

STAFF REPORT REGULAR MEETING

AGENDA DATE: April 4, 2023

DEPARTMENT: City Commission

TITLE:

Discussion of City Manager's Annual Evaluation

SUMMARY:

A process needs to be established for conducting an annual evaluation of the City Manager.

BACKGROUND AND JUSTIFICATION:

According to the provisions set forth in the City Charter, Lake Worth Beach operates a Commission-Manager form of government. Authority is vested in an elected City Commission, which, in turn appoints a City Manager.

It is important to conduct an annual evaluation of the City Manager's performance to maintain a productive relationship between the City Commission and the City Manager. This process can lead to more effective decision-making throughout the City's organization. Additionally, the Commission has a responsibility to provide clear guidance on their expectations for the City Manager's performance and to establish a shared understanding of roles and responsibilities.

Presently no set system is in place for evaluating the performance of the City Manager. The goal of this discussion is to agree upon a schedule and procedure for establishing such a system.

MOTION:

Direction is sought to establish a procedure and schedule for conducting annual evaluations of the City Manager..

ATTACHMENT(S):

Fiscal Impact Analysis – N/A