

City Manager Performance Review Template – Shared Goals

Shared goals to be developed and agreed to by City Manager and City Council by February 15 of each year. The City Manager will report results against each measurement as part of the self-assessment submitted by November 15. The number of shared goals should not exceed 10.

Measures

[illegible]

City Manager Performance Review Template – Performance Categories

Ratings: 4=Exceeds Expectations, 3=Met Expectations, 2=Partially Met Expectations, 1=Did Not Meet Expectations

Area	Rating	Rationale
Leadership: Effectively carry out the vision and direction set by the City Council including through development of goals and strategies		
City Council Relationship: Establish a collaborative and transparent working relationship with the City Council		
Management: Develop a strong City organization that has the people, processes, and systems to deliver on day-to-day operations and existing and new initiatives		
Community Engagement: Proactively communicate with the community, and create a range of opportunities for all stakeholders and residents to provide input and feedback, particularly communities whose voices are not typically heard by City Hall		
Culture: Define and establish a healthy culture across the City that fosters collaboration, trust, empathy, and effective and efficient decision making		
DEI: Advance anti-racism, diversity, equity, and inclusion efforts across the City, including strategy, organizational culture, HR, policy development, and service delivery		
City Operations: Oversee effective delivery of resident services including day-to-day operations, maintaining city infrastructure, and major capital projects		

Area	Rating	Rationale
Fiscal Management: Provide effective financial management and oversight of the budget, ensuring fiscal stability while allocating resources to meet community needs		

Overall Assessment

The City Council will provide a high-level summary that synthesizes feedback on performance regarding shared goals and the key responsibilities outlined above. This will include:

- An overall rating assessment across a four-point scale (4=Exceeds Expectations, 3=Met Expectations, 2=Partially Met Expectations, 1=Did Not Meet Expectations)
- Areas of strengths and accomplishment
- Areas for growth and development