City of Flagler Beach City Manager Performance Evaluation

Name: Enclosley	for	Larry Newson
Evaluation Period:	thru	Annel

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.	4			
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 Stategic	3			
Plan.				
E. Keeps the City Commission informed of current plans and activities of administration and new	4			
developments in technology, legislation, governmental practices and regulations, etc.	,			
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	0	0		
Weighted Score		0		
Comments: We nost get a Syear plan in place, Currently there is no				
long term planning after 1 year. The city reeds a PID or for				
your assistant to take up some of that task as there				
has been some mor communication opportunities				
2. Public Relations	5	10%		
A. Projects a positive public image.				
B. Is courteous to the public at all times.				
C. Maintains effective relations with media representatives.				
D. Responds to requests from the public in a timely manner.				
Average score for this category		0		
Weighted Score		0		
comments: Excellent job all around.				

		20%				
3. Effective Leadership of Staff	5	2070				
A. Delegates appropriate responsibilities. 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.						
D. Initiates programs to enhance the Flagler Beach workplace.	5					
Average score for this category						
Weighted Score		0				
	pertr	ent				
heads. I believe some departments are currently inder	perla	ريم سور				
Great job overall with handling of staff and your	clatio	~sh.DZ				
with them						
4. Fiscal Management	7-12-5	20%				
A. Prepares realistic annual budget, which is easy to understand.	5	FWY 54 .				
B. Controls expenditures in accordance with approved budget.	3					
C. Keeps City Commission informed about revenues and expenditures, actual and projected.						
D. Ensures the budget addresses the goals and objectives, including readability.	5	17444				
Average score for this category	0	0				
Weighted Score		0				
Comments: I want like you to challenge defortment head	s mo	re				
to be fiscally prodent and push back more on cupi	tal e	penses				
that could be viewed as not recessoring.						
		15%				
5. Communication A. Facilitates the flow of information regarding Commission policy to the various constituents including the	S Contractor (1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				
A. Facilitates the flow of information regarding commission policy to the various constituents including the						
media, public employees and other organizations. B. Written communications are clear, timely, forthright and encourages feedback.						
Average score for this category						
Weighted Score		0				
Comments: Great Tob						
6. Personal Traits		10%				
A. Initiative.	14					
B. Openness: Encourages participation in decision making process.						
B. Openness: Encourages participation in decision making process. C. Fairness and Impartiality.	डे					

D. Creativity.				
E. Visionary.				
Average score for this category	J			
Weighted Score	0	0		
Comments		0		
No ll and ll and a little of the you on	hou	1 70 °		
day - to - day operations in	to a			
more long from vision and goal planning				
7. Intergovernmental Affairs		10%		
A. Maintains effective communication with local, regional, State and Fed.	5	10/8		
B. Tillaticial resources (grants) from other agencies are pursued	7			
C. Contributions to good government through regular participation	5			
D. Lobbies effectively with legislators and State agencies	5			
Average score for this category	<u> </u>	0		
Weighted Score	e de la companya de l	0		
Comments: I would give you over a 5 in this creat		U		
Out standing!				
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 thunkful to you for all your hard		1.		
	uoi	12		
and it is a pleasure to have you here! Thank	- 70	, ,		
		,		
	_	A.		
		-q		
	F. 6	4 [
Signature of Evaluator: Date:				
1/24/19				