

**1. Reflects City Values**

**Rating 10.0**

*Comments/Explanation: Mr. Boukari's work performance is reflected on a daily basis in his role as city manager. He is strongly committed to the city's values, goals and strategic plan.*

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**2. Communication**

**Rating 10.0**

*Comments/Explanation: Mr. Boukari exemplifies extraordinary communicative skills. He establishes excellent rapport with all employees, citizens, leadership staff and the commissioners.*

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**3. Team Management**

**Rating 10.0**

*Comments/Explanation: Mr. Boukari is an awesome leader. He sets an example for his team and expects effective and accountable work ethics to ensure a cohesive team.*

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**4. Fiscal Management**

**Rating 10.0**

*Comments/Explanation: The city received an "Unmodified Opinion" during our 2018-19 audit. The city is fiscally sound and Mr. Boukari is always a step ahead of the city's fiduciary responsibilities.*

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**5. Professional Presentation**

**Rating 10.0**

*Comments/Explanation: Mr. Boukari presents himself in a professional manner. He is dressed appropriately for the meetings, Conferences or daily duties. He serves on many committees and boards. He represents the city in the highest manner.*

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**6. Organizational Leadership**

**Rating 10.0**

*Comments/Explanation: Mr. Boukari has the utmost respect for his employees and the respect is reciprocal. The staff is well vested in their desire to provide the best work experience possible. Their attitudes, smiles, trust, communication, stability and loyalty defines true commitment and dedication to the city.*

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7. **Project Management**

Rating 10.0

*Comments/Explanation: There are many projects in operation simultaneously. Mr. Boukari closely monitors the progress and staff's updates to ensure the project's completion date.*

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8. **Community Involvement**

Rating 10.0

*Comments/Explanation: Mr. Boukari is strongly involved in the community. He serves as a mentor for local students and a committee member for the local school's SAC committees. He establishes and maintains a highly positive relationship with our school board, Alachua & Gainesville chambers and state elected officials.*

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9. **Goals**

Rating 10.0

*Comments/Explanation: The City's Strategic plan offers a clear and transparent road map for the direction of the city through our city commission. The goals as well as the developed standards are attainable and monitored throughout the year. On a personal level, Mr. Boukari continues to pursue higher educational goals for himself and that is commendable.*

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10. **Commission/Manager Interaction**

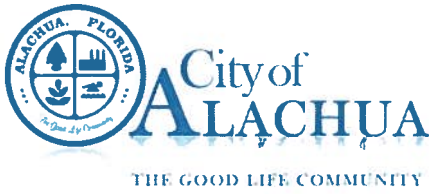
Rating 10.0

*Comments/Explanation: Mr. Boukari works well with our commissioners. He serves as a liaison between the employees and the commission. He is always available to meet and respond to calls as soon as possible. I am proud to have him serve as our City manager,*

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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

<u>PERFORMANCE REVIEW FACTOR</u>		<u>RATING</u>
1.	Reflects City Values	<u>10.0</u>
2.	Communication	<u>10.0</u>
3.	Team Management	<u>10.0</u>
4.	Fiscal Management	<u>10.0</u>
5.	Professional Presentation	<u>10.0</u>
6.	Organizational Leadership	<u>10.0</u>
7.	Project Management	<u>10.0</u>
8.	Community Involvement	<u>10.0</u>
9.	Goals	<u>10.0</u>
10.	Commission/Manager Interaction	<u>10.0</u>
<b>Total</b>		<b><u>100.0</u></b>

Completed by: Shirley Green Brown

Signature: Shirley Green Brown Date: 8/8/19