



"The Best Waterfront City in Which to Live, Work And Play."

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**CITY OF RIVIERA BEACH**

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**TO:** HON. MAYOR, CHAIRPERSON, AND CITY COUNCIL

**THROUGH:** JONATHAN EVANS, CITY MANAGER, MPA, MBA, ICMA-CM

**FROM:** BARBARA ORISIO, Ed.D, HUMAN RESOURCES DIRECTOR

**SUBJECT:** **EVALUATION OF THE CITY MANAGER**

**DATE:** OCTOBER 20, 2021

**CC:** GENERAL PUBLIC

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**Background:**

Pursuant to the employment agreement between the City of Riviera Beach (“Employer”) and Jonathan Evans (“Employee”), Mr. Evans agreed to provide services of professional administration and government oversight. Mr. Evans entered into a contract with the City of Riviera Beach on April 24, 2019, with an official start date of July 12, 2019.

In accordance with Section 2, Subsection C Performance Evaluations, the City Council is required to review the manager’s performance at least annually. This review and evaluation shall be in accordance with specific criteria developed jointly by the City Council and the City Manager. Consistent with that direction, on May 1, 2021, the City Manager composed a memorandum highlighting some major accomplishments during the manager's tenure. Board members provided their evaluations to the Human Resources Department. The majority of City Council provided their evaluation of the City Manager’s performance as requested. Four (4) out of the five (5) council members completed an evaluation. The City Manager’s evaluation used the following categories and scores with five questions per category that used one (1) to five (5) scale score. The highest rank per category is five (5), which signifies excellence. The overall score and the average per category are delineated in the chart below.

<b><u>Categories</u></b>	<b><u>Average Score (1–5)</u></b>
Individual Characteristics	4.7
Professional Skills & Status	4.6
Relations With Elected Members	4.5
Policy Execution	4.5
Reporting	4.7
Citizen Relations	4.7
Staffing	4.5
Supervision	3.9
Fiscal Management	4.2
Community	4.4
<b>Total Score</b>	<b>4.5</b>

The scores range from ‘1’ to “5” and ranked accordingly:

- 1 - Poor
- 2 – Below Average
- 3 - Average
- 4 – Above Average
- 5 - Excellent

As shown in the chart above, the total average score of all four (4) evaluations was 4.5 commensurate with the “Above Average” ranking. The rating of **Above Average** is: *The incumbent consistently demonstrates performance that generally exceeds reasonable expectations. The individual demonstrates no appreciable performance deficiencies.*

**City Goals:**

The Citywide Goals are to: Enhance Government Stewardship, Accelerate Operational Excellence, Strengthen Community Engagement, Achieve a Sustainable Economy and Build Great Neighborhoods.

**Fiscal/Budget Impact:**

There is no fiscal impact to the City.

**Recommendation:**

Staff recommends the City Council accepts the City Manager’s overall performance evaluation score of 4.5 (**Above Average**).

**Attachments:**

1. City Manager May 1, 2021 Memo - Self-Evaluation and Evaluation Form
2. Mayor and City Council’s Evaluations-Composite
3. City Manager’s Employment Contract