



Mark Moore

Mark Jeffreys
Councilmember

Motion: City Manager Review

January 20th, 2026

WE MOVE for City Council to begin the annual review of the City Manager. The review will be based on the ten categories listed below and will follow the timeline listed below.

WE FURTHER MOVE that the City Manager has provided Council with a self-evaluation, including the ten categories listed below and specific goals.

WE FURTHER MOVE that Councilmembers communicate to internal and external stakeholders to provide informal feedback to use for their own evaluation of the City Manager.

STATEMENT

This motion is to begin with the annual City Manager review. Based on the ten categories (see below) the City Manager will provide a self-evaluation to Council following the timeline (see below). Councilmembers are encouraged to communicate with internal and external stakeholders to gain informal feedback. This will be used to aid them with their own evaluation of the City Manager.

EVALUATION CATEGORIES:

Budget Priorities:

1. Public Safety & Health
2. Growing Economic Opportunities
3. Thriving Neighborhoods
4. Fiscal Stability
5. Excellent & Equitable Service Delivery

Council Priorities:

1. **Management:** recruitment, retention, employee morale, major hires
2. **Leadership:** ability to prioritize, delegate, and lead
3. **Government Efficiencies:** remove unnecessary bureaucracy, move projects forward, use data-driven approach
4. **Relationship with Council and Mayor**
5. **Communication Skills:** internal and external

PROPOSED TIMELINE

- **Monday, January 26th, 2026: Budget & Finance Committee: Council considers the City Manager's End of Year Report (File #202502136) in executive session.**
- **Monday, February 2nd, 2026: Budget & Finance Committee: Council enters executive session to discuss review.**
- **Monday, February 9th, 2026: Budget & Finance Committee: Council enters executive session to discuss review (TENTATIVE).**
- **Monday, February 23rd, 2026: Budget & Finance Committee: Deliberate and release final report of the City Manager Review publicly.**

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