

City of Gainesville  
 Charter Officer Performance Review Overall Score Summary Form  
 Fiscal Year Ending September 30, 2018

City Commission	<i>Ed Bielarski, General Manager</i>		<i>*Deborah Bowie Interim City Manager</i>		<i>Carlos Holt City Auditor</i>		<i>Nicolle Shalley City Attorney</i>		<i>*Teneeshia Marshall EO Director</i>		<i>Omichele Gainey City Clerk</i>	
	Rating Description	Rating 1-5	Rating Description	Rating 1-5	Rating Description	Rating 1-5	Rating Description	Rating 1-5	Rating Description	Rating 1-5	Rating Description	Rating 1-5
Arreola	Meets Job Standards	3	N/A	N/A	Meets Job Standards	3	Outstanding	5	N/A	N/A	Exceeds Job Standards	4
Hayes-Santos	Improvement Needed	2	N/A	N/A	Improvement Needed	2	Exceeds Job Standards	4	N/A	N/A	Improvement Needed	2
Johnson	Outstanding	5	N/A	N/A	Outstanding	5	Outstanding	5	N/A	N/A	Outstanding	5
Simmons	Exceeds Job Standards	4	N/A	N/A	Exceeds Job Standards	4	Meets Job Standards	3	N/A	N/A	Meets Job Standards	3
Poe	Exceeds Job Standards	4	N/A	N/A	Exceeds Job Standards	4	Outstanding	5	N/A	N/A	Exceeds Job Standards	4
Warren	Outstanding	5	N/A	N/A	Outstanding	5	Outstanding	5	N/A	N/A	Exceeds Job Standards	4
Ward	Outstanding	5	N/A	N/A	Outstanding	5	Outstanding	5	N/A	N/A	Outstanding	5
<b>Average Rating Score</b>		4		N/A		4		4.571		N/A		3.86

\*No evaluation rating completed as Charter is new in the role

<u>Rating Description</u>	<u>Rating Score</u>
Outstanding	5
Exceeds Job Standards	4
Meets Job Standards	3
Improvement Needed	2
Unsatisfactory	1
N/A	N/A