

CITY MANAGER 2025 AREAS OF FOCUS - EVALUATION FORM

RATING:

1. Unsatisfactory: Performance is well below requirements and must be immediately corrected
2. Needs Strengthening: Performance is inconsistent or does not generally meet requirements.
3. Satisfactory Performance: Performance is acceptable and meets job requirements.
4. Good Performance: Performance surpasses job requirements.
5. Outstanding Performance: Behavior or performance exhibits outstanding effort which clearly and significantly is above the norm. Performance has substantially enhanced City efficiency and effectiveness.

TOTAL COMPILED RATING:

Fiscal Management – Weight 25%	RATING				
	1	2	3	4	5
Compiled Rating:					
1. Work with the City Council to enact a balanced FY 2025/2026 budget, while achieving roll-back Millage rates					
2. Scheduled progress of major capital projects including: N. Collier/N. Barfield Intersection Improvements - Winterberry Bridge Rehabilitation - City Hall Annex Roof Replacement - Completion of Pickleball Phase I and installation of sound barriers - Beach Access beautification projects					
3. Successfully complete Fire & Rescue collective bargaining negotiations					
Comments (Indicate is additional pages are attached):					

Water Quality – Weight 20% Compiled Rating:	RATING				
	1	2	3	4	5
1. Continue efforts to have Marco Island removed from the Florida Department of Environmental Protection (FDEP) water quality impaired list ○ Continue monthly water quality testing and add quarterly Cyanobacteria (blue green algae) testing ○ Report results of aeration pilot study in 2025 and develop appropriate next steps ○ Initiate a post-4e plan “next steps” planning process					
Comments (Indicate is additional pages are attached):					
Leadership / HR – Weight 25% Compiled Rating:	RATING				
	1	2	3	4	5
4. Ensure the City of Marco Island is an attractive and competitive employer in the Southwest Florida market a. Conduct an in-house salary survey and develop a proposal for adjusting wages to ensure Marco Island wages are market competitive					
5. Engage in and document appropriate Professional Development activities.					
Comments (Indicate is additional pages are attached):					

Immediate and Long-Term Planning – 15%	RATING				
	1	2	3	4	5
1. Continue to execute a plan for overall facilities uses, including permanent workspaces for Utilities administration and Public Works field operations					
2. Continue to make improvements in customer service and permitting processes related to the 2024 permitting audit					
3. Develop a recommendation for managing the structural repair and identify funding sources for the City's bridges					
4. Expand utilization of Veterans Community Park and the Unity bandshell - Continue to broaden bandshell programming - Research and present options to provide shade within the park					
5. Council Adoption of Old Marco Master Plan					
6. Council Adoption of Parks Master Plan					
Comments (Indicate is additional pages are attached):					

Community engagement – Weight 10% Compiled Rating:	RATING				
	1	2	3	4	5
1. Develop effective mechanisms to measure community satisfaction with key city services that identify opportunities for improvement, working with City Council to strategize objectives and methodologies					
2. Increased and more effective information distribution to the citizens					
Comments (Indicate is additional pages are attached):					

Signature: _____

Print Name: _____

Date: _____