



City Administrator Evaluation

Dylan Mulfinger (Start Date: April 18, 2016)

2025-2026 Evaluation

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| Evaluator: | |
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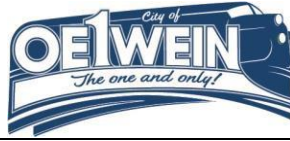
The City of Oelwein provides an evaluation to the City Administrator on an annual basis. This evaluation is critical in ensuring the City Administrator is meeting the expectations of council and the community. The evaluation is also a useful tool as the City Administrator grows in his respective career and role at the City of Oelwein.

Evaluations are provided May 20, 2025 to City Council. Council will have until June 3, 2026 to provide them to Brett DeVore by email. Brett and a small committee will prepare the evaluation for a closed session on June 22, 2025. The Council will review the committees finding with the City Administrator.

Once the evaluation is complete, council will leave closed session and discuss compensation and benefits for the City Administrator starting July 1, 2025. Any changes will be voted on by the council.

Rating Scale Definitions

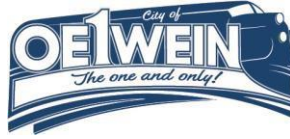
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| 5 points (Pass) | Excellent. Exceptional Mastery. Much more than acceptable. |
| 4 points (Pass) | Very Good. Full Performance Behaviours. Above average. |
| 3 points (Pass) | Good. Acceptable. Satisfactory Average |
| 2 points (Improvement Needed) | Weak. Less than Acceptable |
| 0 – 1 point (Fail) | Unacceptable. Poor. Much less than acceptable |



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| General Comments | |
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| Notable Positive Performance | |
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| Performance that needs Improvement | |
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Integrity

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| | Takes conflicts directly to the source and works with council that are having issues |
| | Performs activities at a high level of morality |
| | Exhibits composure, appearance and attitude appropriate for executive position |

Commitment

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| | Represents the City in community activities, increasing the City's visibility and reputation in the community |
| | Actively involved in community sponsored events |
| | Participates in relevant education experiences, reading job related literature, keeping up-to-date on new trends and developments, and improving capabilities to meet changing job requirements |

Accountability

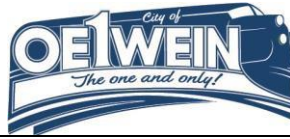
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| | Effectively adapts behavior and controls emotions under the demands of time, multiple assignments, opposition, new assignments and changing priorities and directions |
| | Completes requests from council in a timely manner at a level expected of city council |

Financial Management

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| | Prepares a balanced budget to provide services at a level directed by council |
| | Makes the best possible use of available funds, conscious of the need to operate the local government efficiently and effectively |
| | Prepares a budget and budgetary recommendations in an intelligent and accessible format |
| | Ensures actions and decisions reflect an appropriate level of responsibility for financial planning and accountability |

Supervisory Skills

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| | Provides direct guidance of personnel activities which affect the city management team to ensure solid team efforts toward the attainment of department, city, and community goals |
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| | Evaluates performance of department heads for compliance with established city policies and objectives |
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Respect

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| | Works well with City Council members, board and commission members |
| | Treats Community Members with respect |
| | Accurately analyzes his own performance strengths and weaknesses, and accepts constructive feedback |

Relations with Elected member of the Governing Body

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| | Actively works to inform council of issues and events concerning the city |
| | Carries out directives of the body as a whole as opposed to those of any one member or minority group |
| | Sets meeting agendas that reflect the guidance of the governing body and avoids unnecessary involvement in administrative actions |
| | Disseminates complete and accurate information equally to all members in a timely manner |
| | Assists by facilitating decision making without usurping authority |
| | Responds well to requests, advice, and constructive criticism |

Community Involvement

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| | Represents the city and provides leadership in key community activities, including business, charitable, civic, and social organizations to maintain a proper Image for the city |
| | Encourages team involvement with important community, philanthropic and civic events. |
| | Active in business development activities to establish and enhance business and personal customer relationships. |

Overall Results Score

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| | Final Performance Score out of 130 |
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