

## CITY MANAGER (Clearwater, FL)

### 2020 EVALUATION

Scheduled for Council Meeting: 10/1/20

#### ASSISTING COUNCIL WITH ITS POLICY-MAKING ROLE

A. Providing Information	<u>Weak</u>			<u>Strong</u>	
1. Does the City Manager keep you informed, in a timely manner, of the things you want to know about?	1	2	3	4	5
2. Do you feel that you receive information on an equal basis with other Council members?	1	2	3	4	5
3. Do reports provide adequate information and analysis to help you make sound decisions?	1	2	3	4	5
4. Are agenda items and supporting documents brought to the Council in sufficient time for deliberations?	1	2	3	4	5
5. Does the City Manager follow up promptly on Council requests for information or action without having to be reminded?	1	2	3	4	5

Comments I would appreciate more education of council at times to define the role of council and city.

Beckman + Bunker

**B. Providing Advice**

	<u>Weak</u>			<u>Strong</u>	
1. Does the City Manager have adequate knowledge of municipal affairs?	1	2	3	4	(5)
2. Does he exercise good judgment?	1	2	3	4	(5)
3. Do you feel that the City Manager considers alternatives before making recommendations?	1	2	3	(4)	5
4. Does the City Manager plan ahead, anticipate needs and recognize potential problems?	1	2	3	(4)	5
5. How do you feel about the quality of analysis that accompanies recommendations?	1	2	(3)	4	5
6. Does he have a good sense of timing in bringing issues to the Council for action?	1	2	3	(4)	5

Comments I think this is a philosophical question of what the role of staff is? Do we want analysis and recommendations or just analysis.

**INTERNAL ADMINISTRATION****A. Financial Management**

	<u>Weak</u>			<u>Strong</u>	
1. Are you comfortable with the City Manager's approach to budget preparation and review?	1	2	3	4	(5)
2. Is the City Manager effective in controlling costs through economical utilization of manpower, materials and equipment?	1	2	3	(4)	5
3. Does the City Manager have sufficient knowledge of financial matters?	1	2	3	4	(5)
4. Does the City Manager provide you with sufficient information on the financial status of the City government?	1	2	3	4	(5)
5. Is the budget submitted on time?	1	2	3	4	(5)

Comments No issues

**B. Personnel Management**WeakStrong

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. Is the City Manager successful in guiding people so that they work together as a team toward common objectives?          | 1 | 2 | 3 | 4 | 5 |
| 2. Is the City Manager effective in selecting and placing personnel?  | 1 | 2 | 3 | 4 | 5 |
| 3. Does the City Manager develop and motivate personnel so that they are increasingly effective in performing their duties? | 1 | 2 | 3 | 4 | 5 |
| 4. Is the City Manager willing to face up to disciplinary problems and take action when warranted?                          | 1 | 2 | 3 | 4 | 5 |
| 5. Is the City Manager effective in promoting positive employer-employee relations?   | 1 | 2 | 3 | 4 | 5 |
| 6. Is the City Manager effective on assuring that staff makes a positive impression on citizens?                            | 1 | 2 | 3 | 4 | 5 |

Comments I think Covid has created a difficult environment to work for employees and citizens. My only observation that is negative is some staff that want to get into policy.

**C. Getting the Job Done**WeakStrong

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. Do you have the feeling that things the Council decides or directs get done?                                     | 1 | 2 | 3 | 4 | 5 |
| 2. Does the City Manager organize or assign work so that it is performed efficiently and effectively?               | 1 | 2 | 3 | 4 | 5 |
| 3. Does the City Manager pay sufficient attention to detail to avoid error or things "slipping through the cracks"? | 1 | 2 | 3 | 4 | 5 |
| 4. Does the City Manager put in sufficient time and effort to perform to your expectations?                         | 1 | 2 | 3 | 4 | 5 |
| 5. Does the City Manager have a good sense of priorities in the way he spends his time on the job?                  | 1 | 2 | 3 | 4 | 5 |



6. Is the City Manager able to analyze problems or issues and identify causes, reasons and implications? 1 2 3 4 5

Comments I think the CM is focused but also spends an incredible amount of time on Council questions and interaction. I do question the division of labor by ACM?

## EXTERNAL RELATIONS

A. Citizen Relations	<u>Weak</u>				<u>Strong</u>
1. Does the City Manager generally make a positive impression on citizens and is he respected in the City of Clearwater?	1	2	3	4	<u>5</u>
2. Is he effective in handling disputes or complaints involving citizens?	1	2	3	<u>4</u>	5
3. Does the City Manager have appropriate visibility or identity in the community?	1	2	3	4	<u>5</u>
4. Does the City Manager represent Council positions and policies accurately and effectively?	1	2	3	4	<u>5</u>
5. Does the City Manager give sufficient credit to Council?	1	2	3	4	<u>5</u>
6. Does the City Manager think and act in a manner reflecting an attitude that client (Council, staff or citizens) perceptions and satisfactions are key?	1	2	3	4	<u>5</u>

Comments I believe citizen interaction has increased to such a level that it is difficult to keep up. I think we need to accept this is not going to change and work on systems that save time and make certain issues do not fall through the cracks.

## B. Intergovernmental Relations

	<u>Weak</u>				<u>Strong</u>
1. Is the City Manager effective representing the City's interests in dealing with other agencies?	1	2	3	4	<u>5</u>
2. Does the City Manager participate in enough intergovernmental activity to have an impact on behalf of the City?	1	2	3	<u>4</u>	5

let's discuss  
Gave Michael &  
more depts

Comments I believe Bill has done an excellent  
job through Covid

### PERSONAL CHARACTERISTICS

#### **A. Personality**

Weak

Strong

- |   |   |   |   |   |     |
|---|---|---|---|---|-----|
| 1. Is the City Manager's personality suited to effective performance of his duties? | 1 | 2 | 3 | 4 | (5) |
|---|---|---|---|---|-----|

#### **B. Communications**

- |  |   |   |   |     |     |
|--|---|---|---|-----|-----|
| 1. Is the City Manager easy to talk to?                              | 1 | 2 | 3 | 4   | (5) |
| 2. Do you feel he is a good listener?                                | 1 | 2 | 3 | (4) | 5   |
| 3. Are communications thoughtful, clear and to the point?            | 1 | 2 | 3 | (4) | 5   |
| 4. Does the City Manager show sensitivity to the concerns of others? | 1 | 2 | 3 | (4) | 5   |

Comments We never have a problem communicating

#### **C. Management Style**

Weak

Strong

- |  |   |   |   |     |     |
|--|---|---|---|-----|-----|
| 1. Does the City Manager demonstrate interest and enthusiasm in performing his duties?                           | 1 | 2 | 3 | (4) | 5   |
| 2. Does he have sufficient leadership characteristics to command respect and good performance from employees?    | 1 | 2 | 3 | 4   | (5) |
| 3. Does the City Manager show initiative and creativity in dealing with issues, problems and unusual situations? | 1 | 2 | 3 | (4) | 5   |
| 4. Is the City Manager open to new ideas and suggestions for change?   | 1 | 2 | 3 | (4) | 5   |
| 5. Is the City Manager honest and ethical?   | 1 | 2 | 3 | 4   | (5) |
| 6. Does the City Manager work well under pressure?   | 1 | 2 | 3 | 4   | (5) |

7. Can the City Manager consistently put aside personal views and implement Council policy and direction? 1 2 3 4 5

Comments The manager did a great job this year in implementing council policy.

### VISION ACCOMPLISHMENTS

- |   | <u>Weak</u> |   |   |          | <u>Strong</u> |   |
|---|-------------|---|---|----------|---------------|---|
| 1. Does the City Manager demonstrate interest and enthusiasm about the Council's Vision for the City?                               | 1           | 2 | 3 | <u>4</u> | 5             |   |
| <i>we need to update after Covid-19</i>   |             |   |   |          |               |   |
| 2. Has the City Manager given staff enough support to carry out the Council's Vision?   | 1           | 2 | 3 | <u>4</u> | 5             |   |
| 3. Has the City Manager contained the growth of public safety personnel?  | 1           | 2 | 3 | 4        | 5             | ? |
| 4. Has the City Manager supported policies that will increase safety in the City of Clearwater?                                     | 1           | 2 | 3 | 4        | 5             | ? |
| 5. Has the City Manager created an atmosphere for redevelopment throughout the City?  | 1           | 2 | 3 | <u>4</u> | 5             |   |
| 6. Does the City Manager support responsible infrastructure maintenance?  | 1           | 2 | 3 | <u>4</u> | 5             |   |
| 7. Does the City Manager place enough emphasis on the need for asset management and technological improvements throughout the City? | 1           | 2 | 3 | <u>4</u> | 5             |   |
| 8. Has the City Manager supported a wide variety of cultural and recreational offerings?  | 1           | 2 | 3 | 4        | <u>5</u>      |   |
| 9. Do the City Manager's actions show an active interest in the health and safety of the City's neighborhoods?                      | 1           | 2 | 3 | 4        | <u>5</u>      |   |
| 10. Does the City Manager give his staff the tools necessary to provide efficient, responsive city services?                        | 1           | 2 | 3 | <u>4</u> | 5             |   |
| 11. Does the City Manager create an atmosphere in which employees can enjoy working for the City?                                   | 1           | 2 | 3 | <u>4</u> | 5             |   |



12. Do the City Manager's personnel policies reflect the need to compete for and cultivate talented employees? 1 2 3 4 5

13. Has the City Manager helped to make Clearwater a wonderful place to live, learn, work and play? 1 2 3 4 5

### ACHIEVEMENTS

List the top three achievements or strong points of the City Manager for the past twelve (12) months.

*7 months*  
 - Managing through Covid, keeping employees safe  
 - Staying on course with Imagine Clearwater  
 - Assimilation of new Council

### FUTURE DEVELOPMENT

List three goals for the City Manager that you feel are the most important targets for this year.

- Budgeting for 21-22 year  
 - Imagine start  
 - Refresh on strategic plan  
 - Changes to code  
 - Policy on upkeep of City owned properties

### OVERALL RATING

<u>Weak</u>			<u>Strong</u>	
1	2	3	4	5
			4.5	

Council Member Frank Hibbard

Date 10/2/2020

$263/59 = 4.46$