

City of Deltona, FLORIDA

Acting City Manager Performance Evaluation

Acting City Manager's Name: John A. Peters, III
Council Member/Commissioner's Name: Maritza Avila-Vazquez
Evaluation Period: December 14, 2020 to March 14, 2021
Evaluation Date: April 13, 2021

Evaluation Instructions:

This form shall be completed by each member of the Council/Commission to evaluate the City/County Manager's performance in each of the areas noted below. Each member of the Board shall sign at the end of the form and forward it to the Human Resources Director. Performance levels can be noted based on the following scale:

- 5 – EXCELLENT:** The incumbent consistently demonstrates performance at a very high standard that significantly surpasses reasonable expectations.
- 4 – SUPERIOR:** The incumbent consistently demonstrates performance that generally exceeds reasonable expectations. The individual demonstrates no appreciable performance deficiencies.
- 3 – SATISFACTORY:** The incumbent consistently meets reasonable performance expectations. The individual demonstrates an acceptable degree of competence and performance.
- 2 – FAIR:** The incumbent achieves the minimum of performance expectations. The individual requires development in specific areas in order to meet reasonable expectations of performance.
- 1 – UNSATISFACTORY:** The incumbent frequently fails to meet minimum performance expectations.

Timeline:

- First regularly scheduled meeting in October:
- Manager presents the Annual Report to the Council/Commission
 - Chairman distributes the City/County Manager's performance evaluation form
- Second regularly scheduled meeting in October:
- Deadline for completion of the performance evaluation form
 - Commissioners are encouraged to meet with the manager to individually discuss their evaluation
- First regularly scheduled meeting in November:
- The compilation of the manager's evaluation and any merit percentage increase recommended by the Chairman are presented for ratification by the Council/Commission

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Performance Dimensions:

1. Professional Skills and Expertise	Overall Rating: <u>3</u> of 5
<ul style="list-style-type: none"> a. Is knowledgeable of current developments affecting the management field and affecting local governments. b. Regularly provides accurate, comprehensive reports concerning matters of importance to the organization. c. Anticipates problems and develops effective approaches for solving them. d. Offers workable alternatives when changes in the law render the administration of an ordinance or policy impractical. e. Sets a professional example by handling the affairs of the organization in a fair and impartial manner. 	
Comments:	<p>Three or four months is not a reasonable time to evaluate a position of this magnitude and I believe, as in any other field, there is always room for much more improvement.</p> <p>There is a difference in running a department vs. running a city the size of Deltona. This is true for any person taking on this responsibility with no former experience as City Manager.</p>

2. Council/Commission Relations	Overall Rating: <u>2</u> of 5
<ul style="list-style-type: none"> a. Carries out directives of the Board as a whole rather than those of any one Board member. b. In responding the requests for information, provides complete, accurate, and timely information equally to all Board members. c. Assists the Board by resolving problems at the administrative level to avoid unnecessary Board action. d. Assists the Board in establishing policy while acknowledging the ultimate authority of the Board. e. Is willing to try new ideas proposed by Board members. 	
Comments:	<p>I do not believe that directives are carried out as a whole when it comes to The Board. Transparency is for everyone. I am hoping to see more information shared with everyone and not at a one-on-one basis.</p>

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3. Citizen and Public Relations	Overall Rating: <u>3</u> of 5
<p>a. Effectively conveys to the public that the organization delivers services in a cost-effective manner without sacrificing quality and customer focus.</p> <p>b. Is willing to meet with members of the community and is responsive to their concerns.</p> <p>c. Demonstrates a dedication to service to the community and its citizens.</p> <p>d. Expresses information orally in a clear and concise manner when making public presentations.</p> <p>e. Is skillful with the news media, proactively providing information that is important to the public.</p>	
Comments:	Mr. Peter's has taken the initiative to address residents' concerns. However, there still seems to be a problem with bringing some issues to a closing. No better time to start getting them resolved than the present.

4. Policy Execution	Overall Rating: <u>3</u> of 5
<p>a. Understands, supports, and enforces the organization's ordinances, policies, and procedures.</p> <p>b. Clearly identifies and communicates expectations to the organization regarding the implementation of policies enacted by the Board.</p> <p>c. Implements Board actions in accordance with the intent of the Board.</p> <p>d. Supports the actions of the Board after a decision has been reached, both inside and outside the organization.</p> <p>e. Helps internal and external stakeholders to achieve common objectives within the parameters of established Board policies.</p>	
Comments:	Meets expectations.

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5. Intergovernmental Relations	Overall Rating: <u>4</u> of 5
<ul style="list-style-type: none"> a. Promotes a positive working relationship with other governmental entities. b. Engages with other local, regional, state, and federal agencies to accomplish local initiatives. c. Positively and effectively represents the organization and its interests when working with other governmental agencies. d. Maintains awareness of laws and other issues affecting other governmental agencies which may affect the organization. e. Is willing to share resources or information with other governmental agencies as appropriate. 	
Comments:	Mr. Peters has shown to have exceptionally good intergovernmental relationship in most areas of the city.

6. Staffing and Management	Overall Rating: <u>2</u> of 5
<ul style="list-style-type: none"> a. Recruits and retains competent personnel for County positions. b. Is aware of staff weaknesses and works to improve their performance. c. Promotes training and development opportunities for employees at all levels of the organization. d. Stays accurately informed and concerned about employee relations. e. Is able to discern when it is necessary to assume charge of situations that would normally be handled by a subordinate and when it is necessary to only provide guidance and support. 	
Comments:	I would like to see more current city staff given the opportunity to apply for in house job openings. This gives current staff and opportunity for promotions and salary increases. More acknowledgement of staff excellent job performance, although thought to be a minor move on the city's part, makes a huge difference on a staff member, giving them that much more encouragement to excel in their position.

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7. Fiscal Management	Overall Rating: 3 of 5
<ul style="list-style-type: none"> a. Prepares a balanced budget to provide services at a level directed by the Board. b. Ensures that the budget meets the operational needs of the organization and makes the best possible use of available funds. c. Prepares the budget in an intelligent but readable format. d. Submits the proposed budget in a timely manner that allows for an appropriate review period. e. Appropriately monitors and manages the fiscal activities of the organization throughout the fiscal year. 	
Comments:	Mr. Peters has not yet prepared a full city budget but has submitted budget reports in a timely manner.

8. Planning and Organizational Development	Overall Rating: 3 of 5
<ul style="list-style-type: none"> a. Works with the Board, community leaders, and other stakeholders to develop a clear vision, mission, values, and objectives for the organization. b. Effectively prioritizes goals and objectives in order to ensure that the organization is doing "first things first" in support of its strategic plan. c. Maintains a healthy and productive organizational culture focused on customer service and responsible stewardship of the organization's resources. d. Has a capacity for and encourages innovation. e. Reviews ordinances, policies, and procedures periodically to suggest improvements. 	
Comments:	I believe Mr. Peters has started to move in the right directions on all the above. However, there is more room for improvement which can not be accomplished in the 4/5 months he has been in office.

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9. Leadership and Decision-Making	Overall Rating: <u>3</u> of 5
<p>a. Leads the organization by example in adhering to its established policies, rules, and procedures, and ensures that subordinates do the same.</p> <p>b. Acknowledges the efforts of others and gives appropriate credit for their accomplishments.</p> <p>c. Is effective at building consensus among stakeholders on new or unpopular policies or initiatives.</p> <p>d. Makes logical decisions based on a thorough review of available information and soliciting input from appropriate sources.</p> <p>e. Is able to effectively make decisions rapidly in situations where information is limited and the outcome might be uncertain.</p>	
Comments:	I would like to see more improvement in Mr. Peter's Decision-Making role. Treating all city issues reported should be treated equally and not based on relationships with city staff. Again, taking into consideration the limited time held in his position, I trust there will be more improvement in all fields.

10. Individual Characteristics	Overall Rating: <u>4</u> of 5
<p>a. Consistently acts with professionalism and courtesy, including prompt attendance at meetings, returning phone calls/messages, and adhering to scheduled appointments.</p> <p>b. Ensures that all business conducted by the organization is free of conflicts of interest or practices that might be construed as illegal, unethical, or unprofessional.</p> <p>c. Is energetic, cooperative, and willing to spend whatever time is necessary to do a good job.</p> <p>d. Has the capacity to listen to others and to recognize their interests.</p> <p>e. Avoids political positions, partisanship, and unnecessary controversy.</p>	
Comments:	Mr. Peters has shown professionalism and courtesy during my times meeting with him directly.

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Summary:

Performance Dimension:	Overall Rating:
1. Professional Skills and Expertise	<u> 3 </u> of 5
2. Council/Commission Relations	<u> 2 </u> of 5
3. Citizen and Public Relations	<u> 3 </u> of 5
4. Policy Execution	<u> 3 </u> of 5
5. Intergovernmental Relations	<u> 4 </u> of 5
6. Staffing and Management	<u> 2 </u> of 5
7. Fiscal Management	<u> 2 </u> of 5
8. Planning and Organizational Development	<u> 3 </u> of 5
9. Leadership and Decision-Making	<u> 2 </u> of 5
10. Individual Characteristics	<u> 4 </u> of 5

Total Score: 30 of 50

Divide by 10 (total number of metrics)

Total Average Rating: 3.0 of 5

Evaluator's Signature:



Date:

04-13-21

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Additional Narrative Evaluation:

1. In your opinion, what are the manager's top successes or achievements during the evaluation period?

Response: It is extremely hard to measure successes and achievement in such a short period of time. I can say that Mr. Peters has been able to get Commission meetings and workshops back on the calendar now that the pandemic has eased up on restrictions. Workshops on Comprehensive Planning, Quasi-Judicial Hearings and Strategic Planning were great presentations.

2. What strengths has the manager demonstrated that have been most helpful to you as a council member/commissioner during the evaluation period? (Feel free to be general or include specific issues or projects which benefited from the manager's leadership.)

Response: I believe that putting into action the availability of Commissioners attending meetings via Zoom has been extremely helpful. The fact that he brings with him his expertise and experience of running the water department has expedited water projects as well as solutions to reported problems from residents.

3. What performance areas would you identify as needing improvement? Why?

Response: As mentioned in some of my comments above, I feel more attention and speedy solutions should be given to our resident's concerns and reported problems. More acknowledgement of city staff excellent performance. Partnership with our local organizations and community leaders is an asset to the city.

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4. What constructive, positive ideas can you offer the manager to enhance performance?

Response:	Working with each commissioner on their Districts needs is an especially important, positive recommendation.
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5. What other comments do you have for the manager; e.g., priorities, expectations, goals or objectives for the new rating period?

Response:	Speaking for the residents of my District 3 - Lets start working on projects that have been approved but have been put on hold.
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