

From: Fred Reilly <fredreilly@attorney-solicitor.com>
Sent: Tuesday, August 25, 2015 4:10 PM
To: Kandace M. Tappen; Jonathan Evans
Subject: Jonathan Evans' Annual Evaluation

Re: Jonathan Evans' Annual Evaluation

Hi Kandace,

The purpose of this email is to provide my perspective on the performance of City Manager Jonathan Evans in anticipation of his annual review by the City Commission.

As I've done in the past, I've chosen to provide my comments to you and the City Commission expressly from my perspective as City Attorney and not on an anonymous basis.

My comments about Jonathan's performance are intended to provide both a candid assessment and a basis for reflection on how to make improvements to future performance.

A. I feel that Jonathan's leadership has instilled a level of professionalism in the City staff that previous administrations have not achieved. In the various situations in which I am involved, the staff members have striven to be informed, prepared, and focused on resolving problems. This approach is especially appreciated when it involves complex legal issues that often must be addressed (and resolved) expeditiously.

B. I have been pleased with Jonathan's approach and responsiveness with respect to legal issues. He recognizes the need for a legal perspective where it is appropriate, is receptive to legal advice, and consistently seeks to either (i) make an informed decision that is within the scope of his City Manager authority, or (ii) present the issue to the City Commission so that they can make an informed decision on policy issues.

C. Over the past year, I have worked on a number of issues or projects in which Jonathan has largely or completely delegated the task to a director or staff member. Although Jonathan has remained in the loop for purposes of communication, he has allowed the director or staff member to work with me to resolve the issue or project. This process builds leadership skills and is empowering to the director or staff member. An insecure leader typically does not operate in this manner.

D. Over the past six years, the economic environment for all government entities has been challenging. The budgeting process is an exercise in setting priorities and allocating finite resources. I think that Jonathan's institution of the Finance Advisory Board has been very beneficial to this process. Rather than adding another layer of bureaucracy, the Finance Advisory Board has provided sound fiscal perspective and feedback to both the City staff and City Commission.

E. Jonathan is quick to defend the City's honor when it is called into question by the media or in a letter to the editor. Although I can certainly appreciate the desire to steadfastly rise in opposition to criticism from these sources, there are instances where the better part of valor would be to simply ignore the criticism and not engage in an open debate. I also suggest that Jonathan focus innovative opportunities to highlight the City.

F. Jonathan has initiated numerous opportunities to build the City's sense of community and recognize outstanding individuals, organizations, and teams that embody the positive things about the City. In my opinion, restoring a keen sense of community pride is crucial to the City's growth and future prospects.

G. In last year's evaluation, I recommended Jonathan more frequently use the inclusive "we" in discussing and explaining City-oriented issues. I will again make this recommendation because it is vital to focus on the team and community's united efforts to achieve positive goals and solve problems.

I look forward to working with Jonathan in 2015/2016 to further unite and improve the City.

I ask that you include this email with the other Agenda Item materials related to Jonathan's annual evaluation.

Very truly yours,

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