



# REQUEST FOR COUNCIL ACTION

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**Title:** City Manager Evaluation

**Preferred Agenda:** May 12, 2020

**Submitted By:** Ray Towry, City Manager

**Reviewed By:** Ray Towry, City Manager

**Type of Action:** Resolution \_\_\_\_ Motion X Roll Call \_\_\_\_ Other \_\_\_\_

**Relevant Code/Policy:** City Manager Contract

**Towards Council Goal:** Vision Statement II.  
WE ASPIRE to have an effective and efficient local government.  
**GOAL #2 BE AN EFFECTIVE AND EFFICIENT GOVERNMENT**  
3. Invest in long-term staff stability & training  
4. Develop transparency in all communication

**Attachments:** Evaluation  
Contract

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**Purpose of this RCA:**

Formal adoption of the City Manager evaluation by the Council.

**Background/Context:**

City charter requires the Council hire a professional manager. and the contract mentions that a yearly evaluation should be completed. An evaluation allows the Council, City Manager and the Community to know if the Council and the Manager are in alignment.

**The Challenge/Problem:**

How does the Council fairly help guide and evaluate the City Manager?

**Stakeholders:**

Citizens: Deserve a clear, open, and transparent evaluation of the operational lead for the City.

Councilors: Have a duty to manage the work of the City Manager and the organization as a whole as a result.

City Staff:

City Manager: The City Manager should be afforded the opportunity to be successful and can only meet the goals of the Council with feedback given by the Council.

**Issues and Financial Impacts:**

None

**Elements of a Stable Solution:**

A fair evaluation that allows the Manager to understand Council wishes and desires moving forward.

**Options:**

1. Make a motion to accept the 2019/20 City Manager evaluation as presented.
2. Suggest changes to the evaluation and then make a motion to accept the 2019/20 City Manager Evaluation.
3. Suggest changes to the evaluation and direct staff to bring it back to a future meeting with the changes.

**Recommendation:**

None.