CITY OF LAKE WORTH BEACH CITY MANAGER PERFORMANCE EVALUATION

RATING:

- 1. Unsatisfactory
- 2. Needs strengthening
- 3. Satisfactory Performance
- 4. Good Performance
- 5. Outstanding Performance

COMPLETED	BY: SAMH Maloga
	Maloga

TOTAL SCORE 4 = 4

I. Organizational Management	RATING					
	1	2	3	4	5	
1. Provides that the organization complies with appropriate established board procedures.		1.61		X		
2. Plans and organizes ongoing programs and services for the City Commission.	10)		1120	χ		
3. Plans and organizes areas of concern brought to the attention of the City Manager by the City Commission or responses to public requests.	He.	its		X		
4. Establishes a standard of excellence based on industry best practices for the organization.	ay e	- 3%		χ		
COMMENTS/SUCCESTIONS.		P 7777				

COMMENTS/SUGGESTIONS:

budgetary transfers, as necessary.

5. Ensures actions and decisions reflect an appropriate level of

responsibility for financial planning and accountability.

6. Plans for, organizes and supervises the most economical utilizations of staff, materials and equipment for City services.

II. Fiscal Management and Budgeting

1 2 3 4 5

1. Plans and prepares the annual budget in accordance with the priorities established by the Mayor and the City Commission with documentation and full explanation of the annual budget.

2. Administers the adopted budget within the framework of the approved revenues and expenditures.

3. Plans and provides for a system of reports, as requested, for the City Commission to evaluate expenses and revenues.

COMMENTS/SUGGESTIONS:												
TOTA	L SCO	RE 🙎	÷ 6 =	4.0	1							
III. Intermediate and Long-Range Planning	RA	RATING			RATING				RATING			
	1	2	3	4	5							
1. Carries out intermediate and long-range planning concerns approved by the City Commission.	11 13.0		X									
2. Plans and organizes maximum utilization and maintenance of City owned assets.	2107		X	h k								
3. Plans and organizes a program of addressing the current needs and requirements of infrastructure and infrastructure needs of the future.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			X								
4. Progress towards implementing the City Commission's vision of innovation, problem solving and solution-oriented action.			2727	X								
5. Keeps the Mayor and City Commission aware of new or impending legislation, potential grants and developments in public	9 (1) (2)			X								
6. Maintains knowledge of new technologies, systems and methods that may enhance the City's operations.				X								
bolicy, which may have an impact on the city. 6. Maintains knowledge of new technologies, systems and methods that may enhance the City's operations. COMMENTS/SUGGESTIONS: Freel as Though being one year in head adequal time to have our Strategic Plan												
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bolicy, which may have an impact on the city. 6. Maintains knowledge of new technologies, systems and methods that may enhance the City's operations. COMMENTS/SUGGESTIONS: Therefore the control of the city. Adequal the to have our Strategic Plant and adequal the to have our Strategic Plant TOTAL IV. Intergovernmental Relationships 1. Maintains awareness of developments and plans in other jurisdictions,	SCOF	RE Z	\(\disp \cdot 6 =	3.4	_							
Maintains knowledge of new technologies, systems and methods that may enhance the City's operations. COMMENTS/SUGGESTIONS: Feel as Though being one year in adequate the to have any Stradegic Van TOTAL IV. Intergovernmental Relationships 1. Maintains awareness of developments and plans in other jurisdictions, which may impact the City. 2. Maintains communication with governmental jurisdictions in area of	SCOF	RE Z	\(\disp \cdot 6 =	3.4	_							

Relationship with the Public		RATING				
	1	2	3	4	5	
1. Establishes and maintains an image of the City of Lake Worth Beach to the community that represents service, enthusiasm and professionalism.				X		
2. Ensures that an attitude and feeling of helpfulness, courtesy and sensitivity to perception exist in employees coming in contact with the public.					>	
3. Makes an effort to understand issues, concerns, and the values of the community.					\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	
4. Meets with and listens to members of the community to discuss concerns and strives to understand their interests.				X		
5. Establishes and maintains a liaison with private organizations, service groups or individuals involved in areas of concern that relate to the service or activities of the City.					X	
6. Promotes and provides information to public inquiries regarding activities, services or potential employment development with the City.				X		
7. Assures that prompt and accurate information is provided to the public as appropriate.				χ		
COMMENTS/SUGGESTIONS:			•	•		
Having a C.M. who takes true to be 15 imperation. As for the past year I to getting Settle IN, Corner DID well omly upone.						
TOTAL	SCO	re <u>3</u>	_ ÷ 7	$=$ $\frac{4.4}{}$		
VI. Management of Employee Relationship		ΓING	I -			
1 Dlong outputing and mainting to the state of the state	1	2	3	4	5	
1. Plans, organizes and maintains training of employees through in-house training or outside training.					X	
2. Maintains regular staff meetings.					V	
3. Maintains contact and professional interaction with subordinates at all levels of the organization.				X		
4. Encourages teamwork, innovation, and effective problem-solving among the staff members.				X		
5. Maintains an organization that is efficient, helpful and courteous to the employees.				X		
6. Establishes and maintains high standards for hiring and retaining employees.					X	

COMMENTS/SUGGESTIONS:									
Employee's, their Success, & how us	alu	ed	th	eg					
feel is something I think Com.	ln	ta	les						
Employee's, their Success, & how valued they beel is Something I think Cormen tales Seriously + Prioritizes TOTAL SCORE 27:6=45									
VII. Relationship with City Commission	1	2	3	4	5				
1. Maintains effective communication, both verbal and written with the City Commission.	03	28		X					
2. Maintains availability to the City Commission.					V				
3. Provides information needed for City Commission action in a timely manner and is prepared to answer questions of the City Commission.				X					
4. Provides regular updates to the Council, keeping them informed about current and critical issues.	7			X					
5. Provides for clear presentations to the City Commission in the most concise, clear and comprehensive manner possible.				X					
6. Provides the City Commission with various perspectives of an issue and provides a recommendation and reason to support that recommendation.			X						
7. Implements City Commission actions in accordance with the intent of the Commission and supports the actions after a decision has been reached, both inside and outside the organization.				X					
COMMENTS/SUGGESTIONS:									
	,								
TOTAL SCORE $\frac{29}{4}$ ÷ 7 = $\frac{69}{4}$									
VIII. Professional Development			RATING						
VIII. I tolessional Development	1	2	3	4	5				
Is the City Manager viewed with respect as compared to others in Public Administration?					X				
2. Does the City Manager enthusiastically seek and support professional improvement through pertinent seminars and conferences?					X				
3. Does the City Manager deal effectively with other governmental managers?					X				
4. Is the City Manager always interested in learning new techniques or envisioning new ways to conduct business?					X				
COMMENTS/SUGGESTIONS:	-								
TOTAL			20	4					
$T \cap T \wedge I$	SCO	DE '	11 1 1	_ ^)				

RATING

IX. Personal Characteristics	1	2	3	4	5
1. Imagination: Does the City Manager show originality in approaching problems? Is she able to visualize the implications of various approaches?	. ,				X
2. Objectivity: Is the City Manager unemotional and unbiased? Does she take a rational viewpoint based on facts and qualified opinions?				X	
3. Drive: Is the City Manager energetic, willing to spend whatever time is necessary to do a good job?				X	
4. Decisiveness: Is the City Manager able to reach timely decisions and initiate action?				X	
5. Attitude: Is the City Manager enthusiastic, cooperative and willing to adapt?					X

COMMENTS/SUGGESTIONS:

TOTAL SCORE $2 \div 5 = 4.4$ Tabulation: Total of 9 categories (average) = 38.59 = 4.2777777Average

ACHIEVEMENTS

List the top three achievements or strong points of the City Manager for the past twelve (12) months.

The Budget Process was Seemless And Effective time
MANAGEMENT.

— investigating the finance Department And implementing
Staff Changes to increase morale & Propuctionity.

— Building working relationships with carried Staff

— Creating new policies when finding Errors

FUTURE DEVELOPMENT

List three performance objectives for the City Manager that you feel are the most important targets for this year.

- Finalize Strategic Plan For the City.
- Improve Processes for residents + Busness owner
In regards to information Access.
- Attend more City wire EVENTS (Prine, 4th of July, etc.)

Signature of Evaluator