

City of Flagler Beach

City Manager Performance Evaluation

Name: Larry Newsom

Evaluation Period: 07/2018 thru 07/2019

Definition of Ratings

- (1) Unsatisfactory: Consistently does not meet the performance standard.
- (2) Improvement Needed: Occasionally meets the performance standard, seldom exceeds.
- (3) Meets: Performs at the performance standard.
- (4) Exceeds: Consistently meets and often exceeds the performance standard.
- (5) Outstanding: Consistently exceeds the performance standard.

Individually assess performance by rating from (1) to (5) based on the definitions above. Mark N/A if you do not have enough information to rate.

	Rating	Weight
1. Relationship with City Commission		15%
A. Effectively implements policies and programs approved by the City Commission.	3	
B. Reporting to City Commission is timely, clear, concise and thorough.	3	
C. Accepts direction/instructions in a positive manner.	4	
D. Effectively aids the City Commission in establishing long range goals as determined from the Strategic Plan.	3	
E. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc.	4	
F. Provides the City Commission with clear report of anticipated goals.	3	
G. Has an "open door policy" for Commissioners.	3	
Average score for this category	23	3.2857
Weighted Score		49.286
C) Accepts the will of the Commission well	_____	
G) Less available at City Hall	_____	
2. Public Relations		10%
A. Projects a positive public image.	3	
B. Is courteous to the public at all times.	4	
C. Maintains effective relations with media representatives.	3	
D. Responds to requests from the public in a timely manner.	3	
Average score for this category	13	3.25
Weighted Score		32.5
A) Would expect more suitable attire at times.	_____	

3. Effective Leadership of Staff		20%
A. Delegates appropriate responsibilities.	3	
B. Effective at directing and developing a team of staff members, encouraging decision making, instilling confidence, and emphasizing support.	2	
C. Initiates programs to motivate staff.	3	
D. Initiates programs to enhance the Flagler Beach workplace.	4	
Average score for this category	12	3
Weighted Score		60
A) Some staff needs to be held more accountable.		
B) Some staff has repeatedly implemented regulations/policies prematurely.		
B) Some staff is not particularly public/developer friendly.		
D) Most staff morale seems elevated above years past.		
4. Fiscal Management		20%
A. Prepares realistic annual budget, which is easy to understand.	2	
B. Controls expenditures in accordance with approved budget.	3	
C. Keeps City Commission informed about revenues and expenditures, actual and projected.	3	
D. Ensures the budget addresses the goals and objectives, including readability.	3	
Average score for this category	11	2.75
Weighted Score		55
A) The budget is growing exponentially. More can be done to control spending.		
5. Communication		15%
A. Facilitates the flow of information regarding Commission policy to the various constituents including the media, public employees and other organizations.	4	
B. Written communications are clear, timely, forthright and encourages feedback.	2	
Average score for this category	6	3
Weighted Score		45
A) Maintains strong relationships with local governments, state agencies and legislators.		
B) Written communication is weak. Often have to probe for information.		
Texts and emails sometimes go unanswered.		
6. Personal Traits		10%
A. Initiative.	2	
B. Openness: Encourages participation in decision making process.	3	
C. Fairness and Impartiality.	3	

D. Creativity.	3	
E. Visionary.	4	
Average score for this category	15	3
Weighted Score		30

A) Enthusiasm has weakened _____

E) Good at implementing progressive ideas _____

7. Intergovernmental Affairs		10%
A. Maintains effective communication with local, regional, State and Fed.	5	
B. Financial resources (grants) from other agencies are pursued.	4	
C. Contributions to good government through regular participation.	3	
D. Lobbies effectively with legislators and State agencies.	4	
Average score for this category	16	4
Weighted Score		40

A) Communicates well with Legislators. _____

B) Continually pursues grants. _____

D) Uses lobbyist effectively. _____

FINAL

3.12

- 1.00-1.99 Unsatisfactory
- 2.00-2.99 Improvement Needed
- 3.00-3.99 Meets Job Standards
- 4.00-4.49 Exceeds Job Standard
- 4.5-5.00 Outstanding

It is my hope that the City Manager's passion to manage our City will be enhanced by hiring an assistant that we, the Commission, have had in the budget for the better part of an entire year. Maybe he won't feel quite so overwhelmed at times after handing over a lot of tasks to an assistant. The City needs his leadership to progress further into the 21st century, not spending so much of his time solving problems created in the 20th century.

Signature of Evaluator: Rick Belhumeur	Date: 08/15/2019
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