

CITY MANAGER PERFORMANCE EVALUATION 2/1/19 - 2/1/20

	Fultz	Goldstein	C. Gibson	Howell	R. Gibson	Average
I. Leadership						
A. Leadership with the Commission	4.80	3.70	2.30	2.80	3.70	3.50
B. Leadership with Employees	4.60	4.00	2.60	2.80	4.00	3.60
C. Leadership in the Community	3.80	2.30	2.00	2.50	1.80	2.50
D. Leadership with other Governmental Entities and News Media	5.00	3.70	2.60	3.30	3.70	3.70
II. Organizational Management						
A. General	4.50	3.70	2.50	2.25	3.30	3.30
B. Fiscal	5.00	4.70	3.40	3.70	4.70	4.30
C. Personnel	4.20	3.80	2.80	2.50	4.20	3.50
D. Community and Economic Development	5.00	3.00	3.50	3.50	4.50	3.90
III. Knowledge & Advice	4.80	4.20	3.20	3.00	4.20	3.90
IV. Productivity & Quality	4.70	4.00	2.40	2.90	3.30	3.50
V. Communication	4.80	3.80	2.70	3.00	3.00	3.50
VI. Individual Qualities	4.60	3.70	2.40	2.50	3.30	3.30
VII. Accomplishments	4.00	4.00	3.00		4.00	3.80
Overall Rating	4.60	3.74	2.72	2.90	3.67	3.56

- 1 = Poor
- 2 = Below average
- 3 = Average
- 4 = Above average
- 5 = Excellent