

3. Effective Leadership of Staff			20%
A. Delegates appropriate responsibilities.	5		
B. Effective at directing and developing a team of staff members, encouraging decision making, instilling confidence, and emphasizing support.	3		
C. Initiates programs to motivate staff.	4		
D. Initiates programs to enhance the Flagler Beach workplace.	5		
Average score for this category	0		0
Weighted Score			0

Comments: I would like to see more accountability of department heads. I believe some departments are currently underperforming. Great job overall with handling of staff and your relationships with them

4. Fiscal Management			20%
A. Prepares realistic annual budget, which is easy to understand.	5		
B. Controls expenditures in accordance with approved budget.	3		
C. Keeps City Commission informed about revenues and expenditures, actual and projected.	5		
D. Ensures the budget addresses the goals and objectives, including readability.	5		
Average score for this category	0		0
Weighted Score			0

Comments: I would like you to challenge department heads more to be fiscally prudent and push back more on capital expenses that could be viewed as not necessary.

5. Communication			15%
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.	5		
Average score for this category	0		0
Weighted Score			0

Comments: Great job!

6. Personal Traits			10%
A. Initiative.	4		
B. Openness: Encourages participation in decision making process.	5		
C. Fairness and Impartiality.	5		

D. Creativity.	5	
E. Visionary.	4	
Average score for this category	0	0
Weighted Score		0

Comments: I would like to hear more ideas from you on how to really push the city past day-to-day operations into a more long term vision and goal planning

7. Intergovernmental Affairs		10%
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	0	0
Weighted Score		0

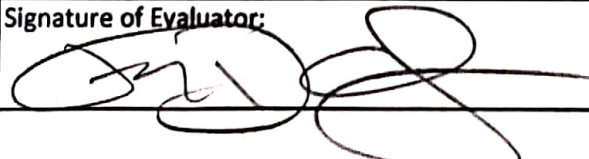
Comments: I would give you over a 5 in this area
Outstanding!

FINAL

0.00

- 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

Overall Comments:
I am very thankful to you for all your hard work and it is a pleasure to have you here! Thank you!

Signature of Evaluator:  Date: 9/24/19