



Town Manager Performance Evaluation

Town Manager's Name: Sean O'Keefe

Council Member Name: Reneé Lannamañ

Evaluation Period: April 1, 2025 to September 30, 2025

Evaluation Date: October 7, 2025

Evaluation Instructions:

This form shall be completed by each member of the Council to evaluate the Town Manager's performance in each of the areas noted below. Each member of the Board shall sign the end of the form and forward it to the Town Clerk. Performance levels can be based on the following scale:

- 5 – EXCELLENT:** The incumbent consistently demonstrates performance at a very high standard that significantly surpasses reasonable expectations.
- 4 – SUPERIOR:** The incumbent consistently demonstrates performance that generally exceeds reasonable expectations. The individual demonstrates no appreciable performance deficiencies.
- 3 – SATISFACTORY:** The incumbent consistently meets reasonable performance expectations. The individual demonstrates an acceptable degree of competence and performance.
- 2 – FAIR:** The incumbent achieves the minimum of performance expectations. The individual requires development in specific areas in order to meet reasonable expectations of performance.
- 1 – UNSATISFACTORY:** The incumbent frequently fails to meet minimum performance expectations.

Timeline: April 1, 2025 through September 30, 2025

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Performance Dimensions:

1. Professional Skills and Expertise		Rating:
a. Is knowledgeable of current developments affecting the management field and affecting local governments.		3
b. Regularly provides accurate, comprehensive reports concerning matters of importance to the organization.		3
c. Anticipates problems and develops effective approaches for solving them.		3
d. Offers workable alternatives when changes in the law render the administration of an ordinance or policy impractical.		3
e. Sets a professional example by handling the affairs of the organization in a fair and impartial manner.		3
Total Rating for this Performance Dimension:		15
Comment:	I would like to recommend the Town Manager work on solving the appearance of being partial regarding employees and the issues that concern them.	

2. Council/Commission Relations		Rating:
a. Carries out directives of the Board as a whole rather than those of any one Boardmember.		2
b. In responding the requests for information, provides complete, accurate, and timely information equally to all Board members.		3
c. Assists the Board by resolving problems at the administrative level to avoid unnecessary Board action.		2
d. Assists the Board in establishing policy while acknowledging the ultimate authority of the Board.		3
e. Is willing to try new ideas proposed by Board members.		3
Total Rating for this Performance Dimension:		13
Comment:		

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3. Citizen and Public Relations		Rating:
a. Effectively conveys to the public that the organization delivers services in a cost-effective manner without sacrificing quality and customer focus.		2
b. Is willing to meet with members of the community and is responsive to their concerns.		3
c. Demonstrates a dedication to service to the community and its citizens.		3
d. Expresses information orally in a clear and concise manner when making public presentations.		3
e. Is skillful with the news media, proactively providing information that is important to the public.		2
Total Rating for this Performance Dimension:		13
Comment:		

4. Policy Execution		Rating:
a. Understands, supports, and enforces the organization's ordinances, policies, and procedures.		4
b. Clearly identifies and communicates expectations to the organization regarding the implementation of policies enacted by the Board.		3
c. Implements Board actions in accordance with the intent of the Board.		3
d. Supports the actions of the Board after a decision has been reached, both inside and outside the organization.		4
e. Helps internal and external stakeholders to achieve common objectives within the parameters of established Board policies.		3
Total Rating for this Performance Dimension:		17
Comment:		

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5. Intergovernmental Relations		Rating:
a. Promotes a positive working relationship with other governmental entities.		3
b. Engages with other local, regional, state, and federal agencies to accomplish local initiatives.		3
c. Positively and effectively represents the organization and its interests when working with other governmental agencies.		3
d. Maintains awareness of laws and other issues affecting other governmental agencies which may affect the organization.		3
e. Is willing to share resources or information with other governmental agencies as appropriate.		3
Total Rating for this Performance Dimension:		15
Comment:		

6. Staffing and Management		Rating:
a. Recruits and retains competent personnel for Town positions.		3
b. Is aware of staff weaknesses and works to improve their performance.		3
c. Promotes training and development opportunities for employees at all levels of the organization.		3
d. Stays accurately informed and concerned about employee relations.		3
e. Is able to discern when it is necessary to assume charge of situations that would normally be handled by a subordinate and when it is necessary to only provide guidance and support.		2
Total Rating for this Performance Dimension:		14
Comment:		

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7. Fiscal Management		Rating:
a. Prepares a balanced budget to provide services at a level directed by the Board.		3
b. Ensures that the budget meets the operational needs of the organization and makes the best possible use of available funds.		3
c. Prepares the budget in an intelligent but readable format.		3
d. Submits the proposed budget in a timely manner that allows for an appropriate review period.		3
e. Appropriately monitors and manages the fiscal activities of the organization throughout the fiscal year.		3
Total Rating for this Performance Dimension:		15
Comment:		

8. Planning and Organizational Development		Rating:
a. Works with the Board, community leaders, and other stakeholders to develop a clear vision, mission, values, and objectives for the organization.		3
b. Effectively prioritizes goals and objectives in order to ensure that the organization is doing "first things first" in support of its strategic plan.		3
c. Maintains a healthy and productive organizational culture focused on customer service and responsible stewardship of the organization's resources.		3
d. Has a capacity for and encourages innovation.		3
e. Reviews ordinances, policies, and procedures periodically to suggest improvements.		3
Total Rating for this Performance Dimension:		15
Comment:		

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9. Leadership and Decision-Making		Rating:
a. Leads the organization by example in adhering to its established policies, rules, and procedures, and ensures that subordinates do the same.		3
b. Acknowledges the efforts of others and gives appropriate credit for their accomplishments.		3
c. Is effective at building consensus among stakeholders on new or unpopular policies or initiatives.		3
d. Makes logical decisions based on a thorough review of available information and soliciting input from appropriate sources.		3
e. Is able to effectively make decisions rapidly in situations where information is limited, and the outcome might be uncertain.		3
Total Rating for this Performance Dimension:		15
Comment:		

10. Individual Characteristics		Rating:
a. Consistently acts with professionalism and courtesy, including prompt attendance at meetings, returning phone calls/messages, and adhering to scheduled appointments.		4
b. Ensures that all business conducted by the organization is free of conflicts of interest or practices that might be construed as illegal, unethical, or unprofessional.		3
c. Is energetic, cooperative, and willing to spend whatever time is necessary to do a good job.		3
d. Has the capacity to listen to others and to recognize their interests.		4
e. Avoids political positions, partisanship, and unnecessary controversy.		3
Total Rating for this Performance Dimension:		17
Comment:		

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Summary:

Performance Dimension:	Overall Rating:	
1. Professional Skills and Expertise		15
2. Council/Commission Relations		13
3. Citizen and Public Relations		13
4. Policy Execution		17
5. Intergovernmental Relations		15
6. Staffing and Management		14
7. Fiscal Management		15
8. Planning and Organizational Development		15
9. Leadership and Decision-Making		15
10. Individual Characteristics		16

Total Score: **149**

Total Average Rating:

Date: **October 6, 2025**

In conclusion, would like to comment on the growth observed in Sean. While this evaluation ask distinct questions, some do not reflect the overall observations of watching the Town Manager grow into the position he is responsible to accomplish. In my opinion, Sean receives a lot of conflicting request and reversals from the Town Council, which in turn places him in a compromising position to decide what is the best next steps. The Town Manager continues to perform the duties of the position in a consistent and reliable manner. Operations are managed effectively, and communication with this Councilor is courteous, professional, and demonstrates sound judgment with a great teamwork attitude. For example, this year's budget was the best report presented to Council since I have been serving. Previous budgets were mottled with confusion and to many figure-it-out columns. This is a dramatic improvement from years prior. While Sean's performance is "satisfactory" in my evaluation, I want to encourage our Town Manager to focus on long-term planning, proactive community engagement, and thinking of how bring commerce and more activities to the Town. This will help strengthen overall effectiveness and advance the Town's growth goals for a better future with sustainability.