

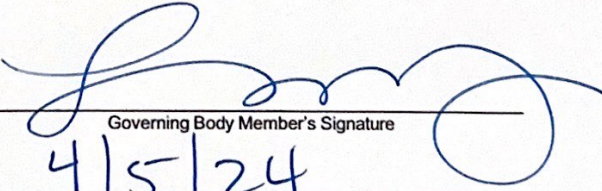


City Manager Performance Evaluation

City of Key West

Evaluation period: April 3, 2023 – April 3, 2024

Each member of the governing body should complete this evaluation form, sign it in the space below and return it to the Human Resources Department, Bridget.Flores. The City Manager will schedule individual meetings with the Mayor and each City Commissioner to review the accomplishments from last year and discuss goals and objectives for the upcoming year. Provided to you is a copy of the International City/County Manager's Association (ICMA) Manager Evaluations Handbook. This handbook is provided as a guide in assisting in completing the evaluation.



Governing Body Member's Signature
4/5/24

Date Submitted

INSTRUCTIONS

This evaluation form contains ten categories of evaluation criteria. Each category contains a statement to describe a behavior standard in that category. For each statement, use the following scale to indicate your rating of the city manager's performance.

- 5 = **Excellent** (almost always exceeds the performance standard)
- 4 = **Above average** (generally exceeds the performance standard)
- 3 = **Average** (generally meets the performance standard)
- 2 = **Below average** (usually does not meet the performance standard)
- 1 = **Poor** (rarely meets the performance standard)

Any item left blank will be interpreted as a score of "3 = Average"

This evaluation form also contains a provision for entering narrative comments, including an opportunity to enter responses to specific questions and an opportunity to list any comments you believe appropriate and pertinent to the rating period. Please write legibly.

Leave all pages of this evaluation form attached. Initial each page. Sign and date the cover page. On the date space of the cover page, enter the date the evaluation form was submitted. All evaluations presented prior to the deadline identified on the cover page will be summarized into a performance evaluation to be presented by the governing body to the city manager as part of the agenda for the meeting indicated on the cover page.

PERFORMANCE CATEGORY SCORING

1. INDIVIDUAL CHARACTERISTICS

- 3 Diligent and thorough in the discharge of duties, "self-starter"
- 2 Exercises good judgment
- 1 Displays enthusiasm, cooperation, and will to adapt
- 3 Mental and physical stamina appropriate for the position
- 3 Exhibits composure, appearance and attitude appropriate for executive position

Add the values from above and enter the subtotal $12 \div 5 = 2.4$ score for this category

2. PROFESSIONAL SKILLS AND STATUS

- 2 Maintains knowledge of current developments affecting the practice of local government management
- 2 Demonstrates a capacity for innovation and creativity
- 1 Anticipates and analyzes problems to develop effective approaches for solving them
- 1 Willing to try new ideas proposed by governing body members and/or staff
- 3 Sets a professional example by handling affairs of the public office in a fair and impartial manner

Add the values from above and enter the subtotal 9 ÷ 5 = 1.8 score for this category

3. RELATIONS WITH ELECTED MEMBERS OF THE GOVERNING BODY

- 1 Carries out directives of the body as a whole as opposed to those of any one member or minority group
- 1 Sets meeting agendas that reflect the guidance of the governing body and avoids unnecessary involvement in administrative actions
- 3 Disseminates complete and accurate information equally to all members in a timely manner
- 1 Assists by facilitating decision making without usurping authority
- 1 Responds well to requests, advice, and constructive criticism

Add the values from above and enter the subtotal 7 ÷ 5 = 1.4 score for this category

4. POLICY EXECUTION

- 1 Implements governing body actions in accordance with the intent of council
- 1 Supports the actions of the governing body after a decision has been reached, both inside and outside the organization
- 2 Understands, supports, and enforces local government's laws, policies, and ordinances
- 2 Reviews ordinance and policy procedures periodically to suggest improvements to their effectiveness
- 2 Offers workable alternatives to the governing body for changes in law or policy when an existing policy or ordinance is no longer practical

Add the values from above and enter the subtotal 8 ÷ 5 = 1.6 score for this category

5. REPORTING

- 4 Provides regular information and reports to the governing body concerning matters of importance to the local government, using the city charter as guide
- 3 Responds in a timely manner to requests from the governing body for special reports
- 2 Takes the initiative to provide information, advice, and recommendations to the governing body on matters that are non-routine and not administrative in nature
- 3 Reports produced by the manager are accurate, comprehensive, concise and written to their intended audience
- 3 Produces and handles reports in a way to convey the message that affairs of the organization are open to public scrutiny

Add the values from above and enter the subtotal $\underline{15} \div 5 = \underline{3}$ score for this category

6. CITIZEN RELATIONS

- 3 Responsive to requests from citizens
- 2 Demonstrates a dedication to service to the community and its citizens
- 2 Maintains a nonpartisan approach in dealing with the news media
- 2 Meets with and listens to members of the community to discuss their concerns and strives to understand their interests
- 2 Gives an appropriate effort to maintain citizen satisfaction with city services

Add the values from above and enter the subtotal $\underline{11} \div 5 = \underline{2.2}$ score for this category

7. STAFFING

- 2 Recruits and retains competent personnel for staff positions
- 2 Applies an appropriate level of supervision to improve any areas of substandard performance
- 2 Stays accurately informed and appropriately concerned about employee relations
- 2 Professionally manages the compensation and benefits plan
- 2 Promotes training and development opportunities for employees at all levels of the organization

Add the values from above and enter the subtotal $\underline{10} \div 5 = \underline{2}$ score for this category

8. SUPERVISION

- 1 Encourages heads of departments to make decisions within their jurisdictions with minimal city manager involvement, yet maintains general control of operations by providing the right amount of communication to the staff
- 2 Instills confidence and promotes initiative in subordinates through supportive rather than restrictive controls for their programs while still monitoring operations at the department level
- 2 Develops and maintains a friendly and informal relationship with the staff and work force in general, yet maintains the professional dignity of the city manager's office
- 1 Sustains or improves staff performance by evaluating the performance of staff members at least annually, setting goals and objectives for them, periodically assessing their progress, and providing appropriate feedback
- 2 Encourages teamwork, innovation, and effective problem-solving among the staff members

Add the values from above and enter the subtotal 8 ÷ 5 = 1.6 score for this category

9. FISCAL MANAGEMENT

- 3 Prepares a balanced budget to provide services at a level directed by council
- 1 Makes the best possible use of available funds, conscious of the need to operate the local government efficiently and effectively
- 2 Prepares a budget and budgetary recommendations in an intelligent and accessible format
- 2 Ensures actions and decisions reflect an appropriate level of responsibility for financial planning and accountability
- 2 Appropriately monitors and manages fiscal activities of the organization

Add the values from above and enter the subtotal 10 ÷ 5 = 2 score for this category

10. COMMUNITY

- 2 Shares responsibility for addressing the difficult issues facing the city
- 1 Avoids unnecessary controversy
- 2 Cooperates with neighboring communities and the county
- 2 Helps the council address future needs and develop adequate plans to address long term trends
- 3 Cooperates with other regional, state and federal government agencies

Add the values from above and enter the subtotal 10 ÷ 5 = 2 score for this category

NARRATIVE EVALUATION

What would you identify as the manager's strength(s), expressed in terms of the principle results achieved during the rating period? The manager provides consistent reports of his weekly schedule.

What performance area(s) would you identify as most critical for improvement? The manager needs to work on better understanding of the needs of the community; the will of the residents. While his previous experience in Miami provides him with relevant experience in municipal government, the initiatives he is attempting to duplicate in Key West are out of touch with what our citizens want. Needs improvement on working with ~~capital~~ adopted budget to bring capital projects to fruition without sole dependence on G.O. Bond. Needs better understanding of full time residents needs; to get in touch with the community.

What constructive suggestions or assistance can you offer the manager to enhance

performance? Encourage/allow communication between staff & Commission. Work with legal department. Carry out the will of the residents. Return to past practices of open budget process for public/Commission to attend. Spend less on ceremonial events. Provide more support for assistant CM. Do not forcefully try to implement practices from previous employment like sign enforcement, restricting yardsales, etc. Find ways to fund capital improvement projects instead of making them all contingent upon general obligation bond.

What other comments do you have for the manager; e.g., priorities, expectations, goals or objectives for the new rating period?

Prioritize services for full time residents. Locals. Familiarize yourself with the community including workforce and families. Have a better understanding of the history & traditions of the community like the importance of the Rotary's annual fireworks event on 4th of July and better support local non-profits. Try to balance the needs & requests of All Commission members & All departments. Come up with solutions that fit this unique community. More focus on Newtown/Midtown. Encourage staff communication & consideration of the public