



city of PALM COAST

Human Resources Department

160 Lake Avenue
Palm Coast, FL 32164
386-986-3718

CITY COUNCIL CITY MANAGER PERFORMANCE EVALUATION SUMMARY AND TABULATION

Section I: Assisting Council with Policy Making Role

	DeLorenzo	Netts	Nobile	Shiple	McGuire	Overall
Section Average	3.38	4.25	3.38	3.31		3.6

Overall, City Council is pleased with the information provided to them in order to make decisions. However, there are some that believe that they are not provided with all options available to them.

Section II: Internal Administration

	DeLorenzo	Netts	Nobile	Shiple	McGuire	Overall
Section Average	3.22	4.19	3.67	3.00		3.5

Council members believe their directives are carried out according to the majority of Council members' wishes. Strategic planning and ability to budget received more than one comment as did the ability for the City Manager to utilize a team approach.

Section III: External Relations

	DeLorenzo	Netts	Nobile	Shiple	McGuire	Overall
Section Average	2.73	3.36	3.00	3.27		3.1

City Council acknowledges that the City Manager works well on the State and Federal level. The perception of citizens is poor, with the exception of the citizens that are engaged. There is a desire of Council for the City Manager to be more proactive in his communication with the public, including reminding the public that although he is the "leader" of the City, he implements policy as directed by Council. It was mentioned more than once that the relationship between the City and the County should be improved.

Section IV: Personal Accomplishments

	DeLorenzo	Netts	Nobile	Shiple	McGuire	Overall
Section Average	3.14	4.50	3.68	3.29		3.7

It is evident that the City Manager cares about the City. Two members feel that he could be more receptive to the new Council ideas.

NON-RATED RESPONSES

What were the Manager's most notable accomplishments during the past year(s)?

City Hall, department restructuring, planning ability, capital projects.

Which of the Manager's qualities were most instrumental in fulfilling the role of City Manager this past year(s)?

Negotiating skills, communication, accountability, dedication, commitment, skill set, knowledge and vision.

What does the Manager do that you would like him to continue?

Continued growth, manage pressures and be prepared to leverage opportunities, continue being proactive in building positive relationships with businesses.

Is there anything that the Manager does that you would like him to do differently?

Be less negative about the County and develop a more productive dialogue to work towards common goals, be more positive about Council's involvement in day-to-day operations and support new ideas.

Do you have any other general comments to share with the City Manager?

The City Manager has used his experience to move the City forward professionally. Recent restructuring will pay dividends in the future and he recognizes there is always room for improvement. There is a belief he will continue to make sound decisions to improve customer service for citizens and businesses. There is an opinion that the City Manager works hard and earns his salary but that at this time an increase is not in order and would be difficult to justify.

Overall Score: 3.5 (Scale of 1 to 5)