

1. Reflects City Values

Rating 10.00

Comments/Explanation: The City Manager's performance and leadership on a daily basis reflects the values of our City.

2. Communication

Rating 9.00

Comments/Explanation: The City Manager makes himself available to meet and take phone calls with citizens, businesses, and stakeholders of our community. The City Manager regularly meets with his Staff thru weekly and quarterly meetings, and maintains an open-door policy for all employees.

3. Team Management

Rating 9.00

Comments/Explanation: The City Manager is team orientated. He uses his authority, direction, and support resources to assist Staff to accomplish the strategic goals of the City Commission.

4. Fiscal Management

Rating 9.50

Comments/Explanation: The City Manager and his Staff are outstanding in their fiscal responsibility in the use of the City's resources to give our citizens the quality of life and services they have and deserve. Using such practices as zero-based budgeting and key strategic initiatives like the implementation of the infrastructure improvement areas (which are a first for our City's history) work to keep costs down.

5. Professional Presentation

Rating 10.00

Comments/Explanation: The City Manager conducts himself in a very professional manner at all times and sets the example for the rest of his staff.

6. Organizational Leadership

Rating 9.00

Comments/Explanation: The City Manager exhibits great leadership skills. His Staff continues to have a good attitude and take pride in their work. The quality work produced by his Staff is excellent.

7. Project Management

Rating 9.25

Comments/Explanation: The City Manager gives clear oversight, authority, and resources to his Staff to complete their work. He completes projects in a timely manner and within budget. Examples include neighborhood parks renovations, roadway and sidewalk construction, and enhanced culture and recreation programs.

8. Community Involvement

Rating 10.00

Comments/Explanation: The City Manager is very involved in our Community. He serves on our local school Advisory Councils and the School Board District Advisory Council. He attends local church services, community meetings, and civic meetings to give City activity updates.

9. Goals

Rating 9.00

Comments/Explanation: Each year the City Commission updates their Strategic Plan which provides the City Manager and his Staff clear and accountable initiatives to accomplish his goals and objectives under the Plan. This is an ongoing process. He has met or is currently working to complete these goals and objectives.

10. Commission/Manager Interaction

Rating 9.00

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 City Commission. The City Manager is always very professional and respectful.

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>10.00</u>
2.	Communication	<u>9.00</u>
3.	Team Management	<u>9.00</u>
4.	Fiscal Management	<u>9.50</u>
5.	Professional Presentation	<u>10.00</u>
6.	Organizational Leadership	<u>9.00</u>
7.	Project Management	<u>9.25</u>
8.	Community Involvement	<u>10.00</u>
9.	Goals	<u>9.00</u>
10.	Commission/Manager Interaction	<u>9.00</u>

Total

93.75

Completed by:

GARY HARDAGE

Signature:

[Signature]

Date:

8/15/2019