

CITY MANAGER PERFORMANCE EVALUATION

2025 - 2026

SUGGESTED INSTRUCTIONS

Evaluate the City Manager on the basis of standards you expect to be met for the job, considering the length of time in the job. Check the number which most accurately reflects the level of performance for the factor appraised using the rating scale described below. If you did not have an opportunity to observe a factor during this evaluation period, please indicate so in the "N/O" column next to the factor.

RATING SCALE DEFINITIONS (1-5)

Unsatisfactory (1) The employee's work performance is inadequate and definitely inferior to the standards of performance required for the job. Performance at this level can not be allowed to continue.

Improvement
Needed (2) The employee's work performance does not consistently meet the standards of the position. Serious effort is needed to improve performance.

Meets Job
Standard (3) The employee's work performance consistently meets the standards of the position.

Exceeds Job
Standard (4) The employee's work performance is frequently or consistently above the level of a satisfactory employee, but has not achieved an overall level of outstanding performance.

Outstanding (5) The employee's work performance is consistently excellent when compared to the standards of the job.

I. PERFORMANCE EVALUATION AND ACHIEVEMENTS

1.	City Commission Relationships	1	2	3	4	5	N/O
A.	Effectively implements policies and programs approved by the City Commission	___	___	___	___	___	___
B.	Reporting to the City Commission is timely, clear, concise and thorough.	___	___	___	___	___	___

1.	City Commission Relationships–cont.	1	2	3	4	5	N/O
C.	Accepts direction/instructions in a positive manner.	—	—	—	—	—	—
D.	Keeps the City Commission informed of current plans and activities of administration, legislation, governmental practices and regulations, etc.	—	—	—	—	—	—
E.	Provides the City Commission with information on anticipated issues that could come before the City Commission.	—	—	—	—	—	—

Comments: _____

2.	Public Relations	1	2	3	4	5	N/O
A.	Projects a positive public image.	—	—	—	—	—	—
B.	Is courteous to the public at all times.	—	—	—	—	—	—
C.	Maintains effective relations with media representatives.	—	—	—	—	—	—

Comments: _____

3.	Effective Leadership of Staff	1	2	3	4	5	N/O
A.	Delegates appropriate responsibilities.	—	—	—	—	—	—

Comments: _____

4.	Fiscal Management	1	2	3	4	5	N/O
A.	Prepares realistic annual budget	—	—	—	—	—	—

4.	Fiscal Management – cont.	1	2	3	4	5	N/O
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B.	Controls expenditures in accordance with approved budget.	—	—	—	—	—	—
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C.	Keeps City Commission informed about revenues and expenditures, actual and projected.	—	—	—	—	—	—
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D.	Ensures that the budget addresses the City Commission’s goals and objectives.	—	—	—	—	—	—
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Comments: _____

5.	Communication	1	2	3	4	5	N/O
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A.	Oral communication is clear, concise and articulate.	—	—	—	—	—	—
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B.	Written communications are clear, concise and accurate.	—	—	—	—	—	—
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Comments: _____

6.	Personal Traits	1	2	3	4	5	N/O
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A.	Initiative.	—	—	—	—	—	—
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B.	Judgment.	—	—	—	—	—	—
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C.	Fairness and Impartiality.	—	—	—	—	—	—
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D.	Creativity.	—	—	—	—	—	—
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Comments: _____

7.	Intergovernmental Affairs	1	2	3	4	5	N/O
A.	Maintains effective communication with local, regional, state, and federal government agencies.	_____	_____	_____	_____	_____	_____
B.	Financial resources (grants) from other agencies are pursued.	_____	_____	_____	_____	_____	_____
C.	Contributions to good government through regular participation in local, regional and state committees and organizations.	_____	_____	_____	_____	_____	_____
D.	Lobbies effectively with legislators and state agencies regarding City programs and projects.	_____	_____	_____	_____	_____	_____

II. ACHIEVEMENTS RELATIVE TO OBJECTIVES FOR THIS EVALUATION PERIOD:

III. SUMMARY RATING

Unsatisfactory ____ Improvement ____ Meets Job ____ Exceeds Job ____ Outstanding ____
Needed Standards Standards

IV. FUTURE GOALS AND OBJECTIVES

Share goals and objectives to be achieved in the next evaluation period. (Share item you wish to have the City Manager focus on) _____

MAYOR/COMMISSIONER
DISTRICT _____

GREGORY P. HARRISON
CITY MANAGER