

2015 City Manager Performance Evaluation

#1

Please rate the City Manager using the following scale:

<u>Rating</u>	<u>Description</u>
1	Unacceptable - Unsatisfactory performance
2	Conditional - Requires Improvement
3	Satisfactory - Meets expectations
4	Exceptional - Generally exceeds expectations
5	Outstanding - Substantially exceeds expectations

Please return your evaluation form to the Human Resources Director on or before **August 21, 2015.**

Supervision

Does the City Manager maintain a standard of respect for department head's ability and encourage their initiative? Does he challenge them to perform at their highest level?	Rating 5	Comments:
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Leadership

Does the City Manager inspire others to succeed? Does he actively promote efficiency in operations? Does he demonstrate a high regard for personal ethics?	Rating 5	Comments:
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Execution of Policy

Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating 5	Comments:
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Community Relations

Does the City Manager work well with citizens and properly handle their complaints?	Rating 5	Comments:
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Administrative Duties

Does the City Manager properly handle his administrative duties?	Rating 4	Comments:
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Economic Development

Does the City Manager work well with developers while protecting the city's interest? Does he work to increase the city's tax base through economic development?	Rating 5	Comments:
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Intergovernmental Relations

Does the City Manager cooperate cordially with neighboring communities and citizens while looking after the interests of Haines City?	Rating 5	Comments:
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City Commission Relations

Does the City Manager work well with the City Commission in making sure there is adequate information available prior to meetings? Is he willing to meet with Commission members to deal with individual problems and issues?	Rating 5	Comments:
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Planning

<p>Does the City Manager involve himself in the planning process to the correct degree? Does he review the process and look for better ways to handle development activities?</p>	<p>Rating</p> <p>5</p>	<p>Comments:</p>
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Financial Management / Budget

Does the City Manager ensure the budget is prepared and executed in the manner approved by the City Commission? Does he ensure the city's monies are managed properly?	Rating 5	Comments:
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FY 2014-15 Significant Projects and/or Initiatives

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Date: _____

2015 City Manager Performance Evaluation

Please rate the City Manager using the following scale:

#2

Rating	Description
1	Unacceptable - Unsatisfactory performance
2	Conditional - Requires Improvement
3	Satisfactory - Meets expectations
4	Exceptional - Generally exceeds expectations
5	Outstanding - Substantially exceeds expectations

Please return your evaluation form to the Human Resources Director on or before **August 21, 2015.**

Supervision

Does the City Manager maintain a standard of respect for department head's ability and encourage their initiative? Does he challenge them to perform at their highest level?	Rating 5	Comments: The City Manager pushes department heads to find solutions to issues and take advantage of available opportunities. He is honest when dealing with them and maintains civility during interactions.
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Leadership

Does the City Manager inspire others to succeed? Does he actively promote efficiency in operations? Does he demonstrate a high regard for personal ethics?	Rating 5	Comments: The City Manager is always open to champion operational changes that improve levels of service or efficiencies. He continually mentors others to help them reach their potential.
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Execution of Policy

Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating 4	Comments: Mr. Evans treats everyone equally and is always cognizant that decisions are legally sound and abide with City Commission directives.
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Community Relations

Does the City Manager work well with citizens and properly handle their complaints?	Rating 5	Comments: Mr. Evans has shown the ability to stand firm to protect the City's interests when necessary, but also to find compromises. He is always open to listening to the public's comments and providing feedback as necessary, particularly with the neighborhood walks.
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Administrative Duties

Does the City Manager properly handle his administrative duties?	Rating	Comments:
	5	The City Manager does a great job delegating to his staff while retaining responsibility of those items for which his office must address directly.

Economic Development

Does the City Manager work well with developers while protecting the city's interest? Does he work to increase the city's tax base through economic development?	Rating	Comments:
	4	Mr. Evans has shown the ability to use his resources to help bring potential economic development to the City in a cost effective approach. If the proposed deals can be finalized, it will bring a nice boost to the City.

Intergovernmental Relations

Does the City Manager cooperate cordially with neighboring communities and citizens while looking after the interests of Haines City?	Rating	Comments:
	5	City Manager Evans exemplified his interagency skills by working with the City of Davenport to find field space for our athletic leagues. He also proposed ending the providing of services to other agencies when it became cost prohibitive for the City to continue the arrangement.

City Commission Relations

Does the City Manager work well with the City Commission in making sure there is adequate information available prior to meetings? Is he willing to meet with Commission members to deal with individual problems and issues?	Rating	Comments:
	5	Mr. Evans does not appear to shy away from meeting with Commission members to brief them on issues proactively as well as continually communicating with them in response to incidents.

Planning

Does the City Manager involve himself in the planning process to the correct degree? Does he review the process and look for better ways to handle development activities?	Rating	Comments:
	4	The City Manager questions processes and policies for new high-profile developments to make sure they maintain the City's look and safety, but not present any unnecessary hurdles. I have not seen him override staff or policy just to appease a developer at the expense of the community.

Financial Management / Budget		
Does the City Manager ensure the budget is prepared and executed in the manner approved by the City Commission? Does he ensure the city's monies are managed properly?	Rating 4	Comments: City Manager Evans has shown proper discipline in the use of public funds as delegated by the Commission. Money savings are not spent on frivolous items just to spend it.

Rating

Comments:

FY 2014-15 Significant Projects and/or Initiatives	
Davenport recreational field agreement	
Classification and pay study	
Retirement plan	
BCR project	

Davenport recreational field agreement

Classification and pay study

Retirement plan

BCR project

City Manager Evans has been a great leader that works hard to find solutions to issues facing the City and its employees. He truly cares for the citizens of the City and wants to provide the best government services possible within the constraints of the budget. He does not concentrate on the "here and now" but instead, thinks about the future impact of all decisions to ensure they fit within the City's strategy. He has worked tirelessly to bring new commercial development to the City to help fund the services needed for Haines City's growth. He has also succeeded in bringing qualified and motivated staff into Haines City while still providing employees a path for growth within the organization so that both the employee and the public benefit. His personality and actions keep the environment light-hearted and tension-free most of the time, but can get very serious when the situation calls for it. His leadership approach makes working for the City enjoyable and not a chore.

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Date: _____

2015 City Manager Performance Evaluation

#3

Please rate the City Manager using the following scale:

<u>Rating</u>	<u>Description</u>
1	Unacceptable - Unsatisfactory performance
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3	Satisfactory - Meets expectations
4	Exceptional - Generally exceeds expectations
5	Outstanding - Substantially exceeds expectations

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Supervision

Does the City Manager maintain a standard of respect for department head's ability and encourage their initiative? Does he challenge them to perform at their highest level?	Rating 5	Comments: The City Manager is consistent in his message to department heads, in that he wants us to be the best we can be and will assist in making the environment conducive to that end.
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Leadership

Does the City Manager inspire others to succeed? Does he actively promote efficiency in operations? Does he demonstrate a high regard for personal ethics?	Rating 5	Comments: The City Manager exhibits the highest regard for his personal ethics and an expectation that the entire organization is ethical. The message is clear concerning operational efficiencies and thinking outside the box to put the City in a position to thrive.
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Execution of Policy

Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating 5	Comments: The City Manager understands the laws and ordinances of the City and has made numerous changes in the way they are enforced to ensure fairness. Examples would be the reverse raffle and the barbeque trailers around the City.
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Community Relations

Does the City Manager work well with citizens and properly handle their complaints?

Rating
5

Comments: While it is difficult to give citizens bad news the City Manager is very tactful and uses the utmost respect when dealing with the citizenry.

Administrative Duties

Does the City Manager properly handle his administrative duties?

Rating
5

Comments: Properly is not a strong enough word for the way the City Manager handles his duties. The City Manager is the consummate professional and handles his duties magnificently.

Economic Development

Does the City Manager work well with developers while protecting the city's interest? Does he work to increase the city's tax base through economic development?

Rating
5

Comments: The City Manager has created a culture of facilitation with developers while maintaining the best interest of the City of Haines City. The City Manager helps the Department Heads put Haines City in the best light possible to outshine the competition.

Intergovernmental Relations

Does the City Manager cooperate cordially with neighboring communities and citizens while looking after the interests of Haines City?

Rating
5

Comments: The City Manager has a great reputation among the other Civic leaders even when negotiating inter-local agreements or making presentations to Developers. The City Manager has brought "swagger" to the City of Haines City.

City Commission Relations

Does the City Manager work well with the City Commission in making sure there is adequate information available prior to meetings? Is he willing to meet with Commission members to deal with individual problems and issues?

Rating
5

Comments: The City Commission respects the City Manager and looks to the City manager for guidance when appropriate. The City Manager keeps the commission informed and constantly updates the commission on problems, issues, and victories.

Planning

Does the City Manager involve himself in the planning process to the correct degree? Does he review the process and look for better ways to handle development activities?

Rating
5

Comments: The City Manager is involved in every aspect of City Administration including the formation of rules and policy. The City Manager looks to streamline and simplify processes while maintaining the controls that would allow poorly designed and ill-fitting projects.

Financial Management / Budget

Does the City Manager ensure the budget is prepared and executed in the manner approved by the City Commission? Does he ensure the city's monies are managed properly?

Rating
5

Comments: One of the foremost priorities of the City Manager is to ensure that the budget process is transparent, vetted, and followed upon completion. The City Manager has set expectations among the Departments to follow the purchasing policy and keep him and the Finance Department apprised of any unforeseen expenditures.

FY 2014-15 Significant Projects and/or Initiatives

Completion of the 10th Street Utility relocation project.

Working through the two FDEP SRF projects that provided funding with zero percent interest rate for the compost facility and an 85% principal forgiveness for the extremely important Anionic Ion Exchange project.

Working through one of the most important issues that the city has been faced with in several years the compensation and classification plans.

Changing the course of Haines City's future with a sustainable general employee's retirement plan.

Setting Haines City up for future economic stability by attracting a large company to locate in Haines City.

Additional Comments:

The City Manager is a consummate professional and has put his mark on the City of Haines City in a very short timeframe. The City Manager puts employees in a position to excel and make the most of their chosen careers. It is a pleasure to work with the City Manager and see the outcome of the decisions that have been made and the quality of the work being accomplished.

While the City Manager deserves the thanks and recognition that comes along with making the large life changing decisions he has had to make during his tenure at Haines City. however it often not only comes without that thank you, but to those that don't know the toil and determination that it takes to reach these decisions he is condemned or vilified.

Thank You Jonathan for doing a magnificent job with class, professionalism and swagger.

Name of Rater:

Date:

2015 City Manager Performance Evaluation

#4

Please rate the City Manager using the following scale:

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1	Unacceptable - Unsatisfactory performance
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4	Exceptional - Generally exceeds expectations
5	Outstanding - Substantially exceeds expectations

Please return your evaluation form to the Human Resources Director on or before **August 21, 2015.**

Supervision		
Does the City Manager maintain a standard of respect for department head's ability and encourage their initiative?	Rating 5	Comments: The City Manager has the utmost respect for the entire staff's ability, not just department heads, and encourages teamwork and fosters cohesiveness throughout the organization. With the Executive Management Team, the team of individuals the City Manager has in place are of the highest caliber professionals which complement his management style. Challenges are approached from the team perspective.
Does he challenge them to perform at their highest level?		

Leadership		
Does the City Manager inspire others to succeed?	Rating 5	Comments: Inspiring others comes natural to the City Manager as he is an individual that values human capital. He leads by example, and encourages others to be active team members. Efficiency in operations is generally left to the autonomy of the department heads, however he does encourage innovative and technological advancements. The City Manager most certainly demonstrates a high regard for personal ethics, and is well respected for his moral compass.
Does he actively promote efficiency in operations?		
Does he demonstrate a high regard for personal ethics?		

Execution of Policy		
Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating 4	Comments: His understanding of the laws are paramount, and he stands by the enforcement of them when it is necessary. If in doubt, the City Attorney is always consulted for guidance.

Community Relations

Does the City Manager work well with citizens and properly handle their complaints?	Rating 5	Comments: In all interactions witnessed with citizen complaints, satisfactory resolutions have occurred due to his diligence in doing the right thing, his respectful demeanor, and willingness to serve the public.
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Administrative Duties

Does the City Manager properly handle his administrative duties?	Rating 4	Comments: The City Manager properly handles his administrative duties with pride.
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Economic Development

Does the City Manager work well with developers while protecting the city's interest?	Rating N/A	Comments: This is one area. I am not too familiar with his involvement. However, the City Manager seems to be very business-centric and makes every attempt to advertise the City of Haines City.
Does he work to increase the city's tax base through economic development?		

Intergovernmental Relations

Does the City Manager cooperate cordially with neighboring communities and citizens while looking after the interests of Haines City?	Rating 5	Comments: The City of Lake Hamilton, Davenport, and Dundee have all benefited from the interlocal cooperatives supported by the City Manager.
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City Commission Relations

Does the City Manager work well with the City Commission in making sure there is adequate information available prior to meetings?	Rating 5	Comments: The City Manager displays an open door policy even with the media. There are not any issues which have not been dealt with in a mature and professional manner.
Is he willing to meet with Commission members to deal with individual problems and issues?		

Planning

Does the City Manager involve himself in the planning process to the correct degree?	Rating N/A	Comments: Planning is one area I am not too familiar with his involvement.
Does he review the process and look for better ways to handle development activities?		

Financial Management / Budget

Does the City Manager ensure the budget is prepared and executed in the manner approved by the City Commission?

Rating

4

Comments:

The budget is prepared with fiscal responsibility.

Does he ensure the city's monies are managed properly?

FY 2014-15 Significant Projects and/or Initiatives

2015 City Manager Performance Evaluation

#5

Please rate the City Manager using the following scale:

Rating	Description
1	Unacceptable - Unsatisfactory performance
2	Conditional - Requires Improvement
3	Satisfactory - Meets expectations
4	Exceptional - Generally exceeds expectations
5	Outstanding - Substantially exceeds expectations

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Supervision

Does the City Manager maintain a standard of respect for department head's ability and encourage their initiative? Does he challenge them to perform at their highest level?	Rating 5	Comments:
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Leadership

Does the City Manager inspire others to succeed? Does he actively promote efficiency in operations? Does he demonstrate a high regard for personal ethics?	Rating 5	Comments: You would be hard pressed to find someone who cares more about working in an ethical manner than Jonathan Evans.
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Execution of Policy

Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating 5	Comments:
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Community Relations

Does the City Manager work well with citizens and properly handle their complaints?	Rating 4	Comments: Overall, he is exceptional and gives more one-on-one attention to citizens than any city manager. However, sometimes he can seem defensive or argumentative when responding specifically to complaints.
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Administrative Duties

Does the City Manager properly handle his administrative duties?	Rating 4	Comments: Overall, he is exceptional. Sometimes he can give competing priorities. However, this is simply because he wants to be the best at everything we do in Haines City—which is not a bad thing.
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Economic Development

Does the City Manager work well with developers while protecting the city's interest? Does he work to increase the city's tax base through economic development?	Rating 5	Comments:
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Intergovernmental Relations		
Does the City Manager cooperate cordially with neighboring communities and citizens while looking after the interests of Haines City?	Rating 5	Comments:

City Commission Relations		
Does the City Manager work well with the City Commission in making sure there is adequate information available prior to meetings? Is he willing to meet with Commission members to deal with individual problems and issues?	Rating 5	Comments:

Planning		
Does the City Manager involve himself in the planning process to the correct degree? Does he review the process and look for better ways to handle development activities?	Rating 5	Comments: He always looks for the better ways and feedback from others

Financial Management / Budget		
Does the City Manager ensure the budget is prepared and executed in the manner approved by the City Commission? Does he ensure the city's monies are managed properly?	Rating 5	Comments:

FY 2014-15 Significant Projects and/or Initiatives		
Firehouse. Compensation and Classification. Community outreach. Hired several new department heads and staff that are exceptionally qualified, have added great value to the organization and have tackled several big hurdles in a very short amount of time.		

Additional Comments:

Jonathan Evans is a breath of fresh air and has done more for Haines City, residents and staff than any of his predecessors. He genuinely cares about individuals, his job and ensuring that we work in an ethical, moral and financially responsible manner. These qualities are hard to find in any boss or friend.

Name of Rater: _____

Date: August 21, 2015

2015 City Manager Performance Evaluation

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Please rate the City Manager using the following scale:

Rating	Description
1	Unacceptable - Unsatisfactory performance
2	Conditional - Requires Improvement
3	Satisfactory - Meets expectations
4	Exceptional - Generally exceeds expectations
5	Outstanding - Substantially exceeds expectations

Please return your evaluation form to the Human Resources Director on or before **August 21, 2015**.

Supervision

Does the City Manager maintain a standard of respect for department head's ability and encourage their initiative? Does he challenge them to perform at their highest level?	Rating 5	Comments: Mr. Evans has a high level of trust and respect for his Directors as the experts in their fields. He continuously challenges Directors to perform at their highest levels and encourages continuing education, attending conferences, events and meetings relevant to their fields. He strongly encourages Directors to perform and excel beyond their highest abilities, this testifies in their work and accomplishments within their Department.
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Leadership

Does the City Manager inspire others to succeed? Does he actively promote efficiency in operations? Does he demonstrate a high regard for personal ethics?	Rating 5	Comments: Mr. Evans has an uncanny ability to inspire his Staff to succeed beyond their own personal expectations. This is possibly one of his greatest and most notable trait. Mr. Evans continuously promotes efficiency within the Departments and has the highest level of ethical values.
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Execution of Policy

Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating 5	Comments: Mr. Evans' fair guidance, leadership and knowledge of the governance of a municipality and of the law has gained the trust and respect of his Directors and the Community. He enforces all laws, City ordinances and codes in a fair and unbiased manner.
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Community Relations

Does the City Manager work well with citizens and properly handle their complaints?	Rating 5	Comments: Mr. Evans makes himself amenable to every citizen that calls or requests to meet with him. He works well with the public, and in addition, has created a "Canvassing" Project in which he goes door-to-door to speak with Haines City Residents and addresses any concerns or issues within the community they may have.
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Administrative Duties

Does the City Manager properly handle his administrative duties?	Rating 5	Comments: Mr. Evans goes above and beyond his duties as City Manager. He does an excellent job handling his administrative duties. The life of a City Manager is not structured between 8 am - 5 pm, it is 24/7, and Mr. Evans' makes sure that items are handled in a timely manner.
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Economic Development

Does the City Manager work well with developers while protecting the city's interest? Does he work to increase the city's tax base through economic development?	Rating 5	Comments: Mr. Evans works well with developers and business owners, and strongly encourages economic development. He has a great working relationship with the Haines City Economic Development Council and encourages Staff, especially Development Services to do the same.
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Intergovernmental Relations

Does the City Manager cooperate cordially with neighboring communities and citizens while looking after the interests of Haines City?	Rating 5	Comments: Mr. Evans cooperates cordially and effectively with neighboring communities and cities. He has spoken at different events and communities while positively promoting Haines City.
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City Commission Relations

Does the City Manager work well with the City Commission in making sure there is adequate information available prior to meetings? Is he willing to meet with Commission members to deal with individual problems and issues?	Rating 5	Comments: Mr. Evans has an outstanding relationship with the City Commission. He ensures that the Commission is properly informed prior to all meetings, and promotes transparency within every Department in the organization. He meets regularly with members of the City Commission and is available to them at all hours of the day to ensure that they are all well-informed.
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Planning

Does the City Manager involve himself in the planning process to the correct degree? Does he review the process and look for better ways to handle development activities?	Rating 5	Comments: Mr. Evans is greatly involved in the planning process of the organization. He conducts meetings as necessary to ensure that all processes have been explored in order to provide the customer superior service and a positive experience.
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Financial Management / Budget		
Does the City Manager ensure the budget is prepared and executed in the manner approved by the City Commission? Does he ensure the city's monies are managed properly?	Rating 5	Comments: Mr. Evans has a passion for city government, and one of the main ways this is demonstrated is during the budget process. Mr. Evans' passion to ensure that the budget is prepared and executed in the most professional and proficient manner, ensuring that all avenues are explored when it comes to city expenditures, is certainly a notable forte.

FY 2014-15 Significant Projects and/or Initiatives
<p>Under Mr. Evans' leadership, the City of Haines City has completed Fire Station No. 1.</p> <p>He has been active in the community by participating in several speaking events, and "Taking it to the Streets" canvassing initiative. Mr. Evans gives every employee an opportunity to share any concerns during "Breakfast with the City Manager." He also has an open door policy and employees are able to meet with him directly.</p> <p>Completion of the compensation and classification.</p>

Additional Comments:

Mr. Evans is a great City Manager, his leadership style is superior to many, and his work does not go unnoticed. Mr. Evans is well liked within the community and has a good rapport with local business owners and neighboring communities. Mr. Evans has a positive outlook on life and his passion for what he does is not only evident in his work product, but it is contagious and inspiring to all his peers. Mr. Evans has a bright future, he excels in everything he puts his mind to. Mr. Evans has an open door policy and is not partial to anyone, he treats everyone fairly and respectfully, from the lowest line level employee to the highest. He carries out planned projects and makes sure they are completed in a timely manner. I encourage Mr. Evans to follow his plans in furthering his career.

Name of Rater: _____

Date: _____

2015 City Manager Performance Evaluation

7

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2	Conditional - Requires Improvement
3	Satisfactory - Meets Commissions expectations
4	Exceptional - Generally exceeds Commissions expectations
5	Outstanding - Substantially exceeds Commissions expectations

Please return your evaluation form to the Human Resources Director on or before **August 21, 2015.**

Supervision

Does the City Manager maintain a standard of respect for department head's ability and encourage their initiative? Does he challenge them to perform at their highest level?	Rating 4	Comments: The City Manager allows department heads to do their jobs.
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Leadership

Does the City Manager inspire others to succeed? Does he actively promote efficiency in operations? Does he demonstrate a high regard for personal ethics?	Rating 4	Comments: I believe the City Manager is trying. He has the heart. I see the issue being a lack of a true citywide vision. What are we trying to ultimately accomplish. Every member of the organization from the City Commission to the lowest level staff to the citizens coming together united on a common front. Can we? I believe so. Will we? I pray so.
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Execution of Policy

Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating 4	Comments: The City Manager is well versed in the local laws.
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Community Relations

Does the City Manager work well with citizens and properly handle their complaints?	Rating 5	Comments: The City Manager is very good at interacting with the general public.
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Administrative Duties

Does the City Manager properly handle his administrative duties?	Rating 4	Comments: The City Manager understands his administrative responsibilities.
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Economic Development		
Does the City Manager work well with developers while protecting the city's interest? Does he work to increase the city's tax base through economic development?	Rating 4	Comments: I believe the City Manager continually looks for economic development opportunities that will enhance the City's vision. I believe the issue is having a clearly define vision. I am not sure at this particular time that the City has a clear vision. The community as a whole has not come together to define any vision or corresponding goals. Yes administration has developed a mission statement, a city vision and goals, but has the community truly bought in much less the City Commission. But the City Manager is doing a good job within the environment he is working.

Intergovernmental Relations		
Does the City Manager cooperate cordially with neighboring communities and citizens while looking after the interests of Haines City?	Rating 5	Comments: Yes, I believe the current administration has shown the willingness to work with and support all surrounding communities.

City Commission Relations		
Does the City Manager work well with the City Commission in making sure there is adequate information available prior to meetings? Is he willing to meet with Commission members to deal with individual problems and issues?	Rating 4	Comments: Yes, the City Manager supplies ample information to the City Commission regarding all issues presented. He is diligent in fostering an open transparent flow of information allowing all to understand the issues enhancing the best decision possible.

Planning		
Does the City Manager involve himself in the planning process to the correct degree? Does he review the process and look for better ways to handle development activities?	Rating 4	Comments: Yes, I believe so. One of the most important arenas currently facing the City is economic development. It is the one area that the City must take advantage of within the next several years. The City Manger's involvement is paramount to its success.

Financial Management / Budget		
Does the City Manager ensure the budget is prepared and executed in the manner approved by the City Commission? Does he ensure the city's monies are managed properly?	Rating 4	Comments: The City Manager is doing a good job in this respect. He continues to learn and improve in this area.

FY 2014-15 Significant Projects and/or Initiatives

Overall I believe the City Manager is doing a good job. Moving forward he will have to be instrumental in guiding the City to a clearly defined vision. One that all citizens, City Commission and city staff can rally behind

[illegible]

[illegible]

Name of Rater: _____

Date: _____

2015 City Manager Performance Evaluation

#8

Please rate the City Manager using the following scale:

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1	Unacceptable - Unsatisfactory performance
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5	Outstanding - Substantially exceeds expectations

Please return your evaluation form to the Human Resources Director on or before **August 21, 2015.**

Supervision

Does the City Manager maintain a standard of respect for department head's ability and encourage their initiative? Does he challenge them to perform at their highest level?	Rating 5	Comments: Jonathan has a great team approach, and promotes professional development.
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Leadership

Does the City Manager inspire others to succeed? Does he actively promote efficiency in operations? Does he demonstrate a high regard for personal ethics?	Rating 5	Comments: He is very supportive, and empowers his staff to succeed. Always looking for ways to streamline the operational processes.
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Execution of Policy

Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating 5	Comments: He has a fairly good understanding of the local laws and principles, and knows where to seek guidance for additional information.
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Community Relations

Does the City Manager work well with citizens and properly handle their complaints?	Rating 5	Comments: Jonathan is very accessible by the community, and handles community complaints and concerns in a very effective and professional manner. His 'taking it to the streets' initiative is worth applauding.
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Administrative Duties

Does the City Manager properly handle his administrative duties?	Rating 5	Comments: Yes he does. Jonathan takes pride in his work, and diligently performs his administrative duties.
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Economic Development

Does the City Manager work well with developers while protecting the city's interest? Does he work to increase the city's tax base through economic development?	Rating 5	Comments: He is a great ambassador for the City, and is always promoting economic opportunities while actively meeting with the developers and business community.
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Intergovernmental Relations		
Does the City Manager cooperate cordially with neighboring communities and citizens while looking after the interests of Haines City?	Rating 5	Comments: Yes, he is big on open communication and regional collaboration. Hosting of Water Summit, and partnership projects with neighboring cities like Davenport and Winter Haven demonstrates his commitment.

City Commission Relations		
Does the City Manager work well with the City Commission in making sure there is adequate information available prior to meetings? Is he willing to meet with Commission members to deal with individual problems and issues?	Rating 5	Comments: Jonathan keeps City Commission well informed, and meets with them regularly and as needed to handle administrative matters and issues.

Planning		
Does the City Manager involve himself in the planning process to the correct degree? Does he review the process and look for better ways to handle development activities?	Rating 5	Comments: Yes. He keeps a keen eye on improving processes.

Financial Management / Budget		
Does the City Manager ensure the budget is prepared and executed in the manner approved by the City Commission? Does he ensure the city's monies are managed properly?	Rating 5	Comments: He does an exceptional job with budget preparation and financial management. Is very transparent in sharing information with the City Commission and Finance Advisory Board.

FY 2014-15 Significant Projects and/or Initiatives		
New fire station, partnership with Davenport, pension reforms and compensation plan, and water summit.		

Additional Comments:

Name of Rater: Director

Date: 8/21/15

2015 City Manager Performance Evaluation

#9

Please rate the City Manager using the following scale:

<u>Rating</u>	<u>Description</u>
1	Unacceptable - Unsatisfactory performance
2	Conditional - Requires Improvement
3	Satisfactory - Meets expectations
4	Exceptional - Generally exceeds expectations
5	Outstanding - Substantially exceeds expectations

Please return your evaluation form to the Human Resources Director on or before **August 21, 2015.**

Supervision

Does the City Manager maintain a standard of respect for department head's ability and encourage their initiative? Does he challenge them to perform at their highest level?	Rating 4	Comments:
--	-------------	-----------

Leadership

Does the City Manager inspire others to succeed? Does he actively promote efficiency in operations? Does he demonstrate a high regard for personal ethics?	Rating 5	Comments:
--	-------------	-----------

Execution of Policy

Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating 5	Comments:
--	-------------	-----------

Community Relations

Does the City Manager work well with citizens and properly handle their complaints?	Rating 5	Comments:
---	-------------	-----------

Administrative Duties

Does the City Manager properly handle his administrative duties?	Rating 4	Comments:
--	-------------	-----------

Economic Development

Does the City Manager work well with developers while protecting the city's interest? Does he work to increase the city's tax base through economic development?

Rating

5

Comments:

Intergovernmental Relations

Does the City Manager cooperate cordially with neighboring communities and citizens while looking after the interests of Haines City?

Rating

5

Comments:

City Commission Relations

Does the City Manager work well with the City Commission in making sure there is adequate information available prior to meetings? Is he willing to meet with Commission members to deal with individual problems and issues?

Rating

5

Comments:

Planning

Does the City Manager involve himself in the planning process to the correct degree? Does he review the process and look for better ways to handle development activities?

Rating

4

Comments:

Financial Management / Budget

Does the City Manager ensure the budget is prepared and executed in the manner approved by the City Commission? Does he ensure the city's monies are managed properly?

Rating

5

Comments:

FY 2014-15 Significant Projects and/or Initiatives

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Date: _____

2015 City Manager Performance Evaluation

Please rate the City Manager using the following scale:

#10

<u>Rating</u>	<u>Description</u>
1	Unacceptable - Unsatisfactory performance
2	Conditional - Requires Improvement
3	Satisfactory - Meets expectations
4	Exceptional - Generally exceeds expectations
5	Outstanding - Substantially exceeds expectations

Please return your evaluation form to the Human Resources Director on or before **August 21, 2015.**

Supervision

Does the City Manager maintain a standard of respect for department head's ability and encourage their initiative? Does he challenge them to perform at their highest level?	Rating 5	Comments:
--	-----------------	-----------

Leadership

Does the City Manager inspire others to succeed? Does he actively promote efficiency in operations? Does he demonstrate a high regard for personal ethics?	Rating 5	Comments:
--	-----------------	-----------

Execution of Policy

Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating 5	Comments:
--	-----------------	-----------

Community Relations

Does the City Manager work well with citizens and properly handle their complaints?	Rating 5	Comments:
---	-----------------	-----------

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FY 2014-15 Significant Projects and/or Initiatives