

City Manager Evaluation

City of Tracy

Please rate the city manager using the following scale:

<u>Rating</u>	<u>Description</u>
1	Unacceptable - Unsatisfactory performance
2	Conditional - Requires Improvement
3	Satisfactory - Meets Council expectations
4	Exceptional - Generally exceeds Councils expectations
5	Outstanding - Substantially exceeds Councils expectations

Please return your evaluation form to the Mayor as soon as possible.

SPECIFIC EXPERTISE:

City Council Relations		
Does the City Manager support the City Council? Does he serve as a resource to Council, treating all equally and facilitating informed decisions? Does he make sure there is adequate information available prior to meetings? Is he willing to meet with council members to deal with individual problems and issues?	Rating	Comments:

Community Relations		
Does the City Manager foster and maintain cooperative working partnerships and communications within the community and the media? Has he gained respect by being visible and actively involved in the community? Does he work well with citizens and properly handle their complaints?	Rating	Comments:

Leadership		
Is the City Manager visible and approachable at all levels within the organization? Does he take a collaborative approach, and work to gain consensus while remaining apolitical? Is he a strategic thinker and visionary who is able to articulate the vision and foster creativity?	Rating	Comments:

Supervision		
Does the City Manager maintain a standard of respect for department head's ability and encourage their initiative? Does he value the contributions of all Department Heads? Does he challenge them to perform at their highest level?	Rating	Comments:

City Manager Evaluation (cont'd)

SPECIFIC AREAS OF EXPERIENCE:

Economic Development		
Does the city manager work well with business interests while protecting the City's interests? Does he work to provide a healthy setting for existing businesses while actively facilitating the establishment of new businesses? Does he encourage innovative and creative solutions to increase the city's tax base through economic development?	Rating	Comments:

Financial Management / Budget		
Does the City Manager ensure the budget is prepared and executed in the manner approved by the City Council? Does he ensure prudent fiscal management practices? Does he develop fiscal goals and objectives that are consistent with Council policy and direction?	Rating	Comments:

Technological Innovation and Efficiencies		
Does the City Manager encourage the use of technology to meet the City's service delivery strategies? Does he ensure systems are in place to streamline service and enhance efficiencies?	Rating	Comments: 1

Additional Comments:

Name of Rater: _____

Date: _____