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:

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

Water Quality – Weight 20%			RA	ΓINC	3	
Compiled Rating:		1	2	3	4	5
 Continue efforts to have Marco Island removed from of Environmental Protection (FDEP) water quality im Continue monthly water quality testing and a Cyanobacteria (blue green algae) testing Report results of aeration pilot study in 2025 next steps Initiate a post-4e plan "next steps" planning 	paired list dd quarterly and develop appropriate					
Comments (Indicate is additional pages are attached):						
			DAT	FINI/		
Leadership / HR – Weight 25%			RA	ΓINC	3	
Compiled Rating:		1	RA ⁷	TINO	3 4	5
	a proposal for adjusting	1				5
Compiled Rating: 4. Ensure the City of Marco Island is an attractive and con Southwest Florida market a. Conduct an in-house salary survey and develop	a proposal for adjusting t competitive	1				5
4. Ensure the City of Marco Island is an attractive and con Southwest Florida market a. Conduct an in-house salary survey and develop wages to ensure Marco Island wages are market	a proposal for adjusting t competitive	1				5

Immediate and Long-Term Planning – 15%		RATING			
	1	2	3	4	5
1. Continue to execute a plan for overall facilities uses, including permanen workspaces for Utilities administration and Public Works field operations					
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 ident funding sources for the City's bridges	ify				
 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%		R	ATIN	IG	
Compiled Rating:	1	2	3	4	5
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):			1		.1
Signature:					
Print Name:					
Date:					