

2018 City Manager Evaluation Calculation Spreadsheet

Managerial Competency	Baldwin	Behnke	Faris	Flores	Gray	Griffin	Simmons	Sofia	Lance
Leadership	4	5	4	4	3	3	3	5	NA
Teamwork	4	5	3	4	3	3	3	5	NA
Oral/Written Communication	4	5	5	5	4	3	3	5	NA
Strategic Focus	4	5	4	4	3	3	3	5	NA
Customer Service	4	4	3	4	3	3	3	5	NA
Professionalism	5	5	3	4	4	3	3	5	NA
Fiscal Responsibility	4	4	3	4	3	3	3	5	NA
Relationship with City									
Commission	5	4	5	4	4	4	3	5	NA
Relationship with Staff	4	4	4	4	4	3	3	5	NA
Relationship with Community									
Partners	4	4	5	4	3	3	3	5	NA
Commissioner Managerial Competency Total	4.2	4.5	3.9	4.1	3.4	3.1	3	5	

Goal	Baldwin	Behnke	Faris	Flores	Gray	Griffin	Simmons	Sofia	Lance
Foster Economic Vitality	4	4	3	4	3	3	3	4	NA
Residents/Visitors Feel Safe	4.5	5	2	3	3	3	2.5	5	NA
Provide Accessible/Responsive									
Customer Service	3	4	3	3	3	3	3	5	NA
Develop/Maintain Reliable									
Infrastructure	4	5	3	3	3	3	3	4	NA
Practice/Encourage Environmental									
Stewardship	4	4	2	2	4	3	3	5	NA
Operate a Progressive, Adaptive									
City Government	4	5	3	3	3	3	3	4	NA
Prepare for Well-planned Growth									
and Development	4	5	3	4	4	3	3	5	NA
Vibrant, Healthy Neighborhoods	4	3	3	3	3	3	3	5	NA
Progressive, Adaptive City									
Government	4	3	3	3	3	3	3	5	NA
Commissioner Goal Total	3.944444	4.22222	2.77778	3.11111	3.22222	3	2.94444	4.66667	

	Total Score	Weight
Managerial Competencies	3.900	75%
Goal Related Competencies	3.486	25%
FINAL Total Weighted Score		
OVERALL Rating		

Competency Average
3.875
3.750
4.250
3.875
3.625
4.000
3.625
4.250
3.875
3.875
Commission Competency Average
3.9000

Goal Average
3.500
3.500
3.375
3.500
3.375
3.500
3.875
3.375
3.375
3.4861

Weighted Score
2.9250
0.8715
3.7965
Exceeds Expectations