

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

City Councilor Signature:						
City C	Council	lor Name:				
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1.	Finan	nancial Management				
	A.	Long Term Financial Plan				
	B.	Budget Preparation and Management				
	C.	Bond Rating				
	D.	Energy and Asset Management/ESCO				
			Evaluation Grade			
2.	Econo	onomic 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		
		Evaluation Orace		
Man	agement Efficiencies and Improvements			
A.	Interdepartmental and Intergovernmental Coordination			
В.	Management Initiatives and Efficiencies			
C.	Technology Improvements			
D.	Community/Minority Outreach			
E.	Youth Initiatives			
F.	Awards, Recognitions and Events			
		Evaluation Grade		
Deliv	very of Public Services			
A.	Public Safety			
В.	Inspectional Services			
C.	Public Works and Parks			
D.	Economic Development			
E.	Health and Human Services			
F.	Human Resources			
G.	Education/Library			
		Evaluation Grade		

3.

4.

## **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