



Staff Report

Agenda Item: **Town Manager Evaluation Review – Approval of the review of the Town Manager’s Evaluation conducted on November 13, 2007, by Town of Clarkdale Common Council in Executive Session.**

Sponsored By: Doug Von Gausig, Mayor

Staff Contact: Walt Good, Deputy Town Clerk

Meeting Date: February 12, 2008

Background: On November 13, 2007, the Town of Clarkdale Council conducted an evaluation of Gayle Mabery, Town Manager. This review is a discussion of the consolidation of all the Councilmembers reviews from that evaluation and the overall Council assessment.

Recommendation: This is a discussion only and no action is required.

Town Manger Review

January 28, 2008

On November 13, 2007 the Clarkdale Town Council conducted an evaluation of Town Manager Gayle Mabery. Each councilor completed a Performance Evaluation Form and each of them discussed his or her conclusions. The form called for rankings from 1 ("Exceeds Expectations") to 5 ("Below Expectations") in each of 9 categories. There was also a tenth category indicating the "Overall Performance Rating."

The average performance rating overall was 1.5, indicating an overall judgment that Gayle met or exceeded the Council's expectations. Some councilors gave her a "1.0" while others were more reserved, but all were quite positive overall. She consistently scored very high marks for institutional knowledge, training, management and preparedness of her staff, and community relations. Areas that some felt needed improvement were in Town Council preparation, especially when large or unusual expenditures were involved. There was also a general feeling among the councilors that while her "extracurricular" endeavors are a very positive thing for the community, she may need to pay more attention to scheduling to see that long stretches of time are not spent away from her office.

Overall the Clarkdale Town Council was very positive about Gayle's performance and the predominant feeling was that we are fortunate to have someone as dedicated, knowledgeable and skilled as she is managing our town. Every councilor expressed the realization that having a Town Manager with her continuity of tenure was a tremendous benefit to Clarkdale. Each also mentioned that her skills at preparing, conducting and implementing such vital functions as strategic planning are unmatched. We all felt that Gayle is an innovative, efficient and highly competent manager.

The Council also expressed the realization that the next year would bring economic challenges for our town, and they are confident that Gayle has the skills, experience and ingenuity to guide the town through a downturn with minimal negative impact.

Finally, the Clarkdale Town Council is exceedingly pleased with Gayle Mabery and her professional conduct, and we look forward to many more years of her management for our community.

Sincerely,

Doug Von Gausig
Mayor