Please rate the City Manager using the following scale:

Rating	<u>Description</u>		
1	Unacceptable - Unsatisfactory performance		
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?	5	Comments: One of Jonathan's strengths. His respect for all people is always obvious. Jonathan's leadership skills highlight his extraordinary skill set that he brings to the table.

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?	5	Comments: I wish I could give Jonathan a rating of 10 on this item. That would be the score that he deserves here.

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

Community Relations		
Does the City Manager work well with citizens and properly handle their complaints?	_	Comments: At every turn, on every phone call, in every situation.

Administrative Duties		
Does the City Manager properly handle his administrative duties?	Rating 5	Comments: Jonathan operates at a level far above "properly". Again, his skill set not only lifts him above the crowd, others on his team reach a standout level also.

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8-20-15

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?	5	Comments: Yes. Haines City is in a growth cycle and Jonathan has far exceeded expectations here. His efforts are well received by developers and the business community.

Intergovernmental Relations		
Does the City Manager cooperate cordially with neighboring communities and citizens while looking after the interests of Haines City?	5	Comments: Absolutely. I cite the cooperative effort between Haines City and our sister city Davenport to provide baseball facilities for both of our young athletes.

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?	5	Comments: I meet with Jonathan weekly. Jonathan's commitment to the highest level of integrity and transparency has singularly transformed the trust level between the "city", the commission, the citizens, as well as the business community.

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?	5	Comments: Yes. Again, Jonathan's skill set, his leadership skills, his wisdom, intelligence, and GREAT communication skills inspire his team to a higher level of service.

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?	5	Comments: This area is a standout for Jonathan. Jonathan succeeds by clearly communicating with all stakeholders. His oversight of this entire process is extraordinary.

Additional Comments:

It is a joy, a pleasure, and an honor to work beside an executive who is not satisfied to "answer the question". Jonathan wants to predict the question, answer the question, and provide more than one solution to the question. Then he meets that self-imposed goal almost every time. Jonathan's professionalism in all areas is remarkable and of the highest caliber. He is a great asset to our community.

Name of Rater: Date: 8

Date: 8-20-15

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 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?	ر	Comments: His TEAM VERY SUPPORTIVE AND COMPETENT	

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

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

Community Relations		
Does the City Manager work well with citizens and properly handle their complaints?	Ц	Comments: AT TIMES ALLOWS H'S DOSIDE TO SOLVE THE ISSUE OVER EXTEND I+IM SELF

Administrative Duties			
Does the City Manager properly handle	Rating	Comments:	
his administrative duties?			
	5		

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?	_	Comments: EXCELLENT ADYOGITE FOR THE CITY BRAND

Intergovernmental Relations			
Does the City Manager cooperate		Comments:	
cordially with neighboring communities and citizens while looking after the interests of Haines City?	5	CURTENTLY INVOLVED IN POSSIBLE OFFICIALISES TO FOSTER FURTHER	
		TO FOSTER FURTHER PARTNER SITIES	
		PARTINES SITE	

	City Commission Relations		
	Does the City Manager work well with	Rating	Comments:
	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?		
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Planning				
Does the City Manager involve himself	Datina	Comments		
	Rating	Comments:		
in the planning process to the correct				
degree? Does he review the process				
and look for better ways to handle				
development activities?				
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Financial Management / Budget				
	D d			
Does the City Manager ensure the	Rating	Comments:		
budget is prepared and executed in the				
manner approved by the City				
Commission? Does he ensure the	ے			
city's monies are managed properly?				
Additional Comments:				
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Ivame of Kaler:	-	Date:		
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Please rate the City Manager using the following scale:

Description Unacceptable - Unsatisfactory performance 2				
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	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	Comments:		
Execution of Policy Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating	Comments:		
Community Relations				
Does the City Manager work well with citizens and properly handle their complaints?	Kating	Comments:		
Administrative Duties				
Does the City Manager properly handle his administrative duties?	Rating	Comments:		
	5			

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:		
International Delication				
Intergovernmental Relations Does the City Manager cooperate cordially with neighboring communities and citizens while looking after the interests of Haines City?	Rating	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	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	Comments:		
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	Comments:		
Additional Comments:				
Name of Rater: Date: 9/2 15				

Please rate the City Manager using the following scale:

1 Unacceptal 2 Conditiona 3 Satisfactory 4 Exceptiona 5 Outstanding Please return your evaluation form to the Hu	Description Unacceptable - Unsatisfactory performance Conditional - Requires Improvement Satisfactory - Meets Commissions expectations Exceptional - Generally exceeds Commissions expectations Outstanding - Substantially exceeds Commissions expectations run 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?	11	Comments:		
Leadership	20107			
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:		
	100			
Execution of Policy				
Does he understand the laws and ordinances of the city and cause them to be fairly enforced?	Rating	Comments:		
Community Polytions				
Community Relations				
Does the City Manager work well with citizens and properly handle their complaints?	Rating	Comments: Still Loom for imployement, Leceiving some litizen complaints about no execiving Return telephone lalls		
Administrative Duties				
Does the City Manager properly handle	Rating	Comments:		
nis administrative duties?	5	Exceptional		

Economic Development		
Does the City Manager work well with	Rating	Comments:
developers while protecting the city's	, ,	Think now we are finally on track (Punintended) with a good understanding what the city needs in return for one west mon
interest? Does he work to increase the	14	I FAIR NOON IN AND WAS WITH
city's tax base through economic	/	ON TRAIK (PUNINTENDED JUITE)
development?		a ROOD UN DERSTONAINS WART HAS
		eit week in potrest fal are investment
		tory weeks IN Deloca Cor one revesting
Intergovernmental Relations		
Does the City Manager cooperate	Rating	Comments:
cordially with neighboring	_	
communities and citizens while looking	_	
after the interests of Haines City?	5	
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		10 Sept. 10
City Commission Relations	STREET, STREET,	
Does the City Manager work well with	Rating	Comments:
the City Commission in making sure		
there is adequate information available	.1	
prior to meetings? Is he willing to meet		
with Commission members to deal with	′	
individual problems and issues?		
Planning	THE E	
Does the City Manager involve himself	Rating	Comments:
in the planning process to the correct		
degree? Does he review the process	5	
and look for better ways to handle		
development activities?		
Financial Management / Budget	THE PARTY	
Does the City Manager ensure the	Rating	Comments:
budget is prepared and executed in the	Raung	Continents.
manner approved by the City	1/	
Commission? Does he ensure the	4	
city's monies are managed properly?		
and managed property.		
Additional Comments:	-5 26	
Next weres evaluation of	molling	should not be before the Commission
miets with Department 1	DiRECT	115, Over all for this week.
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It ill a shown fall hoises	toh	THE SE MANU SBS Mallorass.
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Name of Rater: Ramus To	low	Date: 08/20/15

Please rate the City Manager using the following scale:

1 Unacceptab 2 Conditional 3 Satisfactory 4 Exceptional 5 Outstanding	RequiresMeets CGeneralSubstan	sfactory performance s Improvement Commissions expectations ly exceeds Commissions expectations tially exceeds Commissions expectations urces Director on or before August 21, 2015.
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:
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: Good Communication 5 Kills. Shows empathy to citizens
Administrative Duties Does the City Manager properly handle his administrative duties?	Rating 5	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	Comments: Pencephow of City 15 position			
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	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:			
Ti* * 1.84 / / D. 1 /					
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	Comments:			
Additional Comments: The City Monagen 495 dear An Outstanding 305 this year And we are furturate					
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Name of Rater: Hopoce h	Jes-	Date: 9/6/15			