

Alachua County Board of County Commissioners Performance Evaluation

Administrating Official

Name: <u>MICHELE LUBERMAN</u>	Title: <u>COUNTY MANAGER</u>
Evaluation Period: <u>10/1/22</u> to <u>9/30/23</u>	

This form shall be completed by each member of the Board to evaluate the designated Administrating Official's performance in each of the areas noted below. Performance levels can be noted based on the following scale:

- 5 – **Excellent** (almost always exceeds expectations and performs at very high standard)
- 4 – **Above average** (generally exceed performance expectations)
- 3 – **Satisfactory** (meets performance expectations)
- 2 – **Below average** (generally does not meet performance expectations)
- 1 – **Unsatisfactory** (almost always fails to meet minimum performance expectations)

Each member of the Board should sign the form and forward it to the Human Resources Director.

1. PROFESSIONAL SKILLS AND STATUS

- Knowledgeable of current developments affecting the management field
- a. and county governments.
- b. Respected in the management profession.
- c. Has a capacity for and encourages innovation
- d. Anticipates problems and develops effective approaches for solving them.
- e. Willing to try new ideas proposed by Board Members or staff.
- f. Interacts with the Board in a collegial and straightforward manner.

PERFORMANCE LEVEL				
1	2	3	4	5
				✓
				✓
				✓
				✓
				✓
				✓

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2. RELATIONS WITH BOARD OF COUNTY COMMISSIONERS

- Carries out directives of the Board as a whole rather than those of any
- a. one Board member.
- Assists the Board in resolving problems at the administrative level to
- b. avoid unnecessary Board action.
- Assists the Board in establishing policy, while acknowledging the ultimate
- c. authority of the Board.
- d. Responds to requests for information or assistance by the Board.

PERFORMANCE LEVEL				
1	2	3	4	5
			✓	
				✓
				✓
				✓

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3. POLICY EXECUTION

- a. Implements Board action in accordance with the intent of the Board.
Supports the actions of the Board after a decision has been reached, both
- b. inside and outside the organization.
- c. Enforces County policies.
- d. Understands County's laws and ordinances
Reviews ordinance and policy procedures periodically to suggest
- e. improvements to their effectiveness.
- f. Professionally executes Board policies and programs through county workforce.

PERFORMANCE LEVEL				
1	2	3	4	5
				✓
				✓
				✓
				✓
				✓
				✓

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4. REPORTING

- a. Provides the Board with reports concerning matters of importance to the County.
- b. Reports are accurate, comprehensive and produced in a timely manner.
Prepares an agenda which reflects accurate and timely policy analysis and
- c. offers sound recommendations.
- d. Promotes transparency in the documents and affairs of the County government.

PERFORMANCE LEVEL				
1	2	3	4	5
				✓
				✓
				✓
				✓

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5. SUPERVISION

- a. Employs a professional, knowledgeable staff.
- b. Maintains a healthy and productive organizational culture.
- c. Employees are recognized for best practices in the industry.
Employees have training and professional growth opportunities within the
- d. organization
Encourages teamwork, innovation, and effective problem-solving among the
- e. staff members.
Institutes in employees a culture that is focused on customer service and
- f. responsible stewardship.

PERFORMANCE LEVEL				
1	2	3	4	5
				✓
				✓
				✓
				✓
				✓
				✓

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6. FISCAL MANAGEMENT

- a. Prepares a balanced budget to provide services at a level directed by the Board.
- b. Makes the best possible use of available funds, to operate the County efficiently and effectively.
- c. Prepares a budget which is well formatted.
- d. Fiscal management reflects sound financial planning and controls.
- e. Appropriately monitors and manages the fiscal activities of the organization.

PERFORMANCE LEVEL				
1	2	3	4	5
				✓
				✓
				✓
				✓
				✓

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7. CITIZEN / COMMUNITY RELATIONS

- Responsive to complaints from citizens.
- Demonstrates a dedication to service to the community and its citizens.
- Skillful with the news media, avoiding political positions and partisanship. Actively engages citizens in programs, events and initiatives to encourage citizenship and co-creation.
- Willing to meet with members of the community to discuss their concerns.
- Engages with community partners on local initiatives.
- Avoids unnecessary controversy.
- Respected as a community leader.

PERFORMANCE LEVEL				
1	2	3	4	5
				✓
				✓
				✓
				✓
				✓
				✓
				✓
				✓

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Total All Points: 194

Divide Total by: 39 categories

Average: 4.97

8. What strengths has the Administrating Official demonstrated (management skills, knowledge, abilities) which have been most helpful to you as a commissioner during this evaluation period (feel free to be general or include specific issues or projects which benefited from the Administrator's leadership)?

Michele's ability to have the entire organization (Asst City Mgrs + Department Directors) working together and across Departments to serve the Citizens of Alachua County is Amazing. She has tremendous leadership skills.

9. What performance areas would you identify as needing improvement? Why? What constructive, positive ideas can you offer the Administrating Official to improve these areas?

Michele is constantly looking to serve the desires of the Commission as a whole and often tries to make sure she is responsive to individual Commissioner Requests. Unfortunately, sometimes I have observed that the Chair or Individual Commissioner's task the Manager or her Staff without receiving Board Direction. This is both Disruptive to the Organization and does not serve the Public well. Please push back on Individual Requests when the Direction of the Board has not been clearly articulated.

10. Other comments?

Signature: [Signature]

Print name: Ken Gull

Form revised: 08/01/2023

Date: 9/25/2023