

2015 City Manager Performance Evaluation

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 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 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?	Rating 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 ordinances of the city and cause them to be fairly enforced?	Rating 5	Comments: Yes.

Community Relations		
Does the City Manager work well with citizens and properly handle their complaints?	Rating 5	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?	Rating 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.
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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: Absolutely. I cite the cooperative effort between Haines City and our sister city Davenport to provide baseball facilities for both of our young athletes.
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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: 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.
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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: 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.
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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: This area is a standout for Jonathan. Jonathan succeeds by clearly communicating with all stakeholders. His oversight of this entire process is extraordinary.
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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: 8-22-15

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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: HIS TEAM VERY SUPPORTIVE AND COMPETENT
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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 4	Comments: AT TIMES ALLOWS HIS DESIRE TO SOLVE THE ISSUE OVER EXTEND HIMSELF
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Administrative Duties

Does the City Manager properly handle his administrative duties?	Rating 5	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: EXCELLENT ADVOCATE FOR THE CITY BRAND
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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: CURRENTLY INVOLVED IN POSSIBLE OPPORTUNITIES TO FOSTER FURTHER PARTNERSHIPS
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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		
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:

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	Comments:
	5	

Additional Comments:

I FEEL WE NEED TO ENTER A LONGER TERM CONTRACT WITH THE C.M. TO INSURE THE TEAM CAN REMAIN INTACT. SOME OPPORTUNITIES TAKE YEARS TO REACH COMPLETION AND A CONSTANT AND UNITED TEAM EFFORT IS REQUIRED TO PRODUCE THE DESIRED RESULT

Name of Rater:

Ray TYLER

Date:

8-28-2015

2015 City Manager Performance Evaluation

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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 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 4	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 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

5

Comments:

Intergovernmental Relations

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

Rating

4

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:

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:

Additional Comments:

Name of Rater:



Date: 9/2/15

2015 City Manager Performance Evaluation

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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 <i>4</i>	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 <i>5</i>	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 <i>5</i>	Comments:
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Community Relations

Does the City Manager work well with citizens and properly handle their complaints?	Rating <i>4</i>	Comments: <i>still room for improvement, receiving some citizen complaints about not receiving return telephone calls</i>
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Administrative Duties

Does the City Manager properly handle his administrative duties?	Rating <i>5</i>	Comments: <i>exceptional</i>
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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 think now we are finally on track (pun intended) with a good understanding what the city needs in return for our investment.

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 4	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:

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:

Additional Comments:
 Next years evaluation deadline should not be before the Commission meets with Department Directors. Over all for this year I am proud once again to have Jonathan on board. It's still a shame for him to have so many ~~big~~ challenges!

Name of Rater: Garrett Lott

Date: 08/20/15

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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:

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: <i>Good Communication Skills. Shows empathy to citizens</i>

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

5

Comments:

Perception of city
is positive

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:

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:

Additional Comments:

The City Manager has done an outstanding job this year and we are fortunate to have him.

Name of Rater:

Horace West

Date:

9/6/15