willingness to work with staff to empower them to create their own solutions keeps them engaged and motivated.

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**4. Fiscal Management**

**Rating 10**

*Comments/Explanation:* Mr. Boukari's knowledge of the City's finances is extensive and expansive, which allows him, in partnership with our Finance Director, to explore new avenues for revenue, or recommend various strategies of spending, all with the goal of being good stewards for our taxpayers.

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**5. Professional Presentation**

**Rating 10**

*Comments/Explanation:* Mr. Boukari's professionalism with employees, commissioners, community investors, and others is at the highest level. He represents the City of Alachua very well, and always remembers how important it is to do so.

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**6. Organizational Leadership**

**Rating** 9

*Comments/Explanation:* Mr. Boukari is working on taking our city to the next level in leading our organization. In the fifteen months since becoming City Manager, he encourages each department to step into their own leadership roles, and contribute new ideas and innovations to better their own departments, and ultimately better our city.

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**7. Project Management**

**Rating** 10

*Comments/Explanation:* Mr. Boukari is very engaged and involved in all of our major projects, and understands his role as “CEO” of the City. He ensures that the right team members are in place for the project, and has provided resources to our departments to enable efficient and thorough completion of projects.

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**8. Community Involvement**

**Rating** 10

*Comments/Explanation:* Mr. Boukari’s volunteerism and community service is an example of “putting your money where your mouth is”. He sets the example for our organization, while encouraging them to also be involved in our community by also providing incentives.

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**9. Goals**

**Rating** 9

*Comments/Explanation:* The City Strategic Plan, set in place by the Commission, is Mr. Boukari’s guiding tool as to what goals to strive for and what to implement within the City. He has led our city staff in completing several initiatives, and continues to update the Commission on the progress of those being worked on.

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**10. Commission/Manager Interaction**

**Rating** 10

*Comments/Explanation:* From day one, Mr. Boukari is in constant communication with myself, and has always made himself available to answer any questions or concerns that I might have. We have very positive and productive meetings, and is always willing to provide any information I need in order to make an informed decision for our City.

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# 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
2. Communication
3. Team Management
4. Fiscal Management
5. Professional Presentation
6. Organizational Leadership
7. Project Management
8. Community Involvement
9. Goals
10. Commission/Manager Interaction

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96

**Total**

Completed by:

Dayna Miller

Signature:

Dayna Miller

Date:

8/21/19