

# Columbia County Board of County Commissioners

## COUNTY MANAGER PERFORMANCE REVIEW

### Part A: Organizational Responsibilities

#### 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**  
(5)

**Superior**  
(4)

**Satisfactory**  
(3)

**Fair**  
(2)

**Unsatisfactory**  
(1)

Please Comment:

*David clear understand the mission and strategy of the commissioner Board.*

#### 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**  
(5)

**Superior**  
(4)

**Satisfactory**  
(3)

**Fair**  
(2)

**Unsatisfactory**  
(1)

Please Comment:

*Very satisfied, He work hard to make these objectives and priorities set by the Board work*

**3. People Management:**

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)**

**Unsatisfactory**  
**(1)**

Please Comment:

*David work to make sure he understand the mission and strategy of the Commissioner and carry them out*

**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)**

**Superior**  
**(4)**

**Satisfactory**  
**(3)**

**Fair**  
**(2)**

**Unsatisfactory**  
**(1)**

Please Comment:

*very knowledge of oversight*

**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?

**Exceptional**      **Superior**      **Satisfactory**      **Fair**      **Unsatisfactory**  
**(5)**              **(4)**              **(3)**              **(2)**              **(1)**

Please Comment:

*Very knowledgeable at financial matters*

**6. 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**      **Superior**      **Satisfactory**      **Fair**      **Unsatisfactory**  
**(5)**              **(4)**              **(3)**              **(2)**              **(1)**

Please Comment:

*He work hard to make sure that we have a suitable system*

**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**  
**(5)**

**Superior**  
**(4)**

**Satisfactory**  
**(3)**

**Fair**  
**(2)**

**Unsatisfactory**  
**(1)**

Please Comment:

## Part B: Personal Leadership Qualities

1. What are three (or more) major strengths of the County Manager as a leader?

Please Comment:

He is a hard worker

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 worker"

## **PART C: OVERALL ASSESSMENT**

**Narrative Summary of Performance:**

**Affirmation of Strengths and Achievements:**

**Discussion of Gaps:**

**Suggestions for Professional Development:**

**Part D: Comments**

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


Employee  
Signature:



Date:

5/4/22

County  
Commissioner  
Signature:



Date:

5-4-22

# Columbia County Board of County Commissioners

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Please Comment:

In the past few months DAVID HAS BEEN County Manager he with the BOCC have moved this county closer than EVER to being shovel/Ready for Economic development

#### 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?

<b>Exceptional</b> (5)	<b>Superior</b> (4)	<b>Satisfactory</b> (3)	<b>Fair</b> (2)	<b>Unsatisfactory</b> (1)
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Please Comment:



**3. People Management:**

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

**Exceptional**  
**(5)**

**Superior**  
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**Satisfactory**  
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**Unsatisfactory**  
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Please Comment:

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**Unsatisfactory**  
**(1)**

Please Comment:

**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**  
**(5)**

**Superior**  
**(4)**

**Satisfactory**  
**(3)**

**Fair**  
**(2)**

**Unsatisfactory**  
**(1)**

Please Comment:

The operations of the County is an open Book with DAVID AS County Manager

**8. External Liaisons and Public Image:**

How satisfied are you that the County Manager maintains a positive professional reputation in the local community and cultivates effective relationships with public officials, constituents and other relevant community organizations?

**Exceptional**  
**(5)**

**Superior**  
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Please Comment:

**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?

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**Superior**  
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**Satisfactory**  
**(3)**

**Fair**  
**(2)**

**Unsatisfactory**  
**(1)**

Please Comment:

## Part B: Personal Leadership Qualities

**1. What are three (or more) major strengths of the County Manager as a leader?**

*Please Comment:*

GRANT OPPORTUNITIES  
VISION FOR THE FUTURE  
OPEN MINDED LOOKS AT  
ALL OPPORTUNITIES

**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:*

## **PART C: OVERALL ASSESSMENT**

**Narrative Summary of Performance:**

**Affirmation of Strengths and Achievements:**

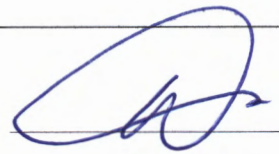
**Discussion of Gaps:**

**Suggestions for Professional Development:**

## Part D: Comments

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

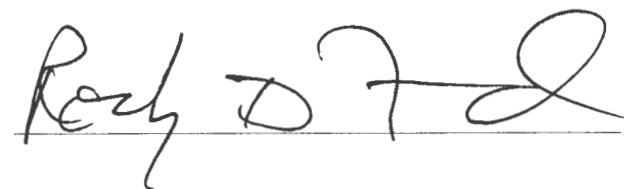

Employee  
Signature:



Date:

5/4/22

County  
Commissioner  
Signature:



Date:

5-3-2022

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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**  
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**Superior**  
(4)

**Satisfactory**  
(3)

**Fair**  
(2)

**Unsatisfactory**  
(1)

Please Comment:



**3. People Management:**

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

**Exceptional**      **Superior**      **Satisfactory**      **Fair**      **Unsatisfactory**  
(5)                      (4)                      (3)                      (2)                      (1)

Please Comment:

Mr. Kraus in my opinion is a great person. Too good in many ways. He needs to work on his ability to stand up for himself. In his position **NO** is ~~okay~~ to say. The taxpayer comes first, **NO** one else is before them.

**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)

Please Comment:

**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?

<b>Exceptional</b> <b>(5)</b>	<b>Superior</b> <b>(4)</b>	<b>Satisfactory</b> <b>(3)</b>	<b>Fair</b> <b>(2)</b>	<b>Unsatisfactory</b> <b>(1)</b>
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Please Comment:

**6. 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?

<b>Exceptional</b> <b>(5)</b>	<b>Superior</b> <b>(4)</b>	<b>Satisfactory</b> <b>(3)</b>	<b>Fair</b> <b>(2)</b>	<b>Unsatisfactory</b> <b>(1)</b>
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Please Comment:

**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?

<b>Exceptional</b> <b>(5)</b>	<b>Superior</b> <b>(4)</b>	<b>Satisfactory</b> <b>(3)</b>	<b>Fair</b> <b>(2)</b>	<b>Unsatisfactory</b> <b>(1)</b>
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Please Comment:

**8. External Liaisons and Public Image:**

How satisfied are you that the County Manager maintains a positive professional reputation in the local community and cultivates effective relationships with public officials, constituents and other relevant community organizations?

<b>Exceptional</b> <b>(5)</b>	<b>Superior</b> <b>(4)</b>	<b>Satisfactory</b> <b>(3)</b>	<b>Fair</b> <b>(2)</b>	<b>Unsatisfactory</b> <b>(1)</b>
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Please Comment:

**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?

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Please Comment:

## Part B: Personal Leadership Qualities

1. What are three (or more) major strengths of the County Manager as a leader?

Please Comment:

Make a decision  
Strong work ethic.  
Remember that the taxpayer is the boss  
Commissioners really aren't stand up for themselves when they're right

2. What are the areas in which the County Manager would most benefit from additional development of skills or knowledge?

Please Comment:

Knowledgeable is not a problem for Mr. Krause. Politics is! That's a good thing. Politics is usually not good for the mission

3. In what way does the County Manager make a unique contribution to the organization because of the person he/she is?

Please Comment:

He runs the show and works tirelessly. Efficiency and honesty are all you need.

## PART C: OVERALL ASSESSMENT

### Narrative Summary of Performance:

excellent

### Affirmation of Strengths and Achievements:

knowledge - greatest asset

### Discussion of Gaps:

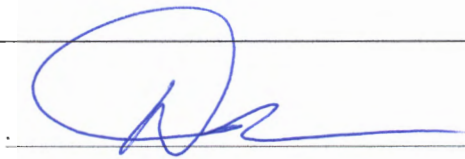
Be more stern. Commissioners are not always right.

### Suggestions for Professional Development:

# Part D: Comments

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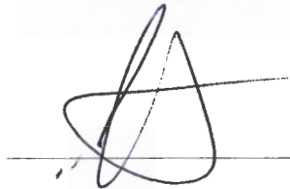

Employee  
Signature: \_\_\_\_\_



Date: \_\_\_\_\_

5/4/22

County  
Commissioner  
Signature: \_\_\_\_\_



Date: \_\_\_\_\_

5/3/22

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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?

<b>Exceptional</b> (5)	<b>Superior</b> (4)	<b>Satisfactory</b> (3)	<b>Fair</b> (2)	<b>Unsatisfactory</b> (1)
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Please Comment:



**3. People Management:**

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

**Exceptional**      **Superior**      **Satisfactory**      **Fair**      **Unsatisfactory**  
**(5)**              **(4)**              **(3)**              **(2)**              **(1)**

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)**

Please Comment:

**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?

**Exceptional**      **Superior**      **Satisfactory**      **Fair**      **Unsatisfactory**  
**(5)**              **(4)**              **(3)**              **(2)**              **(1)**

Please Comment:

**6. 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**      **Superior**      **Satisfactory**      **Fair**      **Unsatisfactory**  
**(5)**              **(4)**              **(3)**              **(2)**              **(1)**

Please Comment:

**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)                    (4)                    (3)                    (2)                    (1)  
Please Comment:

**8. External Liaisons and Public Image:**

How satisfied are you that the County Manager maintains a positive professional reputation in the local community and cultivates effective relationships with public officials, constituents and other relevant community organizations?

**Exceptional**      **Superior**      **Satisfactory**      **Fair**      **Unsatisfactory**  
(5)                    (4)                    (3)                    (2)                    (1)  
Please Comment:

**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?

<b>Exceptional</b> <b>(5)</b>	<b>Superior</b> <b>(4)</b>	<b>Satisfactory</b> <b>(3)</b>	<b>Fair</b> <b>(2)</b>	<b>Unsatisfactory</b> <b>(1)</b>
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Please Comment: \_\_\_\_\_

## Part B: Personal Leadership Qualities

1. What are three (or more) major strengths of the County Manager as a leader?

Please Comment:

- \* KNOWLEDGE OF GRANT OPPORTUNITY / GRANT WRITING
- \* KNOWLEDGE OF COUNTY ORDINANCE & STATE LAW RELATED TO COUNTY
- \* GOOD ~~ORAL~~ COMMUNICATION TO ASSISTANT COUNTY MANAGER

2. What are the areas in which the County Manager would most benefit from additional development of skills or knowledge?

Please Comment:

- \* HUMAN RESOURCE TRAINING IN THE AREA OF DEALING WITH PROBLEMATIC OR LOW PERFORMING EMPLOYEES

3. In what way does the County Manager make a unique contribution to the organization because of the person he/she is?

Please Comment:

- \* KNOWLEDGE OF INTERNAL WORKING OF ~~THE~~ COUNTY & CITY FROM PAST EMPLOYMENT HISTORY -
- \* GRANT WRITING CAPABILITIES THAT HAVE PROVEN VERY BENEFICIAL FOR THE COUNTY

## PART C: OVERALL ASSESSMENT

### Narrative Summary of Performance:

for the most part, Mr Krause completes all directives and wishes of the board. Occasionally things are overlooked but it is more than likely due to his workload. I have had discussions about how I feel more could be delegated.

### Affirmation of Strengths and Achievements:

Mr Krause has extensive knowledge of county and state law. He also is a proficient grant writer which has proved valuable to our county.

### Discussion of Gaps:

I believe Mr Krause could delegate more of his workload. I also feel he could delegate ~~the~~ ~~the~~ ~~the~~ HR situations that rise to his admin level to the Assistant County Manager

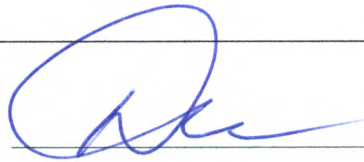
### Suggestions for Professional Development:

Time Management / Delegating Task  
~~the~~ professional development courses

## Part D: Comments

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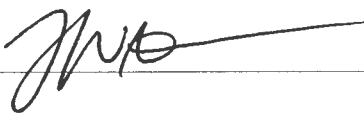

Employee  
Signature: \_\_\_\_\_



Date: \_\_\_\_\_

5/3/22

County  
Commissioner  
Signature: \_\_\_\_\_



Date: \_\_\_\_\_

5/11/22

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Please Comment:

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Exceptional  
(5)

Superior  
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Fair  
(2)

Unsatisfactory  
(1)

Please Comment:

*Needs to set quarterly goals  
and keep board updated on  
accomplished targets @ a regular  
meeting*



**3. People Management:**

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)

Unsatisfactory  
(1)

Please Comment:

Morale in my opinion  
At all time "LOW"

**4. Program Management:**

How satisfied are you that the County Manager 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)

Superior  
(4)

Satisfactory  
(3)

Fair  
(2)

Unsatisfactory  
(1)

Please Comment:

MANAGER HAS KNOWLEDGE OF  
PROGRAMS GRANTS ETC, BUT WMS  
SO MUCH FRIVOLOUS DISTRACTIONS  
WITH DAY TO DAY HE CANNOT FOCUS  
ON THESE MATTERS  
NEEDS ADMIN ASSIST  
CITY MGR.

**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?

Exceptional (5)      Superior (4)      Satisfactory (3)      Fair (2)      Unsatisfactory (1)

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Exceptional (5)      Superior (4)      Satisfactory (3)      Fair (2)      Unsatisfactory (1)

Please Comment:

Commissioner's need to  
be notified of all Internal  
Budget Amendments without  
having to request  
AS LACY DID

**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?

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**(3)**

**Fair**  
**(2)**

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Please Comment:

*W/C*

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Please Comment:

*W/C*

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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 organization?

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---------------------------	------------------------	----------------------------	--------------------	------------------------------

Please Comment:

*Make his decisions based on what's best for the taxpayers always. Don't worry about who's related to who when having to make the right decision*

## Part B: Personal Leadership Qualities

1. What are three (or more) major strengths of the County Manager as a leader?

Please Comment:

Very Approachable

2. What are the areas in which the County Manager would most benefit from additional development of skills or knowledge?

Please Comment:

"Personal" Mgmt Skills

3. In what way does the County Manager make a unique contribution to the organization because of the person he/she is?

Please Comment:

~~the~~  
Knowledge of Grant  
Process

## PART C: OVERALL ASSESSMENT

**Narrative Summary of Performance:**

**Affirmation of Strengths and Achievements:**

**Discussion of Gaps:**

**Suggestions for Professional Development:**

- ① Hold & Term Accountable
- ② Needs Admin Assent <sup>CDP</sup> <sub>Managed</sub>
- ③ Set Goals stick to them

