

PERFORMANCE EVALUATION
Borough Manager: Stephen Giesbrecht
6/15/2020

LEADERSHIP

| | Needs Improvement | Meets Expectations | Exceeds Expectations | Evaluator has No Basis for Judgement |
|---|-------------------|--------------------|----------------------|--------------------------------------|
| Inspires trust and confidence with: | | | | |
| Staff | | | | |
| Assembly | | | | |
| Public | | | | |
| Functions as an effective member of the community structure (along with school superintendent, hospital CEO, Chamber of Commerce, USFS District Ranger, etc.) | | | | |
| Evaluator Comments: | | | | |
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COMMUNICATION

| | | | | |
|---|--|--|--|--|
| Practices timely and effective communication with Assembly and Department Heads regarding subjects important to the Borough | | | | |
| Evaluator Comments: | | | | |
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PLANNING

| | | | | |
|---|--|--|--|--|
| Anticipates municipal needs; develops and implements strategies for dealing with change and planning for the future | | | | |
| Evaluator Comments: | | | | |
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MANAGING RESOURCES

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|---|--|--|--|--|
| Ensures programs, services and projects provide cost effective results that are important to Borough residents | | | | |
| Ensures prudent financial management is maintained (in coordination with the Finance Director) for the continued success of the Borough | | | | |

MANAGING RESOURCES, continued

| | Needs Improvement | Meets Expectations | Exceeds Expectations | Evaluator has No Basis for Judgement |
|--|-------------------|--------------------|----------------------|--------------------------------------|
| Seeks ways to cooperate, collaborate, or consolidate programs as appropriate | | | | |
| Evaluator Comments: | | | | |
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PROBLEM SOLVING AND DECISION MAKING

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|---|--|--|--|--|
| Analyzes situations to determine root causes and develops realistic alternative solutions | | | | |
| Consults with knowledgeable and/or affected parties when making critical decisions | | | | |
| Evaluator Comments: | | | | |
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RELATIONS- Community

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|----------------------------------|--|--|--|--|
| Projects a positive public image | | | | |
| Evaluator Comments: | | | | |
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RELATIONS- Staff

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|---|--|--|--|--|
| Maintains a respectful relationship with Borough employees | | | | |
| Values Borough employees and recognizes their contributions | | | | |
| Evaluator Comments: | | | | |
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RELATIONS- Intergovernmental

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|---|--|--|--|--|
| Has the respect of peers in local and state government | | | | |
| Lobbies effectively with legislators and state agencies regarding Borough programs and projects | | | | |
| Evaluator Comments: | | | | |
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RELATIONS- Assembly

| | Needs Improvement | Meets Expectations | Exceeds Expectations | Evaluator has No Basis for Judgement |
|--|----------------------|-----------------------|-------------------------|--|
| Keeps the Assembly informed of important issues pertaining to the Borough | | | | |
| Effectively implements and oversees policies and procedures adopted by the Assembly | | | | |
| Evaluator Comments: | | | | |
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Reviewed by _____

Date _____