

CITY MANAGER - 360-DEGREE SCORE SHEET.2015

A. Leadership

- 1. Motivates others toward accomplishment of work.
- 2. Delegates appropriate responsibilities.
- 3. Makes thoughtful contributions to City Council & Community Members
- 4. Effectively evaluates performance of subordinates
- 5. Seeks to develop teamwork.

Average of Section by Individual

B. Community/Business Relations

- 1. Maintains effective communication with local business & community groups
- 2. Responsive to community/business issues
- 3. Encourages residents to serve on City committees
- 4. Regularly participates in local committees & organizations.
- 5. Communicates Council goals to the community

Average of Section by Individual

C. Intergovernmental Relations

- 1. Maintains effective communication with local, regional, state and federal government agencies.
- 2. Financial resources, including Urban Renewal grants, are pursued
- 3. Regularly participates in local, regional, state and federal organizations
- 4. Lobbies effectively with legislators and state agencies regarding City programs and projects.

Average of Section by Individual

D. Public Relations

- 1. Projects a positive public image.
- 2. Is courteous to the public at all times.
- 3. Maintains effective relations with media representatives.
- 4. Responds to public requests and concerns in a timely manner.

Average of Section by Individual

Councilor #1	Councilor #2	Councilor #3	Councilor #4	Councilor #5	Councilor #6	Councilor #7	COUNCILOR Average Each Question	COUNCILOR Aggregate Each Section
2	4	2	4	na	3	3	3.0	
2	5	3	4	4	3	3	3.4	
2	5	2	4	3	3	3	3.1	
3	4	2	na	na	na	na	3.0	
3	4	1	4	3	na	3	3.0	
2.40	4.40	2.00	4.00	3.33	3.00	3.00		3.11
2	4	2	3	3	2	3	2.7	
3	5	2	3	2	3	3	3.0	
3	4	1	4	4	na	3	3.2	
2	5	2	4	na	3	na	3.2	
2	4	1	4	3	na	3	2.8	
2.40	4.40	1.60	3.60	3.00	2.67	3.00		2.98
3	4	2	4	3	3	3	3.1	
3	5	3	3	3	3	3	3.3	
3	4	na	4	na	4	na	3.8	
3	3	1	3	na	na	2	2.4	
3.00	4.00	2.00	3.50	3.00	3.33	2.67		3.14
2	5	1	4	3	3	3	3.0	
2	4	2	4	4	3	na	3.2	
3	4	3	4	4	3	3	3.4	
3	5	2	4	2	3	na	3.2	
2.50	4.50	2.00	4.00	3.25	3.00	3.00		3.19

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COUNCILOR Average Each Question	COUNCILOR Aggregate Each Section
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A. Leadership

1. Motivates others toward accomplishment of work.	3.0
2. Delegates appropriate responsibilities.	3.4
3. Makes thoughtful contributions to City Council & Community Members	3.1
4. Effectively evaluates performance of subordinates	3.0
5. Seeks to develop teamwork.	3.0

Average of Section by Individual	3.11
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B. Community/Business Relations

1. Maintains effective communication with local business & community groups	2.7
2. Responsive to community/business issues	3.0
3. Encourages residents to serve on City committees	3.2
4. Regularly participates in local committees & organizations.	3.2
5. Communicates Council goals to the community	2.8

Average of Section by Individual	2.98
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C. Intergovernmental Relations

1. Maintains effective communication with local, regional, state and federal government agencies.	3.1
2. Financial resources, including Urban Renewal grants, are pursued	3.3
3. Regularly participates in local, regional, state and federal organizations	3.8
4. Lobbies effectively with legislators and state agencies regarding City programs and projects.	2.4

Average of Section by Individual	3.14
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D. Public Relations

1. Projects a positive public image.	3.0
2. Is courteous to the public at all times.	3.2
3. Maintains effective relations with media representatives.	3.4
4. Responds to public requests and concerns in a timely manner.	3.2

Average of Section by Individual	3.19
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E. Communication

- | | |
|---|-----|
| 1. Oral communication is clear, concise and articulate. | 3.4 |
| 2. Written communications are clear, concise and accurate. | 3.2 |
| 3. Effective listener through showing interest, not interrupting, and allowing other to express their point of view | 3.3 |

Average of Section by Individual	3.29
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F. Personal Traits

- | | |
|---|-----|
| 1. Demonstrates Initiative. | 2.7 |
| 2. Uses common sense when making decisions. | 3.4 |
| 3. Demonstrates personal honesty and frankness in day-to-day relationships | 3.6 |
| 4. Is creative in developing practical solutions to problems faced in the course of work. | 3.1 |

Average of Section by Individual	3.21
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G. Fiscal Management

- | | |
|--|-----|
| 1. Prepares realistic annual budget. | 3.6 |
| 2. Controls expenditures in accordance with approved budget by seeking efficiency and effectiveness in all programs. | 3.5 |
| 3. Keeps City Council informed about revenues and expenditures, actual and projected. | 3.7 |
| 4. Ensures that the budget addresses Council’s goals and objectives. | 3.4 |

Average of Section by Individual	3.54
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H. City Council Relations

- | | |
|---|-----|
| 1. Effectively implements policies and programs approved by City Council | 3.1 |
| 2. Reporting to Council is timely, clear, and thorough. | 3.0 |
| 3. Accepts direction/instructions in a positive manner. | 3.3 |
| 4. Effectively aids City Council in establishing long range goals. | 3.6 |
| 5. Keeps City Council informed of current plans and activities of administration and new developments in technology, legislation, and governmental practices and regulations. | 3.4 |
| 6. Provides Council with clear reporting of anticipated issues that could come before the City Council. | 3.4 |
| 7. Effectively carries out other management duties as defined in the City Charter | 3.4 |

8. Effectively communicates with council members on individual basis.	2.6
9. Open to suggested improvements to City projects and programs	2.6
Average of Section by Individual	3.16

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BUSINESS Average Each Question	BUSINESS Aggregate Each Section
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A. Leadership

1. Motivates others toward accomplishment of work.	3.0
2. Delegates appropriate responsibilities.	3.5
3. Makes thoughtful contributions to City Council & Community Members	3.4
4. Effectively evaluates performance of subordinates	3.3
5. Seeks to develop teamwork.	3.3

Average of Section by Individual	3.28
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B. Community/Business Relations

1. Maintains effective communication with local business & community groups	3.1
2. Responsive to community/business issues	3.5
3. Encourages residents to serve on City committees	3.1
4. Regularly participates in local committees & organizations.	3.0
5. Communicates Council goals to the community	3.2

Average of Section by Individual	3.20
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C. Intergovernmental Relations

1. Maintains effective communication with local, regional, state and federal government agencies.	3.0
2. Financial resources, including Urban Renewal grants, are pursued	3.0
3. Regularly participates in local, regional, state and federal organizations	3.0
4. Lobbies effectively with legislators and state agencies regarding City programs and projects.	3.0

Average of Section by Individual	3.00
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D. Public Relations

1. Projects a positive public image.	3.3
2. Is courteous to the public at all times.	3.9
3. Maintains effective relations with media representatives.	3.0
4. Responds to public requests and concerns in a timely manner.	3.7

Average of Section by Individual	3.47
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E. Communication

- | | |
|---|-----|
| 1. Oral communication is clear, concise and articulate. | 3.8 |
| 2. Written communications are clear, concise and accurate. | 3.8 |
| 3. Effective listener through showing interest, not interrupting, and allowing other to express their point of view | 3.6 |

Average of Section by Individual	3.70
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F. Personal Traits

- | | |
|---|-----|
| 1. Demonstrates Initiative. | 2.9 |
| 2. Uses common sense when making decisions. | 3.8 |
| 3. Demonstrates personal honesty and frankness in day-to-day relationships | 3.6 |
| 4. Is creative in developing practical solutions to problems faced in the course of work. | 3.4 |

Average of Section by Individual	3.41
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Average of Section by Individual

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D. Public Relations

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Average of Section by Individual

STAFF Average Each Question	STAFF Aggregate Each Section
3.0	
3.6	
4.0	
3.0	
3.1	
	3.34
3.3	
3.6	
3.6	
3.6	
3.7	
	3.55
3.7	
3.4	
3.0	
3.0	
	3.27
3.6	
4.0	
3.8	
3.8	
	3.81

E. Communication

1. Oral communication is clear, concise and articulate.	3.9	
2. Written communications are clear, concise and accurate.	3.9	
3. Effective listener through showing interest, not interrupting, and allowing other to express their point of view	4.0	
Average of Section by Individual		3.90

F. Personal Traits

1. Demonstrates Initiative.	3.4	
2. Uses common sense when making decisions.	3.4	
3. Demonstrates personal honesty and frankness in day-to-day relationships	4.1	
4. Is creative in developing practical solutions to problems faced in the course of work.	3.3	
Average of Section by Individual		3.57

G. Fiscal Management

1. Prepares realistic annual budget.	3.5	
2. Controls expenditures in accordance with approved budget by seeking efficiency and effectiveness in all programs.	3.7	
3. Keeps City Council informed about revenues and expenditures, actual and projected.	3.8	
4. Ensures that the budget addresses Council’s goals and objectives.	3.5	
Average of Section by Individual		3.62

H. City Council Relations

1. Effectively implements policies and programs approved by City Council
2. Reporting to Council is timely, clear, and thorough.
3. Accepts direction/instructions in a positive manner.
4. Effectively aids City Council in establishing long range goals.
5. Keeps City Council informed of current plans and activities of administration and new developments in technology, legislation, and governmental practices and regulations.
6. Provides Council with clear reporting of anticipated issues that could come before the City Council.
7. Effectively carries out other management duties as defined in the City Charter

8. Effectively communicates with council members on individual basis.	
9. Open to suggested improvements to City projects and programs	
Average of Section by Individual	
I. <u>Staff Relations</u>	
1. Creates a work environment based on inclusiveness, encourages open communication and welcomes staff's suggestions and point of view.	3.7
	3.0
2. Seeks to develop skills and abilities of employees.	3.7
3. Delegates appropriate responsibilities.	3.1
4. Provides coaching and training.	3.6
5. Uses effective supervisory skills.	3.4
6. Interpersonal relationship with Department Directors	3.3
7. Supports staff development through training and constructive feedback.	3.4
Average of Section by Individual	3.41