

**CITY MANAGER PERFORMANCE EVALUATION 11/17/24 - 11/17/25**

	Hilligoss	Gibson	Willams	Thompson	Gillespie
1. Professionalism	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Meets Expectations
2. Communication	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Meets Expectations
3. Community Relations	Meets Expectations	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Meets Expectations
4. Knowledge & Advice	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Meets Expectations
5. Financial Management	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Meets Expectations
6. Management of the Organization	Meets Expectations	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations
7. Relationship with City Commission	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Meets Expectations
8. Policy Execution	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Exceeds Expectations	Meets Expectations

Exceeds Expectations  
Meets Expectations  
Needs Improvement

**Comments:**

**Hilligoss**

**Gibson**

- 1. Does a good job of staying away from politics.
- 2. Have heard a couple of complaints from citizens. When I looked into it, the responses were timely, but it turned out the answers were not what they wanted to hear.
- 4. Has a facility for retaining the services of talented experts. Gets benefit of knowledge on a one time basis for less cost than would be the case if paid for a full time employee.
- 5. Works well with finance director which has helped Lake Wales compile an exemplary record for achievement with finances.
- 6. The organization as a whole is widely acknowledged as being "on a roll." Achievement across the board is testament to quality of management.
- 7. City Commission has performed well in part caused by level of information made available during work sessions - Commission has been well prepared.

**Overall Summary Comment:** As stated on earlier occasions, the City and its Commission are performing better than at any time in the 56 years since I've been in Town.

**Williams**

- 2. Mr. Slaton is diligent in communicating with Commissioners. In particular, when a commissioner is absent, he takes the time to thoroughly explain everything that was discussed during the meeting. His Communication with citizens and staff that I've witnessed has been extremely professional at all times.
- 3. Once again Mr. Slaton has done an exceptional job in this area. His passion for the entire City of Lake Wales is remarkable.
- 4. Mr. Slaton is a true leader who operates with a vision that demonstrates and displays all of the significant plans to ensure success of all of the City tasks.
- 7. Mr. Slaton communicates thoroughly with all Commissioners. His availability has always been superb regardless of time or day which includes weekends and after hours.

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**Thompson**

1. James brings an healthy energy and professionalism to his role as city manager. He cares deeply about the city and works tirelessly to make it a better place to live.
2. There has never been a request or concern that I have shared with James that he did not take appropriate and quick action on. His response time and professionalism in dealing with civil concerns or complaints from constituents and citizens has been impressive and honest,
3. His regional work with other cities and counties has led to Lake Wales being a serious player in future economic development and growth opportunities. The investment in our city marketing capabilities has educated the public on social media by sharing vital information on current and future plans.
4. What he knows he knows.... What he doesn't know, he finds someone who does and learns from them.
5. The awards speak for themselves and the position we are in as a city to face the financial challenges and opportunities of the future are due to his strategic leadership and forward thinking plan.
6. Great job here.... You've hire great people and you let them do their jobs.
7. Always available and ready with important updates and challenges.
8. This is where James really distinguishes himself. His execution of a plan is systematic and fun to watch!

**Overall Summary Comments:** I really can't say enough positive comments about James and his leadership. Lake Wales is lucky and blessed to have him as our City Manager.

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**Gillespie**

1. I cannot comment on his activities in professional organizations, or about whether he keeps politics out of the decision-making process I really don't have much insight into his decision-making process. He makes his decision without consulting me.
2. He is in total command of facts concerning city operations. I have no knowledge as to whether he encourages open, two-way communication with his staff.
3. I have not had an opportunity to observe his interactions with stakeholders or surrounding governmental organizations.
4. His knowledge of municipal affairs is outstanding. I don't know whether he plans ahead or anticipates problems. I rarely speak with him outside of commission meetings.
5. He delegates budget matters to Dorothy Abbott, who is very competent. I haven't seen any examples of his ingenuity or creativity in approaching budgetary matters.
6. This is his major strength. He is very good at building and recognizing his team.
7. He is open and honest in his dealings with me as a Commissioner. However, I am often blind-sided by the extent to which issues have already been resolved before I hear about them.
8. I do not have any opportunities to observe him enforcing laws, ordinances or policies. I think that he mainly relies on his subordinates to do this.

**Overall Summary Comments:** Mr. Slaton is an excellent city manager, and we are lucky to have him. The scope of his knowledge regarding the city's operations is amazing. He also has good people skills and has, for the most part, been successful in hiring and retaining talented Managers.