

## City of Flagler Beach City Manager Performance Evaluation

Name: LARRY NEWSOM

Evaluation Period: JULY 2018 thru JULY 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
<b>1. Relationship with City Commission</b>		15%
A. Effectively implements policies and programs approved by the City Commission.	5	
B. Reporting to City Commission is timely, clear, concise and thorough.	5	
C. Accepts direction/instructions in a positive manner.	5	
D. Effectively aids the City Commission in establishing long range goals as determined from the Strategic Plan.	5	
E. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc.	5	
F. Provides the City Commission with clear report of anticipated goals.	5	
G. Has an "open door policy" for Commissioners.	5	
Average score for this category	35	5
Weighted Score		75
Comments:		
Having to take attention away from strategic goals to react to requests from individual commissioners.		
<b>2. Public Relations</b>		10%
A. Projects a positive public image.	5	
B. Is courteous to the public at all times.	5	
C. Maintains effective relations with media representatives.	5	
D. Responds to requests from the public in a timely manner.	4	
Average score for this category	19	4.75
Weighted Score		47.5
Comments:		
Only so many hours in the day, some responses occur other than work day.		

<b>3. Effective Leadership of Staff</b>		<b>20%</b>
A. Delegates appropriate responsibilities.	5	
B. Effective at directing and developing a team of staff members, encouraging decision making, instilling confidence, and emphasizing support.	5	
C. Initiates programs to motivate staff.	5	
D. Initiates programs to enhance the Flagler Beach workplace.	5	
Average score for this category	20	5
Weighted Score		100
Comments:		
Good use of limited staff. I believe Larry needs to re-evaluate efficiency of some employees.		
<b>4. Fiscal Management</b>		<b>20%</b>
A. Prepares realistic annual budget, which is easy to understand.	5	
B. Controls expenditures in accordance with approved budget.	5	
C. Keeps City Commission informed about revenues and expenditures, actual and projected.	4	
D. Ensures the budget addresses the goals and objectives, including readability.	5	
Average score for this category	19	4.75
Weighted Score		95
Comments:		
Would like to see parts of the budget figures during the input stage rather than see them in the draft stage which may produce a false negative attitude at budget time.		
<b>5. Communication</b>		<b>15%</b>
A. Facilitates the flow of information regarding Commission policy to the various constituents including the media, public employees and other organizations.	5	
B. Written communications are clear, timely, forthright and encourages feedback.	4	
Average score for this category	9	4.5
Weighted Score		67.5
Comments:		
<b>6. Personal Traits</b>		<b>10%</b>
A. Initiative.	5	
B. Openness: Encourages participation in decision making process.	5	
C. Fairness and Impartiality.	5	

D. Creativity.	5	
E. Visionary.	5	
Average score for this category	25	5
Weighted Score		50
Comments:		
<b>7. Intergovernmental Affairs</b>		<b>10%</b>
A. Maintains effective communication with local, regional, State and Fed.	5	
B. Financial resources (grants) from other agencies are pursued.	5	
C. Contributions to good government through regular participation.	5	
D. Lobbies effectively with legislators and State agencies.	5	
Average score for this category	20	5
Weighted Score		50
Comments:		

**FINAL**

4.85
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- 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

<b>Overall Comments:</b>
Overall, does a great job, and continues to bring the city out of the past with a positive approach to the future. Always with the citizens' interests first.

Signature of Evaluator: Commissioner Marshall D. Shupe	Date: 8-12-2019
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