



GREELEY CITY COUNCIL – COUNCIL EMPLOYEE - ANNUAL PERFORMANCE REVIEW for MUNICIPAL JUDGE - Fiscal Year 2021

RATING: Use the following to determine the employee's performance in each of the performance areas and overall performance.

Rarely Meets Expectations | Occasionally Meets Expectations | Regularly Meets Expectations | Occasionally Exceeds Expectations | Regularly Exceeds Expectations

Overall Performance Rating and Summary

Regularly Exceeds Expectations

Judge Gonzales performed in an exemplary manner throughout 2021. The Municipal Court continues to thrive under his leadership as evidenced by consistently high ratings from survey respondents. He led the courts through the pandemic without disruption, ensuring a safe and functional operation. Within this challenging environment, Judge Gonzales also worked with court staff to improve morale and increase engagement. He is a respected leader known for his fair, efficient approach to serving the people of Greeley. The City of Greeley benefits greatly from his continued service as Municipal Judge.

Fiscal Year 2021 Performance Highlights – Note areas of excellence, areas for improvement, and goals (achieved or not achieved and any obstacles that influenced non-achievement).

Judge Gonzales maintained a safe court environment during the pandemic and ensured continuing operations throughout 2021. He also led his team through the transition to the revised Municipal Code, again without disruption to court services. Judge Gonzales continues to make considerable progress in disposing of older cases, closing out over 120% of cases in 2021 while receiving strong reviews on almost every metric.

Fiscal Year 2022 Performance Goals – highlight individual goals for the Municipal Judge's performance that are of particular importance for the coming year.

Explore and leverage technological solutions to streamline court functionality and efficiency.

Update the queuing system to support text notification to defendants prior to their court dates; consider options for remote courtroom participation; and complete repairs/updates of the telephone amplification and recording system.

Update Rule 211 notices to align with Municipal Code revisions.

Continue providing outstanding customer service to all who interact with the Municipal Court.

EMPLOYEE NAME & TITLE:

DATE:



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Performance Focus Areas: Throughout the areas identified below, evaluate the employee’s general performance in the specific area and the extent to which the employee demonstrated (or struggled to demonstrate) the City’s Core Values as noted.

Job Knowledge/ Skills (<i>Applied Wisdom</i>) Operational/ functional/ technical expertise; technological literacy; analytical; vision; professional development; Business Acumen;	Rating: Regularly Exceeds Comments: Displays excellent knowledge of municipal law. Stays current with legal developments through avid pursuit of continuous education and implements legal updates in his courtroom in a timely manner. Remains engaged in the community; contributes his expertise to assisting legislators in drafting new laws as a member of the CMJA.
Interpersonal Relations (<i>Principled Relationships</i>) Composure; Compassion; Savvy (interpersonal and political); Conflict Management;	Rating: Regularly Exceeds Comments: Receives consistently high marks in this area by all who rated him. Demonstrates strong communication skills and approachability; acts with humility. Ensures that all who enter his courtrooms are heard. Sets the example of how people should treat each other.
Customer Service (<i>Integrity</i>) Effective service delivery; fostering diversity; compliance with and support of policies and programs; communication skills; integrity and trust; ethics and values;	Rating: Regularly Exceeds Comments: Models high-quality, consistent customer service and supports his staff in providing the same. Places a premium on ethical, trusted service. Continue evaluating how technology could enhance the court’s ability to serve the people of Greeley.
Accountability Resource allocation; performance measure/ management; planning/ execution; fiscal responsibility; dependability; Decision Quality; Confronting Direct Reports; Self-Knowledge; Action Oriented	Rating: Regularly Exceeds Comments: Makes sound decisions and allocates resources appropriately. Approaches learning opportunities with professionalism and an eye toward continuous improvement. The Judicial Review Board report denotes very strong performance here.
Management and Supervision (<i>Stewardship</i>) Managing and measuring work; organizing; process management; Building Effective Teams; Directing Others;	Rating: Regularly Exceeds Comments: Has built an effective team with employees who clearly enjoy working with him; his management and supervisory skills support a high-performing team.
Leadership Command skills; strategic ability; perspective; innovation; managing vision and purpose; Peer Relationships; Motivating Others; Managerial Courage;	Rating: Regularly Exceeds Comments: Staff survey comments reveal respect and appreciation for Judge Gonzales’ leadership abilities; clearly communicated vision and purpose contributed to greatly enhanced team cohesion. Municipal Court continues to run efficiently under his leadership.

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Excellence Intellectual and action oriented horsepower; Creativity; Drive for Results	Rating: Regularly Exceeds Comments: Drives to continuously improve service, consistency and fairness within the court system. Displays creativity and inclusivity in his pursuit of excellence.
Courtroom Management <ul style="list-style-type: none">▪ Technically competent in the administration of courtroom proceedings.▪ Exhibits a high degree of legal expertise and specific knowledge of the City Charter, City Ordinances, Colorado Uniform Traffic Code, Municipal Criminal Law, and Colorado Municipal Court Rules.▪ Maintains ability to be judicially neutral.	Rating: Regularly Exceeds Comments: The Judicial Review Board's report clearly captures strengths in courtroom management. Runs a streamlined, user-friendly court and exhibits outstanding legal expertise. Creates an optimal environment for those who work for him and those who come before him in court.

OTHER COMMENTS (Employee from performance meeting or self-evaluation; or Supervisor from performance meeting)

Judge Gonzales continues to do an outstanding job functioning as our Municipal Judge.

	SIGNATURE	DATE
<i>Employee</i>		
<i>Reviewer</i>		

EMPLOYEE NAME & TITLE:

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DATE:

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