

2025 City Manager Annual Evaluation

Please rate the City Manager using the following scale:

5	Exceptional	Performance is consistently superior and significantly exceeds expectations.
4	Highly Effective	Performance frequently exceeds expectations.
3	Proficient	Performance consistently meets expectations.
2	Inconsistent	Performance meets some, but not all expectations.
1	Unsatisfactory	Performance consistently fails to meet minimum expectations; employee lacks skills required or fails to utilize necessary skills.
N/A	Not Applicable	Employee has not been in position long enough to have demonstrated the essential elements of the position and will be reviewed at a later agreed upon date.

The nine (9) categories below are the areas being rated, not each bulleted item. These items assist each Commissioner as they evaluate each category. The items in each category are not meant to be all inclusive. At the end you should have nine (9) categories rated.

Please return your evaluation form to the City Manager.

1. Leadership / Supervision
Leadership - Inspires others to succeed - Actively promotes efficiency in operations - Demonstrates a high regard for personal ethics - Exhibits composure, appearance, and attitude appropriate for the executive position - Assumes responsibility for the outcomes of staff performance - Maintains a standard of respect for department head's ability and encourage their initiative - Demonstrates knowledge / understanding of departmental operations - Challenges staff to perform at their highest level
COMMENTS: Mr. Fletcher demonstrates a high level of leadership and maintains a high standard for team members to follow. He's ethical, driven, and results oriented.

☒ 5-Exceptional ☐ 4-Highly Effective ☐ 3-Proficient ☐ 2-Inconsistent ☐ 1-Unsatisfactory

☐ N/A-Not Applicable

2. Execution of Policy
• Understands the laws and ordinances of the city and cause them to be fairly enforced • Offers workable alternatives to the Commission for changes in law or policy when an existing policy is no longer practical • Supports the actions of the Commission after a decision has been reached, both inside and outside the organization
COMMENTS: committed to following the law. Creative in approaching problems and challenges and willing to support the actions of commission as long as they follow the law. Not timid to defend his positions when believed to be correct.

☐ 5-Exceptional ☒ 4-Highly Effective ☐ 3-Proficient ☐ 2-Inconsistent ☐ 1-Unsatisfactory
☐ N/A-Not Applicable

3. Community Relations
• Works well with community members and properly handle their complaints • Demonstrates a willingness to meet with community members and discuss issues of concern; initiates follow-up as appropriate • Represents the City in a professional, articulate manner when attending/presenting at community events, neighborhood meetings or social gatherings
COMMENTS: addresses community complaints promptly and is always willing to meet with community members. Has low tolerance for community dissension that is disrespectful in nature. Always professional and articulate.

☐ 5-Exceptional ☐ 4-Highly Effective ☒ 3-Proficient ☐ 2-Inconsistent ☐ 1-Unsatisfactory
☐ N/A-Not Applicable

4. Administrative Duties
• Effectively manages personnel issues including employee insurance, fringe benefits, promotion, pensions, and union negotiations

• Provides regular information and reports to the Commission concerning matters of importance to the City • Ensures that reports are produced and handled in a way to convey the message that affairs of the City are transparent
COMMENTS: very proficient manager always providing commission with facts.

☒ 5-Exceptional ☐ 4-Highly Effective ☐ 3-Proficient ☐ 2-Inconsistent ☐ 1-Unsatisfactory
☐ N/A-Not Applicable

5. Economic Development
• Develops strong relationships with developers while protecting the City's interest • Works to increase the City's tax base through economic development
COMMENTS: very focused on the shared vision of building a stronger North Port through strategic economic development.

☒ 5-Exceptional ☐ 4-Highly Effective ☐ 3-Proficient ☐ 2-Inconsistent ☐ 1-Unsatisfactory
☐ N/A-Not Applicable

6. Intergovernmental Relations
• Cooperates with neighboring communities and community members while looking after the interests of North Port • Maintains open communications with other local government in the area, particularly as it may affect or relate to the City
COMMENTS: believes strongly in good intergovernmental relations to foster workable ideas and collaborations to support our city's pillars and priorities.

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- ☐ 5-Exceptional ☒ 4-Highly Effective ☐ 3-Proficient ☐ 2-Inconsistent ☐ 1-Unsatisfactory
☐ N/A-Not Applicable

7. Strategic Planning
• Involves himself in the planning process to the correct degree • Review the processes and look for better ways to handle development activities • Demonstrates the ability to implement and achieve strategic objectives as set by Commission
COMMENTS: he is a detailed planner focused on strategic objectives and decision making.

☒ 5-Exceptional
 ☐ 4-Highly Effective
 ☐ 3-Proficient
 ☐ 2-Inconsistent
 ☐ 1-Unsatisfactory
☐ N/A-Not Applicable

8. City Commission Relations
• Works well with the City Commission to make sure there is adequate information available prior to meetings • Responds to requests for information or assistance by the Commission and/or individual members • Carries out directives of the Commission as a whole as opposed to those of any one member or minority • Sets meeting agendas that reflect the guidance of the Commission as a whole • Demonstrates willingness to meet with Commission members to deal with individual problems and issues
COMMENTS: shows an ability to work well with commissioners who show a high level of work ethic and diligence. Exhibits low tolerance for those who do not do the work or are unwilling to follow the law, policies and best interests of the city. He is not a politician and has a low tolerance for commissioners who play politics over what he perceives to be the best decisions and course of action. He respects commissioners who come prepared to support good ideas with lawful rational not feelings, opinion, and special agendas.

☐ 5-Exceptional
 ☐ 4-Highly Effective
☒ 3-Proficient
 ☐ 2-Inconsistent
 ☐ 1-Unsatisfactory
☐ N/A-Not Applicable

9. Financial Management / Budget
• Ensures the budget is prepared and executed in a productive manner • Addresses the budget concerns raised by the Commission as a whole • Administers the adopted and amended budget within the approved revenues and expenditures
COMMENTS: Very proficient in areas of finance and budgeting. Performanced based budgeting is his mantra.

☒5-Exceptional ☐4-Highly Effective ☐3-Proficient ☐2-Inconsistent ☐1-Unsatisfactory
☐ N/A-Not Applicable

OVERALL RATING

Score

☐5-Exceptional ☒4-Highly Effective ☐3-Proficient ☐2-Inconsistent ☐1-Unsatisfactory
☐ N/A-Not Applicable

(CITY COMMISSIONERS COMMENT)

Mr. Fletcher is a strong leader who expects the same high standards from those who work for him. He is a no nonsense manager who has low tolerance for those who don't put the law and the rules first. He is driven to execute the priorities of commission majority and focuses on the strategic pillars and vision of the city. As the hired CEO of the city he is a man who does not suffer fools easily which occasionally creates controversy with certain members of the public and at times commissioners. If you want his support you better bring your best game, be able to justify your positions, and not play to the audience or special interests.
All in all, the right man for the right time in our city's growth cycle. He gets things done!

(EMPLOYEES COMMENT)

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CITY MANAGER SIGNATURE / DATE:

(INSERT SIGNATURE)	(INSERT DATE)
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CITY COMMISSIONER SIGNATURE / DATE:

(INSERT SIGNATURE) Phil Stokes	(INSERT DATE) 9/2/26
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