



**City of Gainesville
Charter Officer Performance Review
Tally Summary Form
Fiscal Year Ending September 30, 2019**

Ed Bielarski							
Commission Member	Goal	Comp1	Comp2	Comp3	Comp4	Comp5	Overall Score
Arreola	4	4	3	4	4	5	4.00
Hayes-Santos	3	4	2	4	5	2	3.33
Johnson	4	4	4	4	4	5	4.17
Poe	5	5	4	5	5	5	4.83
Simmons	4	4	3	4	4	5	4.00
Ward	5	5	4	5	5	5	4.83
Warren	5	5	5	5	5	5	5.00
							4.31

Omichele Gainey							
Commission Member	Goal	Comp1	Comp2	Comp3	Comp4	Comp5	Overall Score
Arreola	5	4	3	4	4	4	4.00
Hayes-Santos	4	4	3	5	5	4	4.17
Johnson	5	4	5	4	5	5	4.67
Poe	5	5	4	5	5	4	4.67
Simmons	4	3	4	4	4	3	3.67
Ward	5	5	5	5	5	5	5.00
Warren	4	3	4	4	4	3	3.67
							4.26

Teneeshia Marshall							
Commission Member	Goal	Comp1	Comp2	Comp3	Comp4	Comp5	Overall Score
Arreola	4	4	5	4	4	5	4.33
Hayes-Santos	4	4	3	5	5	4	4.17
Johnson	4	4	4	4	5	4	4.17
Poe	5	4	4	5	5	5	4.67
Simmons	4	3	4	4	5	4	4.00
Ward	5	5	5	5	5	5	5.00
Warren	4	4	3	4	4	4	3.83
							4.31

Nicolle Shalley							
Commission Member	Goal	Comp1	Comp2	Comp3	Comp4	Comp5	Overall Score
Arreola	4	5	4	4	5	5	4.50
Hayes-Santos	4	5	4	5	5	4	4.50
Johnson	4	4	3	4	5	5	4.17
Poe	5	4	5	5	5	5	4.83
Simmons	5	3	5	3	5	5	4.33
Ward	5	5	5	5	5	5	5.00
Warren	5	4	5	4	5	5	4.67
							4.57

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

No evaluation rating completed for Feldman & Loria as Charters are new in the role