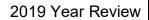




#### SECTION I: ASSISTING COUNCIL WITH ITS POLICY-MAKING ROLE

		Needs	Meets	Exceeds
. Providing Information		Improvement	Expectations	Expectation
. 110viumg inivimation				
The City Manager provides information which is:				
Detailed and reliable			X	
Explained in a thorough manner and in	cludes	X		
alternatives or recommendations				
Timely			X	
Helpful in preventing trivial administrate being reviewed by the Council		X		
Helpful and adequate to assist City Cou sound decisions	incil in making		X	
The City Manager:				
Provides members of City Council with to set long-term organizational goals an future direction of City policy	d to establish the		X	
Keeps City Council informed, in a time things Council wants to know			X	
Keeps City Council well informed with and oral communications	concise written		X	
Provides City Council members with in equal basis	formation on an		X	
Informs the City Council of administrat	tive developments	X		
Follows up in a timely manner on City for information or action	Council requests	X		
3. Providing Advice				_
The City Manager:				
Has adequate knowledge of municipal a the City's laws and ordinances	affairs, including		X	
Considers alternatives before making re	ecommendations		X	
Plans ahead, anticipates needs and recognical problems	gnizes potential		X	
Has a good sense of timing in bringing Council for action	issues to the		X	

AS for performance with council John Seems to do fine. I can see some areas where the internal issues bleed over onto council and could be easily remedied but have been left to fester.





#### SECTION II: INTERNAL ADMINISTRATION

		Needs	Meets	Exceeds
A Implement	cation of Council Policies	Improvement	Expectations	Expectations
A. Implement	ation of Council Folicies			
The City Ma	nager is effective in the following areas:			
Car	rying out Council directives		X	
	signing work so that it is performed efficiently and ectively		X	
	ring sufficient attention to detail to avoid error or ags "slipping through the cracks"		X	
reas	alyzing problems or issues and identify causes, sons, and implications		X	
Acc	curately interpreting the direction given by Council		X	
thar	rying out the directives of Council as a whole rather n those of any one Council member, but recognizes concerns of the minority		X	
	oporting the actions of the City Council after a ision is made		X	
Ass	suming responsibility for staff performance	X		
repo	viding members of City Council with periodic status orts on projects or tasks which may overlap months years in implementation		X	
serv	uring that the management staff maintains normal vice delivery operations as well as the flexibility to mage emergency situations		X	

B. Financial Management			
Are you satisfied with the City Manager's:			
Approach to budget preparation and review	X		
Use of standard financial management procedures to meet Council's policy guidelines		X	
Implementation of Council's policy regarding the expenditure of budgeted funds		X	
Cost control through economical use of labor, materials and equipment		X	
Information on the financial status of City government		X	
Use of available funds and his ability to operate the City efficiently and effectively		X	
Knowledge of financial matters		X	
Information pertaining to long or short-term financing for capital projects or equipment purchases		X	
Information on opportunities for federal and state grant funding		X	



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	Needs	Meets	Exceeds
	Improvement	Expectations	Expectations
C. Personnel Management			
The City Manager is:			
Successful in guiding people as a team toward common objectives	X		
Effective in selecting qualified and highly competent staff members		X	
Effective in maintaining professional relationships with Department Directors	X		
Effective in assuring that staff members make a positive impression on citizens		X	
The City Manager:			
Insures that the City's personnel policies and practices are administered by City Department Directors and management staff in an equitable manner	X		
Develops and motivates employees so that they are increasingly effective	X		
Addresses disciplinary problems and takes action when warranted	X		
Monitors performance of employees and initiates corrective action as needed	X		

Comments: For the most part John is effective, However when it comes to managing staff professionally I would say that this is not occurring. He has consistently alienated the police department and has allowed attrition to become out of control. There are many complaints from former and current employees that support this statement. While leadership aside from personal management seems to be adequate. This is an area that has been handled in an unacceptable manner and has created a hostile work environment. There seems to be too much or unnecessary accountability for some employees and no accountability for others.



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#### **SECTION III: EXTERNAL RELATIONS**

	Needs	Meets	Exceeds
A. Citizen Relations	Improvement	Expectations	Expectations
A. Ciuzen Kerauons			
The City Manager:			
Makes a positive impression on citizens and is he	X		
respected in the City of Lake Dallas			
Has appropriate visibility or identity in the community	X		
Assists the Council in resolving problems at the administrative level to avoid unnecessary Council action		X	
Is willing to meet with members of the community and discuss issues of concern		X	
Is skillful with the news media, avoiding political positions and partisanship		X	
Provides information to the public in a timely fashion on matters which will cause public reaction		X	
Represents Council positions and policies accurately and effectively		X	
Thinks and acts in a manner reflecting an attitude that client (Council, staff or citizens) perceptions and satisfactions are important	X		
Responds completely and in a timely manner to citizen complaints		X	

B. Intergovernmental Relations		
The City Manager is:		
Effective representing the City's interests in dealing with		
other agencies	X	
Participative in enough intergovernmental activity to	X	
have an impact on behalf of the City		
Cooperative with the county, state and federal	X	
governments		

#### **Comments:**

I am only aware of one citizen encounter and it was no pleasant. From this encounter I could surmise that john does not listen to understand he listens to respond. And sometimes that response is anger.

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#### SECTION IV: PERSONAL ACCOMPLISHMENTS

		Needs	Meets	Exceeds
		Improvement	Expectations	Expectations
A. Comm	unications			
With reg	gard to communications, the City Manager is:			
	Easy to talk to and a good listener	X		
	Thoughtful, clear and to the point	X		
	Sensitive to the concerns of others	X		
	Candid and forthright in discussing City business matters with members of City Council		X	

Management Style			
The City Manager			
Demonstrates interest and enthusiasm in performing his duties		X	
Commands respect and good performance from staff	X		
Shows initiative and creativity in dealing with issues, problems and unusual situations		X	
Is open to new ideas and suggestions for change		X	
Works well under pressure	X		
Consistently puts aside personal views and implements Council policy and direction	X		
Displays the ability to resolve the numerous conflicts inherent in municipal government	X		
Responds well to a changing world and local conditions; is adaptive		X	
Is accessible to City Council members		X	
Conforms to the high standards of the profession; follows the "ICMA Code of Ethics		X	
Exhibits a commitment to continuing education in order to encourage his professional development		X	
Is receptive to constructive criticism and advice	X		



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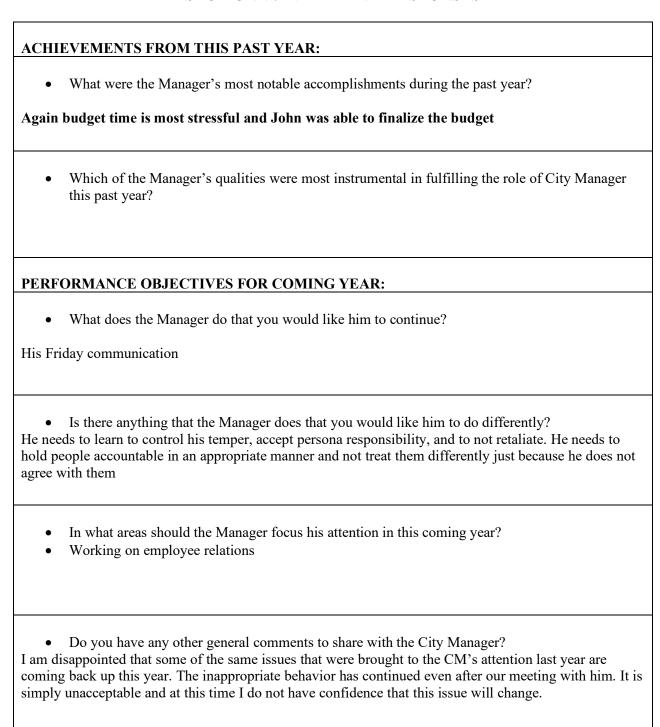
		Needs	Meets	Exceeds
		Improvement	Expectations	Expectations
C. Job Ef	ffectiveness			
The Cit	y Manager:			
	Demonstrates interest and enthusiasm about the		x	
	Council's Vision for the City		A	
	Gives his staff the tools necessary to provide efficient,		X	
	responsive City services		A	
	Coordinates the implementation of City goals and		X	
	objectives		, A	
	Supports policies that will promote annexation and		X	
	growth in the City of Lake Dallas		11	
	Creates a positive atmosphere for successful economic	X		
	development in the City	1		
	Supports responsible infrastructure expansion and		X	
	maintenance		11	
	Emphasizes the need for employee training and		Х	
	technological improvements		1	
<u> </u>	· T1	1.		41 •

Comments: again I have to go back to John's habit to take things out on his employees when things do not align with his personal opinion or goals. There seems to be a vindictive almost petty nature to John especially around budget time. Some of the items here are self-explanatory but his management of staff is still a major issue.



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#### **SECTION V: NARRATIVE RESPONSES**





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megan ray	9/17/2019
Rater's Signature	Date