



City Manager Performance Evaluation

City of Key West

Evaluation period:

Each member of the governing body should complete this evaluation form, sign it in the space below and return it to the City Clerk's Office. 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

01/06/2026

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

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

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

2. PROFESSIONAL SKILLS AND STATUS

5 Maintains knowledge of current developments affecting the practice of local government management

 Demonstrates a capacity for innovation and creativity

 Anticipates and analyzes problems to develop effective approaches for solving them

 Willing to try new ideas proposed by governing body members and/or staff

 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 $\text{_____} \div 5 = \text{_____}$ score for this category

3. RELATIONS WITH ELECTED MEMBERS OF THE GOVERNING BODY

5 Carries out directives of the body as a whole as opposed to those of any one member or minority group

 Sets meeting agendas that reflect the guidance of the governing body and avoids unnecessary involvement in administrative actions

 Disseminates complete and accurate information equally to all members in a timely manner

 Assists by facilitating decision making without usurping authority

 Responds well to requests, advice, and constructive criticism

Add the values from above and enter the subtotal $\text{_____} \div 5 = \text{_____}$ score for this category

4. POLICY EXECUTION

5 Implements governing body actions in accordance with the intent of council

 Supports the actions of the governing body after a decision has been reached, both inside and outside the organization

 Understands, supports, and enforces local government's laws, policies, and ordinances

 Reviews ordinance and policy procedures periodically to suggest improvements to their effectiveness

 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 $\text{_____} \div 5 = \text{_____}$ score for this category

5. REPORTING

5 Provides regular information and reports to the governing body concerning matters of importance to the local government, using the city charter as guide

Responds in a timely manner to requests from the governing body for special reports

Takes the initiative to provide information, advice, and recommendations to the governing body on matters that are non-routine and not administrative in nature

Reports produced by the manager are accurate, comprehensive, concise and written to their intended audience

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 $\underline{\quad} \div 5 = \underline{\quad}$ score for this category

6. CITIZEN RELATIONS

5 Responsive to requests from citizens

Demonstrates a dedication to service to the community and its citizens

Maintains a nonpartisan approach in dealing with the news media

Meets with and listens to members of the community to discuss their concerns and strives to understand their interests

Gives an appropriate effort to maintain citizen satisfaction with city services

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

7. STAFFING

5 Recruits and retains competent personnel for staff positions

Applies an appropriate level of supervision to improve any areas of substandard performance

Stays accurately informed and appropriately concerned about employee relations

Professionally manages the compensation and benefits plan

Promotes training and development opportunities for employees at all levels of the organization

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

8. SUPERVISION

5 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

____ Instills confidence and promotes initiative in subordinates through supportive rather than restrictive controls for their programs while still monitoring operations at the department level

____ 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

____ 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

____ Encourages teamwork, innovation, and effective problem-solving among the staff members

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

9. FISCAL MANAGEMENT

5 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

____ Prepares a budget and budgetary recommendations in an intelligent and accessible format

____ Ensures actions and decisions reflect an appropriate level of responsibility for financial planning and accountability

____ Appropriately monitors and manages fiscal activities of the organization

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

10. COMMUNITY

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

Add the values from above and enter the subtotal $\div 5 =$ 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? Trying to please

Everyone

What performance area(s) would you identify as most critical for improvement? weekly meetings with Staff

To keep the workplace is present

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

Radio + Press Time

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

*I think he's
Doing a Great Job*