

## MEMORANDUM

**TO:** Council Members  
**FROM:** Mayor Strickland  
**DATE:** July 2, 2008  
**SUBJECT:** Summary of the City Manager's Annual Evaluation 2008

### STRATEGIC PLAN TRACKING NO:

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#### PURPOSE

To conduct the City Manager's annual performance evaluation.

#### BACKGROUND:

Due to the Council's decision to complete this process in one week, discussions with the City Manager were rushed or sometimes did not occur. Some members of the Council did not complete their evaluation forms prior to the deadline for submission therefore no summary was presented at that time.

The Council's comments were difficult to summarize, however, attached is a listing of the categories and ratings from the evaluations submitted. It appears that the majority of the Council had few, if any suggestions and three Council Members noted numerous categories with which they believe the City Manager needs improvement. The individual evaluations were not posted on the web site but are available at the City Clerk Office.

As the City Manger has reminded Council, the process of evaluation is most helpful when it occurs on an on-going process. This would mean information is exchanged on a regular basis. The City Manager has chosen to make no comments on evaluations.

# CITY OF ORANGE CITY TABULATION OF EVALUATIONS

City Manager John McCue

July 8, 2008

## Organizational & Human Resources Management

Exceeds Expectations	3
Meets Expectations	1
Needs Improvement	3

## Fiscal/Business Management

Exceeds Expectations	3
Meets Expectations	2
Needs Improvement	2

## Relationship with Mayor & Council

Exceeds Expectations	2
Meets Expectations	2
Needs Improvement	3

## Long Range Planning/Strategic Plan

### Strong Local Economy & Tax Base

Exceeds Expectations	3
Meets Expectations	2
Needs Improvement	1
No Rating	1

### Quality Development through Buildout & infill

Exceeds Expectations	2
Meets Expectations	3
Needs Improvement	1
No Rating	1

### Revitalized 17-92 Corridor & Neighborhoods

Exceeds Expectations	1
Meets Expectations	1
Needs Improvement	3
No Rating	2

### Recognized for 1st Class Services

Exceeds Expectations	1
Meets Expectations	3
Needs Improvement	2
No Rating	1

### Orange City - A Beautiful Showcase

Exceeds Expectations	1
Meets Expectations	3
Needs Improvement	2
No Rating	1

## Relationship with Public/Public Relations

Exceeds Expectations	2
Meets Expectations	3
Needs Improvement	2

## Intergovernmental Relations

Exceeds Expectations	2
Meets Expectations	3
Needs Improvement	2