



**CITY MANAGER PERFORMANCE EVALUATION REPORT
OF THE WORCESTER CITY COUNCIL**

City Councilor Signature: _____

City Councilor Name: _____

1. Financial Management

- A. Long Term Financial Plan
- B. Budget Preparation and Management
- C. Bond Rating
- D. Energy and Asset Management/ESCO

Evaluation Grade

2. Economic Development

- A. Urban Revitalization Planning
- B. Neighborhood Revitalization and Initiatives
- C. Downtown Development and Improvement
- D. Development Projects
- E. Cultural Activities
- F. Housing Initiatives

- G. Planning/Conservation
- H. Job Creation/Business Assistance Efforts
- I. Transportation
- J. Infrastructure Improvements

Evaluation Grade

3. Management Efficiencies and Improvements

- A. Interdepartmental and Intergovernmental Coordination
- B. Management Initiatives and Efficiencies
- C. Technology Improvements
- D. Community/Minority Outreach
- E. Youth Initiatives
- F. Awards, Recognitions and Events

Evaluation Grade

4. Delivery of Public Services

- A. Public Safety
- B. Inspectional Services
- C. Public Works and Parks
- D. Economic Development
- E. Health and Human Services
- F. Human Resources
- G. Education/Library

Evaluation Grade

GUIDE FOR EVALUATION

Performance Assessment	Definitions
Unsatisfactory	Consistently fails to meet minimum performance expectations
Needs Improvements	Performance falls short of what is expected for a person in the position
Meets Expectations	Performs at a level expected of a person in the position
Exceeds Expectations	Consistently performs above and beyond what is expected of person in the position