## Performance Evaluation

JWEED.

Date: 9/15/13 City Manager **RATING SCALE DEFINITIONS (1-5)** The employee's work performance is inadequate and definitely inferior to the Unsatisfactory (1) standards of performance required for the job. Performance at this level can not be allowed to continue. The employee's work performance does not consistently meet the Improvement (2) standards of the position. Serious effort is needed to improve performance. Needed The employee's work performance consistently meets the standards of the Meets Job (3) position. Standard . The employee's work performance is frequently or consistently above the Exceeds Job (4) level of satisfactory employee performance. Standard The employee's work performance is consistently excellent when compared to the Outstanding (5) standards of the job. The employee's work performance was not observed during this evaluation period. Not Observed (NO) Performance Evaluation and Achievements T. 1. City Commission Relationships A. Effectively implements policies and programs approved by the City Commission. B. Reporting to the City Commission is timely, clear concise and thorough. C. Accepts direction/instructions in a positive manner. D. Effectively aids the City Commission in establishing long range goals. E. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc. Comments:

2. Public Relations		2_	_3_	4	5_	<u>NO</u>
A. Projects a positive public image.	***************************************		mercus.		X	
B. Is courteous to the public at all times.	<del></del>				4	<del></del> :
C. Maintains effective relations with media representatives.	<del></del>			<del></del> .	<u> </u>	AMERICAN WASHINGTON, SA
Comments:						وروال الشجوع المعاشم سيد
	'					
3. Employee Relations	_1_	2	_3_	4	5	<u>NO</u>
A. Works well with other employees.					<u> </u>	المستحديد المستحدث
B. Seeks to develop skills and abilities of employees.	<del>~,,,,,</del>	<del></del>	<del></del>	<del>4</del>	<u>\( \lambda \)</u>	<del>,</del>
C. Motivates employees toward the accomplishment of goals and objectives.	yaqan dibir iy		Company of the second	<del>Samon, 30</del>	<u>×</u>	<del>Mighyme wash</del>
D. Delegates appropriate responsibilities.		<del>18 </del>	<u></u>	<del>-imp</del>	<u>X</u>	10-11-11-1
E. Effectively evaluates performance of employees.	<del>144-pm</del>	4 <del></del>	<del>Maryer </del>	-	X	)
F. Uses effective supervisory skills.		<del></del>	) <del>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</del>	<del>(</del>	<u>×</u>	***************************************
G. Recruits and hires qualified and effective staff.	<del></del>		<u></u>		X	7.
Comments: el appreciate the	et o	73	esse		5 h	44
		7				
			<del>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</del>		<u> </u>	

4.	Fiscal Management	_1_	_2_	_3_	4_	_5_	NO	
A.	Prepares realistic annual budget.			. <del></del>		<u>¥</u>	<del></del>	
В.	Seeks efficiency, economy and effectiveness in all programs.		<del>.</del>	<u> монечнікої —</u>		<u></u>		
C.	Controls expenditures in accordance with approved budget.		·			<u>L</u>		
D.	Keeps City council informed about revenues and expenditures, actual and projected.		Nies		X	sakas manyahita"	<u></u>	
E.	Ensures that the budget addresses the City Council's goals and objectives.		<del> </del>	<del></del> :	圣	<del></del>		
Co	omments:					in the state of th		
			and the second	<u> </u>	enuminum e <sub>l</sub> ,			
5.	Communication	1	2_	3_	4	_5_	NO	
A.	Oral communication is clear, concise and articulate.		<u> </u>		<u>ئىستىنىدىن</u>	X.	<del>41.1.</del>	
В.	Written communications are clear, concise and Accurate.	<del></del>	. <del></del>	<del>Marina jari</del>	<del></del>	4	<del></del>	
Со	omments:		·····					
							-	
6.	Quantity/Quality	_1_	2_	_3_	4	5_	NO	
A.	Amount of work performed.	. <u></u>			X	*****		
B.	Completion of work on time (meets deadlines).		<del></del>	<del> </del>	义		<del></del>	
C.	Accuracy.		<del></del>		1		<u></u> ,	
D.	D. Thoroughness.		<u> </u>	<del></del>	Y	n		
Comments:						<u></u>		·

7.	Personal Traits	1_	2_	_3_	4_	<u>   5                                 </u>	<u>NO</u>		
A.	Initiative	·			<del>, em ej m-</del>	土			
В.	Judgement.	:	<del></del>	·	X	<del></del>	<del> </del>		
C.	Fairness and Impartiality.				¥				
D.	Creativity.	<del></del> !-			Ł	<del> </del>	<u> </u>		
Co	mments:		'II. * + <b>- 10.</b>						
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			, , , , , , , , , , , , , , , , , , ,		<u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>				
8.	Intergovernmental Affairs	1_	2	_3_	4_	5_	<u>NO</u>		
A.	Maintains effective communication with local, regional, state and federal government agencies.	. <del>- ;:</del>	<del></del>	<del>- Sturmer - American</del>	上	· ———	All the second s		
В.	Financial resources (grants) from other agencies are pursued.	<u> </u>		<del></del>	7	<del></del>	<u></u>		
C. Contributes to good government through regular participation in local, regional and state committees and organizations.			<del>,,, `</del>	<u></u>	K	·	<del></del>		
D,	Lobbies effectively with legislators and state agencies regarding City programs and projects.		<del>. : _</del>	<b>1</b> 000-17,	*		***************************************		
Co	mments:		· · · · · · · · · · · · · · · · · · ·	<del>(a a a a a a a</del>	<del>a salana kata kata kata kata kata kata kata k</del>		······································		
	the state of the s		· · ·	<u></u>	10	<u></u>			
Ac	Achievements relative to objectives for this evaluation period:								
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			<b>4</b> 04.4			MONANCE :		_	
					7,000				

## II. Summary Rating

Overall Performation as well as overall	nce Rating — Consider job performance, the	ring the results ob following rating is	tained against established performance star s provided:	ndards
`	•		Exceeds Job Outstanding Standards	
		America		
Specific goals and	l objectives to be achi	eved in the next e	valuation period:	·
-		<u> </u>	n the City Commission and the City Mana	·
Elected Members			Concurrence	
			YES/NO	
Mayor				
District I	dang akristi menggalaksi dan dia	· · · · · · · · · · · · · · · · · · ·	YES / NO	
District			YES/NO	
District II	<u> </u>	· · · · · · · · · · · · · · · · · · ·		
Addition to the second	and the state of t	<del></del> .	YES/NO	-
District III				
District IV			YES/NO	
			YES/NO	
District V	and the same and the	s ymedian v	<del> </del>	
			YES/NO	
District VI	<i>#</i>	$\alpha$	7 /	
City Manager	-de 1111	1 2	115/13	,
Signature	7	Date		. ـ ـ ـ ـ ـ ـ
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