

City Manager Evaluation Score Summary

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

Commissioner Belhumeur	3.19
Commissioner Cooley	3.51
Commissioner Mealy	3.80
Commissioner Sherman	3.57
Commissioner Spradley	4.45
Mayor King	3.37
Average Score	3.65

City of Flagler Beach

City Manager Performance Evaluation

Dale Martin

Evaluation Period: 09/2023 thru 09/2024

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.	4	
E. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc.	3	
F. Provides the City Commission with clear report of anticipated goals.	4	
G. Has an "open door policy" for Commissioners.	5	
Average score for this category	26	3.7143
Weighted Score		55.714

Comments:

2. Public Relations		10%
A. Projects a positive public image.	4	
B. Is courteous to the public at all times.	5	
C. Maintains effective relations with media representatives.	3	
D. Responds to requests from the public in a timely manner.	5	
Average score for this category	17	4.25
Weighted Score		42.5

Comments:

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.	2	
D. Initiates programs to enhance the Flagler Beach workplace.	3	
Average score for this category	10	2.5
Weighted Score		50
Comments:		
4. Fiscal Management		20%
A. Prepares realistic annual budget, which is easy to understand.	3	
B. Controls expenditures in accordance with approved budget.	4	
C. Keeps City Commission informed about revenues and expenditures, actual and projected.	2	
D. Ensures the budget addresses the goals and objectives, including readability.	3	
Average score for this category	12	3
Weighted Score		60
Comments:		
5. Communication		15%
A. Facilitates the flow of information regarding Commission policy to the various constituents including the media, public employees and other organizations.	3	
B. Written communications are clear, timely, forthright and encourages feedback.	2	
Average score for this category	5	2.5
Weighted Score		37.5
Comments:		
6. Personal Traits		10%
A. Initiative.	4	
B. Openness: Encourages participation in decision making process.	4	
C. Fairness and Impartiality.	4	

3	
4	
19	3.8
	38

Creativity.

Visionary.

Average score for this category

Weighted Score

Comments:

		10%
7. Intergovernmental Affairs	4	
A. Maintains effective communication with local, regional, State and Fed.	3	
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.	14	3.5
Average score for this category		35

Weighted Score

Comments:

FINAL 3.19

- 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:

Signature of Evaluator: _____ Date: _____

Evaluation Comments

1a) If the keywords are policies and programs, they typically are implemented without issue. However, if you add “projects” to that list, there have been extended delays and not much oversight. Examples: Pal Parker fence and A1A sand fence.

1b) Staff reports for commission meeting agenda items are sometimes weak if not, totally missing.

1c) Accepts direction without dispute.

1d) Has helped the commission extensively with our strategic planning.

1e) Sometimes yes, sometimes no.

1f) Keeps commissioners informed with one on one meetings and written weekly reports.

1g) Always willing to meet without notice. Often gets up and greets me at the door.

2a) Almost always projects, good temperament and appearance.

2b) Stays courteous with the public, even if sometimes they are overbearing.

2c) Typically accepts invitations from media - however, he could reach out to them more often to share our news.

2d) Always responds quickly.

3a) Has appropriately shuffled some responsibilities among the staff.

3b) Holding staff responsible for mistakes and shortcomings is weak.

3c) I would suggest the possibility of incentive programs linked to honest evaluations.

3d) Has tried to help morale by having staff gatherings/celebrations

4a) Changes were made to the budget format in areas that I had to familiarize myself with, but the end product seems realistic.

4b) Budget items have stayed on target without cost overruns.

4c) Had consensus from commission to provide mini audits of recent budgets that would have shown unrealized budget items before approving a successive budget. We never got those reports.

4d) Goals and objectives appear to be included

5a) In some ways yes – other ways no.

5b) Emails and texts often go unanswered.

6a) Initiative appears to be strong.

6b) Frequently asks for my opinion related to his developing ideas.

6c) I believe he is impartial and fair much more often than not.

6d) Room for improvement.

6e) Tries to relate ideas and decisions to the future.

City of Flagler Beach City Manager Performance Evaluation

Dale Martin

Evaluation Period: _____ thru _____

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.	5	
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.	2	
E. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc.	3	
F. Provides the City Commission with clear report of anticipated goals.	3	
G. Has an "open door policy" for Commissioners.	5	
Average score for this category	25	3.5714
Weighted Score		53.571

Comments:

The best feedback and open door communication of any city manager Ive worked with. I was disappointed with the strategic planning sessions lack of goals past 1 year. There needs to be a much more robust focus on the short, mid range, and long term goals or progress will get lost with day to day operations. Please be mindful of direction and consensus items coming out of meetings so they can be acted on. Multiple things have been forgot about. Overall great gob with balancing relationships with Commissioners.

2. Public Relations		10%
A. Projects a positive public image.	5	
B. Is courteous to the public at all times.	4	
C. Maintains effective relations with media representatives.	5	
D. Responds to requests from the public in a timely manner.	2	
Average score for this category	16	4
Weighted Score		40

Comments:

Great job with public image and working with the media. The only area of improvement I would suggest is respond to citizens

faster and be accessible to the public, not just the media. Many citizens have complained about 3-4 weeks to get a meeting and emails not responded to.

3. Effective Leadership of Staff		20%
A. Delegates appropriate responsibilities.	2	
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.	3	
Average score for this category	10	2.5
Weighted Score		50

Comments:

Leadership of staff is your greatest area of opportunity. This observation is based on staff accountability improvement needed and on field direction needing improvement. It is a understandable challenge getting out of office for in-person field guidance, but you must make this a priority. Multiple departments are underperforming commissions expectations based on ongoing dias comments.

4. Fiscal Management		20%
A. Prepares realistic annual budget, which is easy to understand.	3	
B. Controls expenditures in accordance with approved budget.	4	
C. Keeps City Commission informed about revenues and expenditures, actual and projected.	4	
D. Ensures the budget addresses the goals and objectives, including readability.	3	
Average score for this category	14	3.5
Weighted Score		70

Comments:

Good job navigating last budget cycle and above expectation job with material presented to commission. A area of improvement would be year over year budget controls. The city has had MANY consecutive years of significant budget increases and this is not sustainable. It is part of your responsibilities of learning where the opportunities are to cut and educate dept heads on better fiscal management.

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.	5	
Average score for this category	9	4.5
Weighted Score		67.5

Comments:

You do a excellent job at communication! The only area of opportunity I see is ensuring commission has all needed data before meetings. There has been too many times information is being seen or read for the first time in meeting. This is a unacceptable meeting practice.

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

C. Fairness and Impartiality.	3	
D. Creativity.	4	
E. Visionary.	5	
Average score for this category	21	4.2
Weighted Score		42

Comments:

You are the most visionary city manager I have worked with so far. No areas of opportunity noted.

7. Intergovernmental Affairs

		10%
A. Maintains effective communication with local, regional, State and Fed.	2	
B. Financial resources (grants) from other agencies are pursued.	3	
C. Contributions to good government through regular participation.	3	
D. Lobbies effectively with legislators and State agencies.	3	
Average score for this category	11	2.75
Weighted Score		27.5

Comments:

Flagler Beach is still working in a silo. This must be changed. I understand there is not much municipality cooperation, but it is a top priority to be teamworking issues at a local level. I would like to see you incorporate the multi-municipality concept at the city manager level just like this body does at the elected level. Good job at directioning staff with grants and interactions with our lobbyists.

FINAL

3.51

- 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:

This has been a year of growth for you and you have settled into the position well as expected. I would have liked to have seen areas that are underperforming addressed with higher sense of urgency as there seem to be many lagging concerns continuing from the start of your tenure getting brought up on repeat in meetings. Very impressed with all of your interactions and the public with the only call out being accessibility to the public via either email or in person. Looking forward to seeing how you evolve professionally this coming year as city manager of Flagler Beach!

Signature of Evaluator:

Date:

City of Flagler Beach

City Manager Performance Evaluation

Name: Jane Mealy

Evaluation Period: thru September, 2024

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.	3	
C. Accepts direction/instructions in a positive manner.	3	
D. Effectively aids the City Commission in establishing long range goals as determined from the Strategic Plan.	4	
E. Keeps the City Commission informed of current plans and activities of administration and new developments in technology, legislation, governmental practices and regulations, etc.	3	
F. Provides the City Commission with clear report of anticipated goals.	3	
G. Has an "open door policy" for Commissioners.	4	
Average score for this category	24	3.4286
Weighted Score		51.429
Comments: Mr. Martin appears to favor some commissioners, those who make the loudest demands		
2. Public Relations		10%
A. Projects a positive public image.	4	
B. Is courteous to the public at all times.	3	
C. Maintains effective relations with media representatives.	4	
D. Responds to requests from the public in a timely manner.	3	
Average score for this category	14	3.5
Weighted Score		35
Comments: I've received complaints from members of the public that they didn't receive a response to their communications with Mr. Martin.		

3. Effective Leadership of Staff		20%
A. Delegates appropriate responsibilities.	4	
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.	3	
D. Initiates programs to enhance the Flagler Beach workplace.	3	
Average score for this category	13	3.25
Weighted Score		65
Comments: Mr. Martin appears to value senior staff more than the "everyday" workers. Holding an occasional get-together is not enough. I recently read that employees' performance improves 23% when they are recognized and 42% when they are appreciated.		
4. Fiscal Management		20%
A. Prepares realistic annual budget, which is easy to understand.	4	
B. Controls expenditures in accordance with approved budget.	4	
C. Keeps City Commission informed about revenues and expenditures, actual and projected.	4	
D. Ensures the budget addresses the goals and objectives, including readability.	4	
Average score for this category	16	4
Weighted Score		80
Comments: Mr. Martin does well in this category.		
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.	5	
Average score for this category	9	4.5
Weighted Score		67.5
Comments: Mr. Martin does well in this category.		
6. Personal Traits		10%
A. Initiative.	4	
B. Openness: Encourages participation in decision making process.	3	

C. Fairness and Impartiality.	3	
D. Creativity.	4	
E. Visionary.	4	
Average score for this category	18	3.6
Weighted Score		36
Comments: See my comments in Section 3		
7. Intergovernmental Affairs		10%
A. Maintains effective communication with local, regional, State and Fed.	4	
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.	4	
Average score for this category	18	4.5
Weighted Score		45
Comments: Mr. Martin leaves the work in A and D to the City's lobbyist, but does very well in B and C.		

FINAL

3.80

- 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:

Signature of Evaluator: Jane Mealy	Date: 9/22/2024
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OBSERVATIONS

- **Two things that the Manager does now that this Commission Member would like him/her to continue.**

Good communications with the media, etc.

Good budget planning and management

- **Two things the Manager does that this Commission member would like him/her to discontinue or modify.**

Pay attention to all commissioners equally

Increase acknowledgement of work done by all staff

- **Two things the Manager does not do now that this Commission member would like to see him/her do.**

Be more responsive to the public

FUTURE GOALS AND OBJECTIVES

- **Specific goals and objectives to be achieved in the next evaluation period:**

Address the above

City of Flagler Beach

City Manager Performance Evaluation

Name: Dale Martin

Evaluation Period: 10/01/2023 thru 09/30/204

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.	3	
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.	3	
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	21	3
Weighted Score		45
Comments:		
2. Public Relations		10%
A. Projects a positive public image.	4	
B. Is courteous to the public at all times.	4	
C. Maintains effective relations with media representatives.	4	
D. Responds to requests from the public in a timely manner.	4	
Average score for this category	16	4
Weighted Score		40
Comments:		

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.	3	
C. Initiates programs to motivate staff.	3	
D. Initiates programs to enhance the Flagler Beach workplace.	4	
Average score for this category	13	3.25
Weighted Score		65
Comments:		
4. Fiscal Management		20%
A. Prepares realistic annual budget, which is easy to understand.	4	
B. Controls expenditures in accordance with approved budget.	4	
C. Keeps City Commission informed about revenues and expenditures, actual and projected.	3	
D. Ensures the budget addresses the goals and objectives, including readability.	4	
Average score for this category	15	3.75
Weighted Score		75
Comments:		
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.	4	
Average score for this category	9	4.5
Weighted Score		67.5
Comments:		
6. Personal Traits		10%
A. Initiative.	3	
B. Openness: Encourages participation in decision making process.	3	

C. Fairness and Impartiality.	3	
D. Creativity.	4	
E. Visionary.	3	
Average score for this category	16	3.2
Weighted Score		32

Comments:

7. Intergovernmental Affairs		10%
A. Maintains effective communication with local, regional, State and Fed.	3	
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.	3	
Average score for this category	13	3.25
Weighted Score		32.5

Comments:

FINAL

3.57

- 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:

Signature of Evaluator: _____ Date: 09/23/2024

1. **Relationship with City Commission-** Dale is readily available to speak with us and keeps us updated on city matters. Dale has done a great job keeping the City Commission in the loop on the process with the Waste Water Treatment Facility.
2. **Public Relations-** Over this past year, Dale has done an excellent job as a true professional with the public. From what I can see, he's responsive to our residents and has a good relationship with the media.
3. **Effective Leadership of Staff-** I can see that Dale is doing his due diligence with his staff. The staff here in the City of Flagler Beach has had a significant turnover in city managers. It appears that he's bringing a positive and professional culture to the city. This past year, he's made some excellent hires at the senior staff levels. Over the next year, I would like to see more accountability with his staff.
4. **Fiscal Management-** In my tenure as a City Commissioner, this is the first year I have felt the budget process was painless. I felt like we had budget documents that were easy to follow and items that came before the commission were pertinent to the city's overall mission. I would like to see more transparency on status updates on items we approved in the budget next year.
5. **Communication-** One area that I feel Dale has done exceedingly well with is communication. I believe that communication is something that the city severely lacked for years. This past year, he established a Facebook page for the City of Flagler Beach, and he provides us with weekly updates from his various departments.
6. **Personal Traits-** I have seen so far with Dale that he's fair, honest, and open. I believe his creativity is excellent. I mention his creativity because he's looking for ways to rebrand the city while incorporating its history and culture.
7. **Intergovernmental Affairs-** I can see that Dale has maintained effective communication with other governments, regularly participates with neighboring city managers and county administrators, and has lobbied for our city. I believe an area that he did exceedingly well with was securing the TDC grant. He was given the task, and he delivered it.

OBSERVATIONS

- **Two things that the Manager does now that this Commission Member would like him/her to continue.** *I do not have any specifics at this time.*
- **Two things the Manager does that this Commission member would like him/her to discontinue or modify.** *I do not have any specifics at this time.*
- **Two things the Manager does not do now that this Commission member would like to see him/her do.** *I do not have any specifics at this time.*

FUTURE GOALS AND OBJECTIVES

- **Specific goals and objectives to be achieved in the next evaluation period:**
 1. I would like to see significant beautification around the city.
 - a. Cleanliness around the CRA district
 - b. The overall appearance of our parks
 - c. Clearing right of ways
 2. Stormwater issues
 - a. Continue working with residents.
 - b. I would like to see action taken, such as short-term and long-term solutions to problems that have not been addressed for years.
 - c. I would like you to find ways to assist residents with grant programs that could help them with flooding issues at their homes.
 3. Waste Water Treatment Facility- I would like to see a timeline as to when this will be complete, and I would like to see construction at this site by September 30th, 2025.
 4. Parking- with the growth from Palm Coast and other areas of the county, I believe it is time we start charging for parking for non-residents of Flagler Beach. I would like to see proposals come before the commission this coming year.

City of Flagler Beach City Manager Performance Evaluation

Name: Scott Spradley

Evaluation Period: _____ thru _____

Definition of Ratings

- (1) Unsatisfactory: Consistently does not meet the performance standard.
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- (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 Strategic Plan.	4	
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.	4	
G. Has an "open door policy" for Commissioners.	5	
Average score for this category	0	0
Weighted Score		0
Comments:		
<u>Pol's commitment to seek information from the commissioners and to keep us informed is exceptional.</u>		
2. Public Relations		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.	5	
Average score for this category	0	0
Weighted Score		0
Comments:		

☞ Dale is acutely aware of the importance of public relations and his role in it, which he executes at

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.	5	
C. Initiates programs to motivate staff.	4	
D. Initiates programs to enhance the Flagler Beach workplace.	4	
Average score for this category	0	0
Weighted Score		0

Comments:

Dale's positive commitment to staff excellence is appreciated including the need to upgrade certain key positions

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

Comments:

Dale has a keen eye on all fiscal matters under his watch

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.	5	
Average score for this category	0	0
Weighted Score		0

Comments:

Dale has a difficult task stepping into a community with several important but not divisive issues to handle daily. His efforts are applauded.

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

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

Comments:

Dale has excellent vision and seems committed to reaching the City's goals & objectives.

7. Intergovernmental Affairs		10%
A. Maintains effective communication with local, regional, State and Fed.	4	
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.	4	
Average score for this category	0	0
Weighted Score		0

Comments:

Dale has already nourished many local, state, regional & federal relationships with Floy's Beach. He clearly keeps this as a personal priority.

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: Dale joined our community at a time we are facing multiple long-term challenges. Each of these challenges and projects would keep the docket filled for a City Manager regardless of capabilities. I believe Dale is doing an excellent job as task master at this critical time. With that said, results for his efforts are critically important to his going forward evaluations

Signature of Evaluator:  Date: 9/23/2024

OBSERVATIONS

- Two things that the Manager does now that this Commission Member would like him/her to continue. ~~improve~~ Efforts to improve & complete Staffing needs. Continue his long term Vision
- Two things the Manager does that this Commission member would like him/her to discontinue or modify. 
- Two things the Manager does not do now that this Commission member would like to see him/her do. 

FUTURE GOALS AND OBJECTIVES

- Specific goals and objectives to be achieved in the next evaluation period:
 - ① Reach goals set forth in our April 17 Strategic Planning Meeting,
 - ② Continue to improve the character and make up of City Staff
 - ③ Continue efforts to maximize grant opportunities

9/23/2024
5pm deadline
back to us

City of Flagler Beach City Manager Performance Evaluation

Name: Dale MARTIN

Evaluation Period: July 23 thru SEPT 2024

mainly (April 2024 - Sept. 2024) after I took office

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.	3	
F. Provides the City Commission with clear report of anticipated goals.	4	
G. Has an "open door policy" for Commissioners.	4	
Average score for this category	0	0
Weighted Score		0

Comments: I feel Dale is very effective in his role with interactions with City Commissioners / Mayor.

2. Public Relations		10%
A. Projects a positive public image.	4	
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	0	0
Weighted Score		0

Comments: I feel Dale projects a respected positive image of himself and our city at all times.

3. Effective Leadership of Staff		20%
A. Delegates appropriate responsibilities.	4	
B. Effective at directing and developing a team of staff members, encouraging decision making, instilling confidence, and emphasizing support.	4	
C. Initiates programs to motivate staff.	3	
D. Initiates programs to enhance the Flagler Beach workplace.	3	
Average score for this category	0	0
Weighted Score		0
Comments: From the outside, it appears that staff appreciates the leadership that Dale is providing.		
4. Fiscal Management		20%
A. Prepares realistic annual budget, which is easy to understand.	3	
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	0	0
Weighted Score		0
Comments: To date I feel that Dale's management of fiscality & budget has been well rounded, attainable and good for the City - heading in a good direction.		
5. Communication		15%
A. Facilitates the flow of information regarding Commission policy to the various constituents including the media, public employees and other organizations.	3	
B. Written communications are clear, timely, forthright and encourages feedback.	4	
Average score for this category	0	0
Weighted Score		0
Comments: Again I feel that Dale has been ^{MORE THAN} adequate in this area. Keeping up with Friday Notes and sharing information with the public is imperative to our City with providing transparency.		
6. Personal Traits		10%
A. Initiative.	4	
B. Openness: Encourages participation in decision making process.	4	

C. Fairness and Impartiality.	3	
D. Creativity.	3	
E. Visionary.	4	
Average score for this category	0	0
Weighted Score		0

Comments: Dale shares credit with those who have earned it - he is very much a team player - which makes for a tremendous leader.

7. Intergovernmental Affairs		10%
A. Maintains effective communication with local, regional, State and Fed.	3	
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.	3	
Average score for this category	0	0
Weighted Score		0

Comments: Most Recently Dale has lead the team in bringing in a large scale Grant from Local TRC. From all appearances Dale conducts himself in a manner that affords good communication which ensures cooperation amongst many governmental agencies & offices.

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 thrilled to have Dale Martin on the City's team. He is a true leader who is very capable of bringing our City to the greatness we all seek and believe possible.
 I enjoy working with Dale, he is optimistic and full of great ideas for our future.
 We have exciting times in our city - I look forward to seeing exactly where Dale helps us go!!!

Signature of Evaluator: *[Signature]* Date: 9/23/2024

OBSERVATIONS

- A • Two things that the Manager does now that this Commission Member would like him/her to continue.
- B • Two things the Manager does that this Commission member would like him/her to discontinue or modify.
- C • Two things the Manager does not do now that this Commission member would like to see him/her do.

FUTURE GOALS AND OBJECTIVES

- Specific goals and objectives to be achieved in the next evaluation period:

A. 1 - Friday NOTES
2 - Meetings with Comm / Mayor weekly or as needed

Bor C. 1. - HOLD city staff to doing their jobs - ie: maintenance if NOT done to specific standards then release or remove from position. All managers should be held accountable.

2. - Ensure enforcement is occurring - whether with police dept. or code enforcement. Education can only go so far.

GOALS

① Veterans PARK and CRA CLEANED UP / OUT and continuously maintained to a higher level of acceptance than currently. NO WEEDS & Better Landscaping. A PLACE we can BE PROUD OF.