

CLAYTON L. LOPEZ
EVALUATION OF JIM SCHOLL
3/01/11

CITY OF KEY WEST CITY MANAGER PERFORMANCE EVALUATION

This form is intended to provide a checklist of key criteria to be used by the City Commission in assessing the performance of the City Manager and by the City Manager as an expression of performance expectations.

RATING

- 1 = Needs Strengthening/Improvement
- 2 = Meets Expectation
- 3 = Exceeds Expectation

Each criterion should be rated and any specific comments or observations should be noted in the spaces provided for comments.

A. ADMINISTRATION:

3 2 1 Managing Human Resources

- Developing and Evaluating Subordinates
- Affirmative Action Compliance
- Developing Coordination Among Subordinates
- Developing Equitable Personnel System

Comments:

HAVE NOTED SIGNIFICANT IMPROVEMENT IN FAIR & EQUITABILITY
ALTHOUGH I HAVE NOT AGREED W/ ALL DECISIONS

3 2 1 Managing Financial Resources

- Budget Planning and Preparation
- Budget Execution and Fiscal Soundness
- Concern with Productivity
- Cost Effective Manpower Utilization

Comments:

CM HAS GOTTEN TOUGHER IN PLANNING PROCESS
SOME PRIORITY SETTING, STILL CAN SEE IMPROVEMENT

3 2 1 Managing Work Systems and Operations

- Ability to Conceptualize Needs of Organization
- (U) Ability to Organize Programs to Increase Efficiency and Effectiveness
- Long-term Organizational Planning
- Delivery of Services to the Citizens

Comments:

(U) HAS DONE VERY WELL IN THIS AREA. (U) IS IN REFERENCE TO
NOTED STEPS IMPLEMENTED TOWARD IMPROVEMENT... NOT
QUITE THERE YET IN MY OPINION. ALSO SPEAKS TO PRIORITY SETTING
IN THIS AREA. EFFICIENCY, WHILE INCREASED IN SOME AREAS HAS FALLEN
IN OTHERS, AGAIN, ATTEMPTS TO ADDRESS HAVE BEEN NOTED.

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3 2 1 Managing Information

- Concise and Understandable Written Reports
- Effective Public Contact
- Agenda Preparation
- Verbal Presentations

Comments:

"SPEAK TO ME LIKE I'M A SIXTH GRADER"
IN OTHER WORDS... "BREAK IT DOWN!" AGAIN, WHILE
NOT OPTIMUM, IMPROVEMENT IS NOTED + APPRECIATED.

B. COMMUNITY RELATIONS

3 2 1

- Accessible
- Participates in Community Activities
- Effective Listener
- Promotes Credibility

Comments:

ACROSS THE BOARD HAS JOINED THIS COMMISSIONER IN AN
EFFORT TO NOT ALWAYS AGREE, BUT TO ALWAYS BE ACCESSIBLE
AND WILLING TO EXPLAIN POSITION. CREDIBILITY IS IMPORTANT
BY PRODUCT OF THIS BEHAVIOR.

C. COUNCIL RELATIONS

3 2 1

- Accessible
- Communication
- Equity
- Effective Listener

Comments:

COMMUNICATES EFFECTIVELY + WITH HOSTEN IMPORTANT MATTERS
WOULD LIKE TO SEE CM DIRECT POLICE + FIRE CHIEFS TO ACT SIMILARLY. THIS
IS NOT A CRITICISM IN A NEGATIVE SENSE, BUT IT WOULD IMPROVE COMMUNICAT.
WITH ALL OF COMMISSION, WHERE THIS REMAINS A PROBLEM. THIS COMMISSIONER
HAS NOTICED SIGNIFICANT IMPROVEMENT.

D. PROFESSIONALISM

3 2 1 Professional Conduct

- Execution of Council Goals and Objectives
- Liaison with Other Agencies
- News Media Relations
- Adherence to High Ethical Standards
- Commitment to Goals of Profession

Comments:

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E. PERSONAL TRAITS AND INTERPERSONAL SKILLS

3 2 1 Leadership

- Setting a Proper Example
- Inspiring Cooperation
- Delegating Responsibility

Comments:

SOME INTR-ENTITIES + EXTERNAL ENTITIES MENTION LACK OF WILLINGNESS TO COMPROMISE. THERE ARE A VARIETY OF ISSUES THAT COULD DENOTE THE REASON FOR THAT. THIS COMMISSIONER, FROM THE START HAS HAD SOME (NOT MUCH) PROBLEM W/ C/M IN THIS AREA. MUCH APPRECIATED ATTEMPTS TO IMPROVE HAVE BEEN NOTED.

3 2 1 Judgment

- Weighing Facts and Drawing Conclusions
- Using Foresight in Planning
- Making Reliable Decisions as Required
- Common Sense
- Tact and Diplomacy

Comments:

NO COMMENT NECESSARY

3 2 1 Self-Confidence

- Expression of Opinion
- Competitive Spirit
- Poise Under Pressure

Comments:

3 2 1 Open-Mindedness

- Flexibility
- Fairness and Impartiality
- Receptiveness to Suggestions

Comments:

MUCH MORE FLEXIBLE THAN WHEN HE FIRST GOT OUT OF THE NAVY!
JIM SCHOLL (AGAIN, THOUGH HE MAY NOT ALWAYS AGREE) IS FAIR + DISMISSES PETTY DISTRACTIONS. ONCE HIS MIND IS MADE UP (LIKE MINE) YOU'VE GOT TO PRESENT A STRONG ARGUMENT TO SWAY HIM!