

City Manager Performance Evaluation
Rick Rodometkin
January - December 2024

Performance Standard (sum divided by 5)
 5 Excellent
 4 Above Average
 3 Average
 2 Below Average
 1 Poor

This evaluation contains 8 categories of evaluation criteria. Input is taken from evaluations submitted by 6-Commissioners for review and discussion on April 1, 2025.

	7-Commissioners							Avg total	3.04
1 Relating with Governing Body	3.16	2.66	3.5		2.83	2.83	2.5	2.91	
2 Organizational Relations-Fiscal	3.33	3.33	3		2.66	2.66	3.33	3.05	
3 Personnel Management	3	1.66	3	Not Received	2	2.66	3.33	2.61	
4 Managing the Organization	3	2.8	3.8		2.6	3	3.2	3.07	
5 Relations with the Public	3.66	3.33	3		3	3.33	4	3.39	
6 Relations with Other Governments	2.5	3	4		2.5	2.5	2.5	2.83	
7 Managerial & Admin Performance	2.8	3.4	3.8		3.2	3	3.8	3.33	
8 Personal Qualities	2.8	3.2	3.4		2.8	3	3.4	3.10	
11 Salary Adjustment	No	No	Yes		No	Yes	No	2	
	D1	D2	D3	D4	D5	D6	D7	out of 6	

Relates to Governing Body

It is imperative that the CM ensure communications or new developments are addressed immediately and discussed with the City Attorney.
 Must be sure to follow up on issues.
 CM forwards updates from St/Cty; other than that, there is no additional critical info provided other than council meeting agendas. The communication rcd is via text.
 CM does a great job in keeping up informed.
 Has brought items to Council that he can handle. The voting location was brought forward with no other alternatives, and was unaware of early voting.
 Needs to seek more guidance and direction from the Council as a whole.
 Not Everything has to come to Council. Routine decisions should be made by the CM, and then the results should be brought for informational purposes only.

Fiscal Management

Needs to adhere to spending guidelines or seek approval from Council before exceeding established limits.
 CM is attempting to beautify the city and make improvements. Good job in producing budgets and making sure we do not miss deadlines.
 Must keep in mind we are a city of 7000 and our seniors are pressed for finances
 Wants to see CM and staff stay in budget lines. Statement of move from one line to the other sometimes might be necessary but not to adjust to suit the whims of a department.
 Salary is at the top of payscale for cities our size.
 Fiscal matters are "sugar coated". Clear and definite discussion on finances is not an option
 CM knowledgeable to ensure City remains fiscally responsible. Experienced staff can support and adhere to requirements. Communication is open, respectful, and recognized.

Personnel Management

Must keep in mind we have a limited budget
 Has improved this past year, continued improvement should always be sought and attained
 CM is working well to understand staff needs. He must continue to hone in on keeping associates happy and not be known as aggressive. CM's emotions can get the better of him at times. However, he stays levelheaded and makes good decisions.
 Although a very personable and pleasant leader, the staff needs a leader. Expectations should be set, and staff held accountable.
 It appears that there is still a long way to have a copacetic staff. During the interview process it was made clear that the city staff were small but qualified. Relationships need to be cultivated in both directions.

Managing the Organization

Ensuring all BI citizens are treated equally and enforce all BI ordinances with all citizens
 Adapted to Florida, nice to have a CM with experience. It made things easier to move policies and procedures forward.
 Time consuming-charter needs to be reviewed. There have been times when too many options are suggested that leads to unnecessary long debates - CM recommendation is....
 Would like CM to conduct more review of policies and ordinances and find where to improve.
 CM has helped residents with issues and helped them understand with high level of customer service,
 Must keep issues at the forefront and bring closure.
 1st year for CM role is the toughest. Vocal community important to maintain a good rapport with residents.
 Good job representing the city at events. Additionally he is sensitive to the concerns of the citizens and priorities efforts to meet their needs.

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Relations with the public and with other agencies

Needs to reach out more
 CM does a great job addressing residents concerns. Sometimes, it lags in follow-up. However when made aware he gets it done.
 I have seen most conversations be friendly and professional. CM is approachable and welcomes interactions with residents.
 Need to establish more robust communication with other CMs, OC Mayor and staff, District 3 Comm and Sheriffs office. Regular updates from lobbyists, CA board and Interim Planner
 Build relationships. Has there been a presence at NAV board meetings and CCA meetings? No work has been done on grant processes or administering an effective program
 CM should be writing and submitting a min of 2 grant proposals a month to ensure we maximize our ability to be considered for and receive all available grant funds.

Observations

Would like to see CM a little firmer with commitment that County gives us and have them bargain up.
 Needs to reach out to more resources available to the City.
 Continue to review and audit contracts and look for ambiguous language. Provide a list including execution end dates.
 Perhaps the charter should be changed back to allow the Mayor to communicate with council and have no vote or perhaps a vote.
 When concerns arise with staff and CM, there needs to be a protocol in the employee manual to provide a place for the staff to go - lawyer, neutral party, Mayor.
 Be more assertive. A direct and firm hand at the helm seems to work better with the Council. Led and kept on course. Don't be afraid that you will offend - tell the straight truth.
 Consider whether the Council or mayor should have access to staff or be able to request assistance—not necessarily direct the staff.
 Consider whether CM has a conflict of interest because they have a monopoly on the system, and there is no check and balance - to make all decisions. Lower the amount of \$ threshold of approval with no council input.

Managerial & Admin Performance

He seems to do well with administrative. Needs to have better managerial skills.
 Good rapport with Council and staff. Continues to see future prospectives.
 CM has performed as expected this year. However, the bar will be raised going forward to meet and exceed the expectations of the Council, employees, and citizens.

Personal Qualities

Needs to bring closure to items. No clear documentation of open tasks and current contracts.
 Wants to keep the image of the city positive. Has initiated beautification of city property.
 Shows considerable respect to Council and attendees.
 "I will ask the City Attorney" is used way too much. It makes you look uninformed and that you would rather pay the attorney than do the research yourself.
 Self-starter and enthusiastic. Cares about the City's future.
 High level of customer service and works with residents to understand matters in an equitable manner. He lets the staff do their job with little involvement or oversight.
 Grooming policy - hair, at times, can be too long for a professional position.
 CM is competent and knowledgeable, has the experience and skill set to guide BI forward
 Discharge of duties-slow to complete to-dos and apprehensive to make tough decisions.
 Too long to complete tasks, i.e., landscaping, city hall painting, and updating purchasing policy. The Study on Conway and Judge has been on the list for a year - sense of urgency?
 CMs work ethic is strong, he is honest and sometimes too agreeable. Appears unwilling to push back when needed, He prefers not to hurt feelings and steers away from conflict.
 CM relies too much on his staff rather than digging in and learning more himself. He often seeks answers in meetings from the clerk that he should know after a year.
 Staff appreciates that Rick allows them to do their jobs; however, they would like more involvement from CM and regular all-hands-on-deck meetings. CM is willing to try new ideas and accommodates council ideas. I am unaware if CM has brought innovation and creativity to the job.
 Knowledge and experience at the position allows CM to work on moving the city forward.

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Goals Achievements & Objectives

By maximizing the skills of Mr. Price the city has never looked better.
Reduce Spending, Grants and get more residents involved and utilize FLC.
Give projects a start and completion date and seek outside resources. Implement a list and maintain.
Good job informing Council and calling special session. Needs to keep up to date with FEMA regulations to ensure reimbursement.
Residents lost confidence, lack of attendance and boards - Open communication with residents.
Would like to see CM complete tasks in a timely fashion and set a start and end time. Make decisions with confidence and own them. Have regular staff meetings. Pursue annexation opportunities!
Keep channels of communication; Communication between staff remain professional
Annexation, with new Mayor it is important to create a city of participation and involvement with the residents.

Review Charter to insure inline with staff regulations. Strengthen relationships with staff and county officials.

Work with the County and get grant money. Improve traffic patterns. Keep lease agreements in the forefront.
Develop a working relationship with the school and continue with annexation and new revenue streams.

As a Comm I can do a better job in having a regular meetings to discuss items of importance and open dialogue

Continue to manage task list and gain the trust of the staff.
Be a leader in every sense of the word and must be prepared at meetings about financial impact of Council decisions.
Meet with citizens to explain the need to increase revenues, present viable options for municipal complex and more adoptions to improve our city.

Salary Adjustment

Total CPI increase for 2024
Cost of Living raise will have to suffice.
Based on the previous year, I have not reached the point where I believe an increase is warranted. There are areas of improvement, and I would like to know what the CM does day-to-day/week-to-week and what he brings to the table. I look forward to reading and gaining insight from his self-evaluation.
CMs salary is at the top ofayscale for cities our size in Florida.
Yes, it is essential to keep a great City Manager.
It is my understanding that we already have a budgeted increase for the CM.
