

**Greeley City Council – Annual Performance Review**  
**Mark Gonzales, Municipal Judge – February 25, 2020**

**Overall Performance Rating and Summary:** Regularly Exceeds Expectations

Council Comments: Under Judge Gonzales' leadership the Municipal Court is positive and moving in the right direction; shows dedication to the City and getting the right thing done

**Fiscal Year 2019 Performance Highlights:**

Council Comments: Improved data collection; increased revenue; increased efficiency; developed teamwork among various groups

**Fiscal Year 2019 Performance Goals:**

Council Comments: Building team; better tracking systems

**Performance Focus Area**

<b>Job Knowledge/ Skills</b> (Applied Wisdom) - Operational/ functional/ technical expertise; technological literacy; analytical; vision; professional development; Business Acumen
Rating: Regularly Exceeds Expectations Council Comments: Very professional and conducts himself well in the courtroom; displays strong skills with regard to knowledge with operational and functional expertise
<b>Interpersonal Relations</b> (Principled Relationships) - Composure; Compassion Savvy (interpersonal and political); Conflict Management
Rating: Regularly Exceeds Expectations Council Comments: Treats parties in the courtroom respectfully and ensures communication is good; by personal observations and a review of the Judicial Review Board report, it is clear that Judge Gonzales excels in this area
<b>Customer Service</b> (Integrity) - Effective service delivery; fostering diversity; compliance with and support of policies and programs; communications skills; integrity and trust; ethics and values
Rating: Regularly Exceeds Expectation Council Comments: Displays excellent customer service, has excellent integrity and fosters diversity
<b>Accountability</b> - Resource allocations; performance measures/ management; planning/ execution; fiscal responsibility; dependability; Decision Quality; Confronting Direct Reports; Self-Knowledge; Action oriented
Rating: Regularly Exceeds Expectations Comments: Effective relationships with prosecuting attorneys, court staff and defense attorneys; has spent considerable time re-shaping the court; strong in all aspects of this area
<b>Management and Supervision</b> (Stewardship) - Managing and measuring work; organizing; process management; Building Effective Teams; Directing Others
Rating: Regularly Exceeds Expectations Council Comments: Provides excellent stewardship of the court and directs and manages others very well
<b>Leadership</b> - Command skills; strategic ability; perspective; innovation; managing vision and purpose; Peer Relationships; Motivating Others; Managerial Courage

Rating: Regularly Exceeds Expectations

Council Comments: Professional and consistent; realized that the Municipal Court needed some change and facilitated change

**Excellence** - Intellectual and action oriented horsepower; Creativity; Drive for Results

Rating: Regularly Exceeds Expectations

Council Comments: Professional and consistent; without question exhibits a high level of drive for results and action orientation.

**Court Room Management**

- Technically competent in the administration of court room 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.

Rating: Regularly Exceeds Expectations

Council Comments: Competent in all areas of court room management; his knowledge of the law is evident.

**Other Council Comments:** It is an honor to have Judge Gonzales and his strong leadership in the judicial role. Judge Gonzales is an outstanding jurist. He has brought a great deal of professionalism and expertise to the bench.