

2013 City Manager Evaluation
Final - 8/1/2013

| <i>Abbreviated Goals</i> | | <i>See attached for complete goal listing.</i> | | | | | | | | | <i>Average</i> |
|--------------------------|--|--|------------------|------------------|------------------|------------------|------------------|------------------|-----------------|------------------|------------------|
| | | <i>Councilor</i> | <i>Councilor</i> | <i>Councilor</i> | <i>Councilor</i> | <i>Councilor</i> | <i>Councilor</i> | <i>Councilor</i> | <i>Dep. Myr</i> | <i>Mayor</i> | <i>each item</i> |
| | | <i>Spuler</i> | <i>Garrison</i> | <i>Crago</i> | <i>Hooper</i> | <i>Cheney</i> | <i>Weeden</i> | <i>Weston</i> | <i>Carrier</i> | <i>Trefethen</i> | |
| 1 | FY13 Budget: Monitor/Report | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4.44 |
| 2 | Develop & Present FY14 Budget | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4.44 |
| 3 | Upgrade quality of audio & airflow - Chambers | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 3.44 |
| 4 | Communication w/Community | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4.33 |
| 5 | Inform Council- Community Problems & Actions | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4.33 |
| 6 | Response Time to Citizen Concerns | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4.56 |
| 7 | Professional Development - Update via CM Report | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4.44 |
| 8 | Develop & Report Regionalization Opportunities | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3.67 |
| 9 | Closer Relationship-School, Share Services | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 3.67 |
| 10 | Support Local Businesses - Economic Growth | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4.33 |
| 11 | Quarterly Reports of Energy Savings | 4 | 4 | 3 | 5 | 3 | 2 | 4 | 3 | 4 | 3.56 |
| 12 | Prepare Tax Cap Calc, Develop 5 yr Budget Forecast | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 4.33 |
| 13 | Update/Post Online: 3 Yr Pavement Mgmt Plan | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 5 | 3 | 3.78 |
| 14 | Develop & Present 6 year CIP | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 4.44 |
| | Average: | 4.00 | 3.79 | 4.36 | 4.64 | 4.07 | 3.43 | 4.57 | 4.00 | 4.29 | |

Scale: 5 = Excellent
4 = Exceeds Expectations
3 = Meets Expectations
2 = Needs Improvement
1 = Unsatisfactory

Composite Average: 4.13