Part A: Organizational Responsibilities

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1. Vision, Missi	on & Strategy:				-
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Exceptional (5) Please Comment:	Superior (4)	Satisfactory (3)	Fair (2)	Unsatisfactory (1)	
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2. Achievement	of Results:				
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3. People Manag	gement:			
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(5) Please Comment:	Superior (4)	Satisfactory (3)	Fair (2)	Unsatisfactory (1)
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How satisfied are you that the County Manager is knowledgeable regarding financial matters and has established a system that allows for accurate accounting and informed financial decision-making?

Exceptional (5)

Superior (4)

Satisfactory (3)

Fair (2)

Unsatisfactory (1)

Please Comment:

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Operations Management:

How satisfied are you that the County Manager has assured that the organization has suitable systems, policies and processes for: accounting and fund management, personnel management, office space, information technology and risk management?

Exceptional (5)

Superior (4)

Satisfactory (3)

Fair **(2)**

Unsatisfactory

(1)

Please Comment:

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How satisfied are you that the County Manager has responded appropriately to unanticipated or difficult situations and to those specific challenges associated with the unique mission of this	9. Other Expectations:				-
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1. What are three (or more) major strengths of the County Manager as a leader?
Please Comment:
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2. What are the areas in which the County Manager would most benefit from additional development of skills or knowledge?
Please Comment:
3. In what way does the County Manager make a unique contribution to the organization because of the person he/she is?
Please Comment:
"Hard marker"

Narrative Summary of Performance:
Affirmation of Strengths and Achievements:
Discussion of Gaps:
Suggestions for Professional Development:

Use an additional sheet and attach if more space is required. **Employee** Date: Signature: County Date: Commissioner 5-4-22 Signature:

Part A: Organizational Responsibilities

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1. Vision, Mi	ssion & Strategy:				
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2. Achieveme	nt of Results:	inty Manager has ac		DAVID The with Is county Shovel / Read The objectives and prioritie	
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Please Comment: 4. Program Management: How satisfied are you that the County Manger has appropriate knowledge of the Board's programs and services and provides suitable oversight for the provision of high quality programs and services? Exceptional Superior Satisfactory Fair Unsatisfactory (5) (4) (3) (2) (1)				ected and dev	veloped qualified staff and	
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7. The Board /	Staff Relations	nip:		
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Please Comment	, ,			

9. Other Expe	ctations:				
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Exceptional	Superior	Satisfactory	Fair	Unsatisfactory	
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1. What are three (or more) major strengths of the County Manager as a leader?
Please Comment: Grant oppertunities vision for the future open minded Looks At All oppertunities
2. What are the areas in which the County Manager would most benefit from additional development of skills or knowledge?
Please Comment:
3. In what way does the County Manager make a unique contribution to the organization because of the person he/she is?
Please Comment:

Narrative Summary of Performance:
Affirmation of Strengths and Achievements:
Discussion of Gaps:
Suggestions for Professional Development:

Use an additional sheet and attach if more space is required. Date:

Employee Signature:

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ate:

County Commissioner Signature: Date:

5-3-2022

Part A: Organizational Responsibilities

ruit A. Organiz	ational Nespoi			
1. Vision, Miss	ion & Strategy:			
How satisfied are strategy of the Boainto realistic action	ard of County Cor	nty Manager has a commissioners and pla	lear understar ays a key role	nding of the mission and in translating that mission
Exceptional	Superior	Satisfactory	Fair	Unsatisfactory
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Please Comment:				
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3. People Manag	gement:				
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4. Program Man			The state of the s		then
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How satisfied are you that the County Manager is knowledgeable regarding financial matters and has established a system that allows for accurate accounting and informed financial decision-making?									
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6. Operations	Management:		6. Operations Management:						
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7. The Board / Staff Relationship:						
How satisfied are you that the County Manager works effectively with the Board, maintaining good communications and a collegial, professional environment?						
Exceptional	Superior	Satisfactory	Fair	Unsatisfactory		
(5) Please Comment:	(4)	(3)	(2)	(1)		
8. External Liais	ons and Publi	c Image:				
	ty and cultivate	s effective relations		itive professional reputation in ublic officials, constituents and		
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9. Other Expectations:							
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Exceptional (5) Please Commer	Superior (4)	Satisfactory (3)	Fair (2)	Unsatisfactory (1)			
Please Commer	11.						

1. What are three (or more) major strengths of the County Manager as a leader?	
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Strong Work ethic.	
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2. What are the areas in which the County Manager would most benefit from additional development of skills or knowledge?	Y
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tor Mr. HVavse.	_
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3. In what way does the County Manager make a unique contribution to the organization because of the person he/she is?	
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Commissioner Signature:

Use an additional sheet and attach if more space is required. Employee Date: Signature: Date: County

1. Vision, Mission & Strategy: How satisfied are you that the County Manager has a clear understanding of the mission and strategy of the Board of County Commissioners and plays a key role in translating that mission into realistic action? Exceptional Superior Satisfactory Fair Unsatisfactory (5) (3) (2) (1) Please Comment: 2. Achievement of Results: How satisfied are you that the County Manager has accomplished the objectives and priorities set by the Board for the performance period? Exceptional Superior Satisfactory Fair Unsatisfactory (5) (4) (2) (1) Please Comment:	Part A: Organiz	ational Respons	sibilities					
strategy of the Board of County Commissioners and plays a key role in translating that mission into realistic action? Exceptional Superior Satisfactory Fair Unsatisfactory (1) Please Comment: 2. Achievement of Results: How satisfied are you that the County Manager has accomplished the objectives and priorities set by the Board for the performance period? Exceptional Superior Satisfactory Fair Unsatisfactory (5) (4) (3) (2) (1)	1. Vision, Missi	on & Strategy:						
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3. People Manag	ement:			
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(5) Please Comment:	Superior (4)	Satisfactory (3)	Fair (2)	Unsatisfactory (1)
4. Program Mana How satisfied are y programs and serv and services?	ou that the Count			edge of the Board's on of high quality programs
Exceptional (5) Please Comment:	Superior (4)	Satisfactory (3)	Fair (2)	Unsatisfactory (1)

5. Fiscal Manag	5. Fiscal Management:						
How satisfied are you that the County Manager is knowledgeable regarding financial matters and has established a system that allows for accurate accounting and informed financial decision-making?							
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6. Operations	Management:						
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7. The Board / S	taff Relationship	o:				
How satisfied are you that the County Manager works effectively with the Board, maintaining good communications and a collegial, professional environment?						
Exceptional (5) Please Comment:	Superior (4)	Satisfactory	Fair (2)	Unsatisfactory (1)		
8. External Liais	sons and Public	Image:				
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Exceptional (5) Please Comment:	Superior (4)	Satisfactory (3)	Fair (2)	Unsatisfactory (1)		

How satisfied are you that the County Manager has responded appropriately to unanticipated or	
difficult situations and to those specific challenges associated with the unique mission of this organization?	
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1. What are three (or more) major strengths of the County Manager as a leader?
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LECTED TO COUNTY & ASSISTANT COUNTY WANAGET
2. What are the areas in which the County Manager would most benefit from additional development of skills or knowledge? Please Comment:
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PERFORMING EMPLOYEES
3. In what way does the County Manager make a unique contribution to the
organization because of the person he/she is?
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ENPLOYMENT MISING
-1 GART LATING CAPABUTIES THAT HAVE PROUTA
VERY BETIFICIAL FOR THE COUNTY

Narrative Summary of Performance:
for the most part, MR Krows E completes all
directives and wishes of the board. Occassionally
thinks are overlosed but it is more than likely
due to his workload. I have had discusions object
Now I feel more could be delegated. Affirmation of Strengths and Achievements:
MI Krain has extensive thoulege of county
and store law. Her do is a proframent
Scat writer which has proved valueble to
our county.
Discussion of Gaps:
I helice my Krouse and delegate mon
of his workload. I also feel he could.
delegate the and the
situations that rise to his admin level to the
Assistant County Manager
Suggestions for Professional Development:
Time Management / Delegating Task
froterrional development courses
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Use an additional sheet and attach if more space is required.

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County		Date:	
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ard of County Co	unty Manager has a ommissioners and p	clear understar plays a key role	nding of the mission and in translating that mission
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3.	Peo	ple	Mana	geme	nt:

How satisfied are you that the County Manager has selected and developed qualified staff and built morale among staff and volunteers?

Exceptional (5)

Superior (4)

Satisfactory (3)

Fair (2)

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Please Comment:

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4. Program Management:

How satisfied are you that the County Manger has appropriate knowledge of the Board's programs and services and provides suitable oversight for the provision of high quality programs and services?

Exceptional (5)

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5. Fiscal Man	agement:			
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6. Operations Management:

Superior

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Exceptional

(5)

How satisfied are you that the County Manager has assured that the organization has suitable systems, policies and processes for: accounting and fund management, personnel management, office space, information technology and risk management?

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(3)

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7. The Board / Staff Relationship:					
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8. External Liais	ons and Public	Image:			
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(5) Please Comment:	Superior (4)	Satisfactory (3)	Fair (2)	Unsatisfactory (1)	
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9. Other Expectations:

How satisfied are you that the County Manager has responded appropriately to unanticipated or difficult situations and to those specific challenges associated with the unique mission of this organization?

Exceptional	Superior	Satisfactory	Fair	Unsatisfactory
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Please Comme	nt:			

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Narrative Summary of Performance:
Affirmation of Strengths and Achievements:
Discussion of Gaps:
Suggestions for Professional Development: (1) Hald Team Accounts (2) And And Team Accounts (3) And
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Use an additional sheet and attach if more space is required. Employee Date: Signature: County Date: Commissioner Signature: